

St. Anne Catholic Church

Draft 2- Five Year Plan

Area of Focus: Engagement

Brought to life by the Word of God and nourished by the Eucharist . . .

We seek to actively engage and build relationships with the parishioners of St. Anne.

Goal 1

Enhance the quality of parishioner participation in weekly Mass; increase the number of parishioners who regularly attend.

Objectives

1. Periodically evaluate the parish Mass schedule to ensure that it continues to meet parishioners' needs. Use information from evaluation to determine needs of various groups.
2. Provide Masses that appeal to diverse parishioner preferences; ensure that appropriate music is provided and is of a kind and quality that elicits assembly participation.
3. Ensure parishioners understand the importance of being a member of the body of Christ and that the Eucharistic celebration is deeply understood, appreciated, and becomes central in parishioner's lives.
4. Ensure that parish, local, national and global issues that may be in the mind of the community at the time are integrated into the Mass.

Goal 2

Enhance the quality of parishioner participation in parish ministries and community events; increase the number of parishioners who regularly participate in these activities.

Objectives

1. Evaluate current parish ministries and community events for their efficacy in engaging parishioner participation.
2. Continue to explore ways to enhance participation of parishioners in school activities and school students and families in parish activities.
3. Develop methods of recruiting, training and supporting volunteers of all ages at all levels of parish life that is consistent with our parish mission and vision.

4. Develop a plan to engage youth and young adults to build and perpetuate a sustainable parish community.

Goal 3

Develop and consistently communicate a unified message that conveys St. Anne's mission and vision in a manner that invites parishioners into full and active participation in parish life.

Objectives

1. Gather Parish Leadership on a quarterly basis to keep efforts of councils and commissions focused on parish mission and to help coordinate efforts; reflect and discuss current state of the parish; evaluate events in the context of our mission.
2. Evaluate existing systems and protocols regarding their effectiveness in clearly communicating the message of St. Anne's mission and vision to all parishioners.
3. Create a Communications Committee to be responsible for coordinating parish communication efforts regarding liturgical, community events, parish, and school activities.
4. Communicate and cultivate the welcoming, hospitable and caring nature of St. Anne's community.
5. Develop and implement programs to recognize contributions of time, talent and treasure.

Area of Focus: Discipleship

We live out the gospel as listeners, learners, leaders . . .

We seek to help all our members deepen their relationship with Jesus Christ and to support them in recognizing and living out their baptismal call as His Disciples.

Goal 1

Inspire all parishioners to grow in their knowledge of the faith and to grow as Disciples of Christ.

Objectives

1. Provide a wide variety of easily accessible educational classes on the basics of Catholic faith with particular emphasis on the mission of the Church in the world and the role of laity.
2. Provide parish wide retreats or extended, structured formation opportunities where parishioners can reflect and explore how God is calling them individually, and the parish as a community to serve.
3. Provide and promote high quality sacramental preparation programs; evaluate the programs' effectiveness in forming participants in discipleship.
4. Explore reintroduction of traditional liturgical and devotional experiences both at the parish and school; find creative, engaging ways of introducing these traditions to modern audiences.
5. Provide opportunities to engage families in the liturgies.

Goal 2

Provide spiritually based, practical opportunities for parishioners of all ages to discern and embrace their personal vocation and mission.

Objectives

1. Help all parishioners understand and accept the full community's responsibility for the formation and support of those preparing for sacraments of initiation, the sacrament of marriage, or discerning vocations.
2. Support St. Anne School and its mission to provide our elementary and middle school students with an excellent academic and spiritual foundation-- encourage these students to have a lifelong, fervent desire to know and understand how God is personally calling them.

3. Develop and promote plentiful and varied volunteer learning opportunities in the parish and school where parishioners can be exposed to the experience of others less fortunate, and also explore vocations in service; provide ample opportunity for reflection and discussion and also opportunities for further learning and action.

Goal 3

Develop volunteer catechists, educators, spiritual directors and mentors to support the Pastoral Coordinator and the parish staffs in providing faith formation opportunities and in helping parishioners discern their vocations and charisms.

Objectives

1. Continue the formation and development of a parish Faith Formation Commission.
2. Recruit, train and support volunteers to assist in providing faith formation programs at all levels.
3. Find creative ways to recognize lay mentors during liturgies, social events and/or other special events, as a way of thanking them for their efforts, but also as a way to encourage others to volunteer in similar ways.

Area of Focus: Mission

We accept Christ's mission to transform the world...

We seek to help all parishioners discern their unique role in transforming the world and to support them in that vocation. We seek to work together in making a difference in the world around us.

Goal 1

Build a community of formation and collaboration to make a difference in the world.

Objectives

1. Help each parishioner recognize and understand that they have a unique personal vocation in life.
2. Familiarize parishioners with the nature and importance of personal charisms through homilies, workshops and other resources.
3. Actively utilize an updated online matrix of talent pool to facilitate work needed by the parish.
4. Develop a network of faith sharing groups and opportunities where parishioners can share triumphs and challenges of living in the secular world.
5. Partner with other parishes, churches and organizations on service projects in areas where we share common values and mission.

Goal 2

Organize parish ministries to support our parish mission and vision, and meet the changing needs of parishioners.

Objectives

1. Evaluate and streamline current ministries for their efficacy in relationship to our parish's mission and resources.
2. Align ministries' work plan with the Five Year Plan to ensure consistency, continuity and sustainability.
3. Direct ministries to annually report plans and accomplishments to councils and commissions to provide for better communication and accountability.

Goal 3

Raise consciousness and involve parishioners in addressing local and global needs.

Objectives

1. Educate parishioners on the mission, works and public policy of the larger church.
2. Familiarize and recruit parishioners in the works of parish outreach ministries.
3. Practice stewardship as a parish by investing our community's resources for others.
4. Employ environmentally sustainable practices in the parishes' business and operations.

Area of Focus: Stability

...now and for future generations.

We seek to optimally structure, manage and invest our resources to build a strong foundation for the parish and thereby further our mission.

Goal 1

Improve the parish's financial performance and condition.

Objectives

1. Annually secure stewardship commitments of time talent and/or treasures from 100% of parishioners.
2. Increase annual parish-wide stewardship collections of treasure from \$630,000 to \$1,000,000 by 2014.
3. Increase participation in the electronic funds transfers (EFT) program from 25% of households to 75% households to more evenly spread receipts throughout the fiscal year and maximize collection of pledge funds.
4. Reduce the remaining debt from past building projects and capital campaigns by 50% by 2014.
5. Increase operational contingency account funding from \$53,000 to \$120,000 and continue to maintain two months of parish operational expense within the account.
6. Annually, conduct a financial review of existing programs and consult with all councils and commission to ensure that parish resources are being used to further our mission.
7. Enhance and coordinate fundraising efforts to optimize results for the parish as a whole.

Goal 2

Provide and maintain safe, attractive, spiritually and environmentally sound facilities to support and carry out our mission.

Objectives

1. Complete the final stages of the church renovation.
2. Analyze the parish's property and physical plant and develop a strategy to best utilize the property and plant in furtherance of our mission.
3. Fund repair and/or replacement of critical maintenance items and periodically inventory and prioritize deferred maintenance issues.
4. Develop and maintain a replacement reserve budget that incorporates church, parish office, school and convent facilities, and the parish grounds.
5. Earmark Archdiocesan rebates from the Annual Catholic Appeal for completion of critical capital improvements.

Goal 3

Recognize, reward and maximize the value of the parish's human resources.

Objectives

1. Incrementally increase the value of salary and benefit packages for parish staff members from 85% of Archdiocesan guidelines to 100% of the guidelines.
2. Encourage and provide financial assistance for professional development for staff members.
3. Develop and implement leadership training programs for lay volunteers and parish staff members.
4. Ensure that the roles and responsibilities of parish staff members are aligned to maximally support the parish mission.
5. Standardize and implement annual succession policies and procedures for all councils and commissions, including annual selection by each group of a chairperson and successor chairperson.

Goal 4

Educate and inform parishioners and non-parish school families about the parish's needs and its financial performance and condition.

Objectives

1. Develop a comprehensive multi-media communication plan to periodically present parish financial information to parishioners and non-parishioner school families.
2. Develop and implement programs to encourage bequests and gifts to the parish.
3. Deliver targeted communication programs to encourage the investment of parishioner's time, talent and treasure in parish initiatives.