

Vision 20-/20 Strategic plan

Vision

Bringing the transformative power of Christ to all by becoming the intellectual center for innovations and best practices in all aspects of worship and ministry.

Mission

Called by Christ, gifted by God and empowered by the Holy Spirit, St. Paul Catholic Newman Center is a parish committed to serving the academic community and all those who choose to be part of our parish family.

Values

- Heart speaks to Heart
- All are welcome

- Campus Ministry - providing spiritual and social outreach to the students and faculty of all university and college campuses in the area

- Worship/Liturgy — celebrating the love of God and the dignity of human life, especially through the Sacraments

- Education/Faith Formation — continuing the process of life-long learning in our Catholic-Christian faith tradition, while remaining open to the sharing and examination of ideas in an atmosphere of Christian freedom

- Service — expressing our faith and love through support and care of others, both within and outside our own community

- Community Life — offering fellowship and companionship on the faith journey

Strategic goals:

1. Increase registered parishioners by 20%.
2. At least 75% of registered parishioners spend a minimum of 10 hours each year in one of the parish ministries.
3. At least 50% of registered parishioners complete a minimum of 10 hours of faith formation each year.

(As of July 2015, we have 29 people enrolled in payroll deduction)

Year One (July 2015 – June 2016)

Clearing the weeds - Focus on reorganization to increase efficiency, effectiveness and institutional capacity

Item
PASTORAL COUNCIL
<ul style="list-style-type: none"> • Oversee implementation of strategic plan • Coordination between finance committee and pastoral council • Have a succession plan in place to find successor for Fr. Dave and Deacon John • Create revenue generation team to develop and implement a comprehensive revenue generation plan to include multiple revenue streams e.g. collections, stewardship events, estate giving, remainder wills, grants etc
FINANCE COUNCIL
<ul style="list-style-type: none"> • Coordination between finance committee and pastoral council • Ensure annual and quarterly communication of financial status to congregation • Develop and implement a comprehensive funds management and facilities management plan • Ensure fiscal sustainability of the Parish • Educate ministry groups on fiscal management
CAMPUS MINISTRY
<ul style="list-style-type: none"> • Establish Campus Ministry Action/ Advisory Board (<i>campus minister</i>) • Establish following Student Leadership Committees: <ul style="list-style-type: none"> ○ College Night Committee ○ Service Committee ○ Social Committee ○ Publicity Committee • On-Campus Committee for each college/university • Increase on campus presence at area colleges/universities • Develop and implement plan to increase student, faculty and staff recruitment and participation • Develop and implement a comprehensive publicity plan, including a strong social media strategy • Develop and implement a fundraising plan • Increase awareness of social issues, Catholic Social Teaching, Faithful Citizenship, etc. • Increase ecumenical interfaith collaboration with other campus religious and social justice organizations • Facilitate integration of Es-Tu-Dios into the Newman Center parish • Sponsor low-cost fellowship events throughout the year
LITURGY
<ul style="list-style-type: none"> • Restructure liturgy team to be a separate ministry division with a Director of Liturgy with responsibility for liturgy, art & environment, music & prayer and devotionals, greeters and ushers • Introduce meaningful innovation in liturgy

- Educate and prepare congregation for liturgy, liturgical functions and liturgical seasons
- Expand opportunities for celebration of sacraments and prayer - E.g. communal celebration of reconciliation, anointing of sick etc.
- Increase laity and young people involvement in liturgical functions
- Utilize physical structure to educate
- Have a powerful Holy Week 2016
- Establish preaching theme for each year

ADMINISTRATIVE MANAGEMENT

- Professionalize receptionist services and develop staffing plan
- Upgrade parish database and improve management and use of database
- Improve sound system, including outdoor coverage
- Establish clear job descriptions that clarify expectations for staff and supervisor
- Establish volunteer management coordinator
- Improve aesthetics of parish grounds and facilities
- Find ways to keep parish doors open and enhance security
- Involve more of the parish in planning
- Make productive use of vacant land

COMMUNICATION

- Develop and implement a comprehensive communication plan
- Publicize ministries and their successes

MINISTRY MANAGEMENT

- Develop and publicize organizational chart
- Present Intentional Discipleship and Giftedness workshops
- Establish giftedness process to help parishioners discern gifts and join ministry
- Develop procedure for welcoming new members to the parish and integrating them into a ministry
- Have each ministry have a co-leader/apprentice
- Have adult mentors for high school ministries
- Expand Welcome Sunday to Welcome Weekend. Have all ministries at all Masses.

Year Two (July 2016- June 2017)

Focus on Spiritual development and extending Ministry

- Periodic collection of parishioner input
- Establish an effective program evaluation system
- Foster interfaith exchanges in liturgy

FAITH/FORMATION EDUCATION

- Develop more faith formation opportunities e.g. Sergio Lecture, Lenten and advent retreats
- Reinvigorate Faith Family & Friends
- Continue to foster and expand small group faith formation opportunities e.g. bible study, Book clubs
- Have all catechists obtain diocesan catechetical certification within two years
- Strengthen Sunday experience

MINISTRY FORMATION

- Solicit training needs from ministries and provide periodic training
- Encourage all ministry groups to use Faith First practice (Mission Driven Parish)
- Formulate and train leadership model of ministry leaders – servant leadership
- Provide ongoing professional and faith development of ministers
- Provide mechanisms for collaboration among ministries
- Model and practice servant leadership at all levels
- Have all ministries use Heart Speaks to Heart as general vision plus their particular vision

MINISTRY DEVELOPMENT

- Establish criteria and procedures to start new ministries and terminate existing ministries
- Extend current ministries to outsiders e.g. grief support, Taize, Tai Chi
- Strengthen and expand ministry to special groups e.g. divorce, grief etc.
- Establish ministry to lapsed and returning Catholics
- Strengthen sacrament prep e.g. RCIA, Adult confirmation
- Explore elevation of Peace & Justice to be a stand alone ministry division
- Develop parish-wide strategy for life stage transitions to ensure life-long spiritual development e.g. from high school to college to young adults
- Create target specific fellowship opportunities e.g. greatest generation
- Promote interfaith collaboration of ministries

NEIGHBORHOOD

- Establish neighborhood ministry
- Involve neighbors in select fellowship events *e.g. parish picnic*
- Seek grant funding to support ministry

EVANGELIZATION

- Develop a parish wide strategy for evangelization e.g. Use Sunday experience for evangelization, develop neighborhood outreach, use funerals, weddings etc. to evangelize