



Strategic Planning Initiative Parish Update May 14th-15th, 2011

Purpose & Goal of Parish Update

- Purpose
 - Update the Parish on the strategic planning initiative

- Goals
 - Create a level of awareness and excitement about the future of our Parish

Key Questions

- Why are we doing a strategic plan?
- How are we approaching strategic planning?
- What has been accomplished so far?
- What will be happening in the future?
- What can you do?

Why are we doing a strategic plan?

- Growth
- Fewer Religious
- School Competition
- Secular Society
- Individual & Family Changes, Needs
- Internal Needs
- Focus
- Unification

How are we approaching strategic planning?

- Strategic Planning Approach
 - Parish Pastoral Council (PPC) sponsored initiative
 - Strategic Planning Core Team (SPCT) formed to facilitate and manage the planning process
 - Chartered to develop a 10 year strategic plan – 2020
 - Began in April 2010
 - Planned completion in May 2012
- Planning Model
 - PPC, SPCT, Leaders, Subject Matter Experts, Parish at Large
 - Start with leadership involvement and formation, and work out
 - Engage, facilitate and enable to put the plan into action

How is the Parish approaching strategic planning?

- Strategic Planning Approach continued
 - It is not about a capital campaign, facility improvement, or money
 - It is not about changing Church teaching, tradition, or scripture
 - It is about discovering, understanding, adopting, and applying what Jesus Christ wants for His Church, our Parish, and each of us
 - It is about Learning, Living, and Sharing our Catholic faith!
 - It is about making a difference in the Parish, the community, and the world as a faith community

What has been accomplished so far?

- Discovery
 - Tradition, Catechism, Canon Law, Encyclicals, USCCB, Catholic Publications, Sacred Scripture
 - Purposes of the Church & Parish – what “business” are we in?
 - Role of the Laity – what is “our role” in it?
- Leadership Engagement
 - Interviews & SWOT Analysis (Strengths/Weaknesses/Opportunities/Threats)
 - Leadership Workshops – 1. Discipleship, 2. Vision & Mission
- Parish Marketing Organization Need Identified, Recommended, Formed, Active
- Foundational Plan Developed – Executive Level Plan
 - Vision, Mission, Parish Creed, Executive Strategies, Measurements
- Parish Survey Executed
 - Allow all parishioners the opportunity to provide input to the plan
 - Assess and validate key concepts in the Foundational Plan, establish a baseline
 - Gain information to feed functional area planning teams

Foundational Plan

- Foundational Plan Purpose

- It is not the final plan, but a milestone document that draws on experiences, activities, research, and prayer
- Aggregate and summarize the planning activities to date
- Provide an overview of the Mission of the Church, the Parish, and our part in it
- Provide the Parish with a clear vision, mission, and strategies for the future
- Identify key areas of success or measurements as the vision is fulfilled
- Provide a sound basis for future planning activities, rooted in the beliefs of the Catholic Church

Foundational Plan

- Role of the Laity

- As the laity, we are called to have an openness, desire, and willingness to be formed into Intentional Disciples of Jesus Christ and to share that formation with others.

- Role of the Parish

- The Parish then is a place of formation for the laity, allowing us to learn, live, and share our Catholic faith with others.

- Intentional Disciples

- Have a deep, personal, and loving relationship with Jesus Christ
 - Seek to understand their gifts from the Lord and utilize them in the world
 - Know, love, and serve Jesus Christ in action, thought, word, and prayer
 - Choose to surrender to the will of God
 - Jesus Christ is the lens through which they see the rest of life

Foundational Plan

- Vision

- St. Patrick Parish will grow to a Catholic faith community of Intentional Disciples who are being transformed by Jesus Christ for the purpose of changing the world

- Mission

- We, the Catholic community of St. Patrick Parish, believe and proclaim Jesus Christ as the risen Lord among us through the power of the Holy Spirit. As His disciples, we will intentionally learn our faith, live our faith, and gratefully and lovingly share our faith with our universal community. We will go forth on this journey together, displaying Catholic Tradition, dedication, and respect for all others.

Foundational Plan

- St. Patrick Parish Creed
 - Brings the vision and mission together into a prayer for our Parish that we can say and share as a Catholic faith community.

*As baptized believers of the Catholic Faith,
We are St. Patrick Parish.*

*God has Called and Gifted us to be the
Light of Jesus Christ in our community.*

*By Learning our Faith,
By Living our Faith, and
By Sharing our Faith,
We will become His Intentional Disciples.*

*Through our personal relationship with Jesus Christ,
The Holy Spirit will work miracles that will transform the world.*

Foundational Plan

- Executive Strategies

- Focus on the formation of the Laity, beginning with our lay leaders and extending outward; create an image for all of what it means to be an Intentional Disciple of Jesus Christ
- Focus on parish faith formation ministries, ensuring programs and services are available for all parish members to help them in their development of Intentional Discipleship
- Design and implement a more effective, integrated, and cooperative parish organizational model
- Promote, communicate, support, and advocate the theme, vision, mission, and purposes related to the overall strategic plan and future of the parish.

Foundational Plan

- Measurements of Progress
 - Significant increases in:
 - Mass attendance
 - Eucharistic Adoration & Lenten Activities
 - Prayer – Rosary Cell, Prayer Groups
 - New parish members
 - New members to the faith, RCIA
 - Adult education programs
 - Youth group participation
 - Parish mission participation
 - Prayer chain participants
 - Weekly financial contribution – dollars, pledges
 - More active participation from all registered parish members
 - Increased volunteering or stewardship
 - Active, vibrant, inviting, and moving liturgy

Foundational Plan

- Measurements of Progress

- Increase in vocations from parish members – religious, diaconate, priesthood
- Increasing enrollment and sustainability of the School
- Decrease in the number of parish members that leave the parish or school or become inactive
- Increased number of active and focused programs and/or ministries, meeting needs of the community, parish, and world
- Shift:
 - From maintenance to mission focus
 - From inward to outward focus
- Change in attitudes and culture of the parish
 - One parish, one vision, one purpose – united in the Body of Christ
 - Laity stepping up, unified support and respect for the Pastor
 - Shift from “Give to a Need” to “A Need to Give”
 - Positive attitudes about the Parish - Personal testimonials, Positive web site content

Parish Survey – General Information

- Offered via Internet and Hard Copy for 3 weeks
- 100 Multiple Choice Questions
 - Discipleship, Stewardship, Education, Organization, Finances, Liturgy, Facilities
- 4 Questions for Written Comments
- 1 Question for any Additional Comments
- Number of responses
 - 308 individual responses were received, 253 had comments
- 63% - Parishioners ages 41 to 75
- 1.6% - Parishioners from ages 18 to 25
- 47% - Parishioners with 20 or more years at St. Patrick's
- 89% - Parishioners that have been Catholic for over 20 years

All survey responses will be provided on the Parish web site. 15

Parish Survey – Response Highlights

- 70% - Positive or Very Positive about their experience at St. Patrick
- 79% - St. Patrick Parish is Important or Very Important to their spiritual education and development
- 51% - St. Patrick Parish helps them grow in the relationship with Jesus Christ
- 86% - Are comfortable inviting a friend or relative to Mass at St. Patrick Parish
- 86% - Feel that homilies are relevant and meaningful
- 98% - Contribute financially to the parish
- 75% - Contribute financially to practice stewardship
- 49% - See their financial contribution increasing in the next five years
- 46% - Feel financial resources are used wisely (38% uncertain)
- 47% - Feel there is a need for more programs (32% were uncertain)
- 9% - Have a clear understanding of the parish organization model
- 21% - Feel the parish has strong lines of communication

Parish Survey – Response Highlights

- 19% - Have a clear understanding of what an Intentional Disciple is
- 54% - Feel that they are an Intentional Disciple (39% are uncertain)
- 64% - Feel that Catholics are called to evangelize
- 58% - Feel St. Patrick Parish is inward focused
- 12% - Feel St. Patrick Parish is outward focused
- 55% - Feel St. Patrick Parish is mission focused
- 39% - Feel St. Patrick Parish is maintenance focused
- 79% - Feel that the laity have a major role in fulfilling the parish's mission
- 51% - Have some understanding of the role of the laity
- 35% - Understand the vision, mission, and purpose of the parish
- 28% - Are completely comfortable talking about the Catholic faith to non-Catholics
- 39% - Are completely comfortable talking about the Catholic faith to Catholics

Parish Survey – Comments

- Written comments were asked on five questions:
 - State one additional ministry
 - State one thing for strategic planning to address
 - State one Parish strength
 - State one Parish weakness
 - Provide any additional comments

Summarized survey comments will be provided on the Parish web site.

Survey – Summarized Comments

47. Please tell us what the biggest **STRENGTH** is at St. Patrick Parish:

Leadership Rank	Categories of Answers	Total Responses in Category
9	Good People	52
3	Community Strength	43
2	Good School	40
1	Responsiveness to Needs	30
12	Don't know	29
13	Good Pastor	28
5	Engaged Parish-Core Group	14
8	Ministries	10
11	The Faith	10
6	Good Faculty + Staff	9
14	Education at all levels	7
7	Compassion/welcoming	5
10	Commitment by older people	4
15	Good church facility	1
4	CCD	0

Survey – Summarized Comments

48. Please tell us what the biggest **WEAKNESS** is at St. Patrick Parish:

Leadership Rank	Categories of Responses	Total Responses in Category
15	Don't know	52
1	Apathy	35
5	Father is too busy, needs help	21
18	Don't include/welcome all members	18
17	Lack adequate facilities, parking, etc	17
4	Lack single adult, young adult, youth programs	16
6	Negativity, gossip, cliques, gossip, etc	13
20	Disunity between school/CCD/Parish	11
2	Marketing and communications	10
9	No checks and balances	9
10	Autocratic leadership model	9
25	Improvements at Mass	7
13	Lack of transparency	6
26	Focus on money, not spirituality	6
11	The music lacks Pep, variety.	5
14	Need more socializing	5
23	Social gospel teaching	5

Survey – Summarized Comments

48. Please tell us what the biggest **WEAKNESS** is at St. Patrick Parish continued:

Leadership Rank	Categories of Responses	Total Responses in Category
16	Schedules don't meet everyone's needs	3
19	Lack personal faith formation	3
7	Lack of strategic plan.	2
8	Rely on key members and pastor too much	2
12	School focus on athletics, less on arts.	2
21	Some shortcoming in school	2
28	Involvement of children lacking	2
3	"give to a need" vs. "need to give"	1
22	Lack of support for CCD	1
24	Homilies by Deacons	1
27	Teachers pay too low.	1
29	Involve young families	1
30	Lack of follow-up to what we say.	1

Survey – Summarized Comments

Combined analysis from Questions 46, 49, 50

46. Please tell us ONE ministry, program, or offering St. Patrick Parish should offer that it doesn't today.

49 - What should be included in Strategic Plan?

50 - What additional comments do you have?

<u>Categories of Answers</u>	<u>Total Responses in category</u>
1. Evangelization, RCIA, Welcoming	18
2. Liturgy, prayer, sacraments	58
3. Education, formation for Discipleship	116
4. Ministries to live social gospel	88
5. Finances and stewardship	30
6. Facilities	57
7. Fellowship, Communications and marketing	63
8. Organization and planning	42
9. Other	35

What will be happening in the future?

- Functional Area Planning Teams
 - Faith Formation
 - School
 - Administration – Marketing, Finance, Building & Grounds, Tools/Processes
 - Parish Organization
- Focus on current state, future state, and transition plan
 - Where are we, where are we going, how do we get there?
- Functional Area teams are integrated to streamline the process and to build a single overall plan for the Parish
- Build on the Foundational Plan, focus on fulfilling the vision, provide a roadmap and timeline to get there
- Functional Area Planning will come together to form the final plan

Functional Area Planning Teams

- Faith Formation
 - SPCT: Patrick Asher, Denise Boyer, Morrie Franz
 - Leaders: Stan Budzinski, Muriel Graham
 - Members: Chris Venzon, Deacon Joe, Deacon Paul, Marla Jarboe, Anita Keck, Linda Pratt, Keo Thompson, Donelle Whiting, Bev Paluska, Michelle Hector, Monica Mueller, Deb Tranel, Beth Moore
- School
 - SPCT: Eric Mickels
 - Leaders: Amy Sajko, Dr. Sharon Weiss
- Administration
 - SPCT: Theresa Mickels
 - Marketing Leader: Hans Ritter
 - Finance Leader: Steve Greim
 - Building & Grounds Leaders: Jim Wike, Joe Cave
 - Tools/Processes Leaders: Stephany Bina, TBD
- Parish Organization
 - SPCT: Eric Mickels
 - Leader: Brian Sajko

Member: Monica Mueller

Father Donton is engaged and involved in each functional area.

What can you do?

- Be Prayerful
 - Pray for our Parish, the Church, and for each other as we continue this journey!
- Be Participative
 - Engage in the planning process, offer your talents and charisms, attend faith formation sessions, find ways to learn, live, and share your faith!
- Be Positive
 - Be thankful to the Lord for His blessings on our Parish, seek answers to questions, have an open mind and heart, engage in dialogue, avoid gossip!