

St. Vincent de Paul Catholic Church

Parish Pastoral Plan



April 2009

Table of Contents

	<u>Page</u>
Parish Mission Statement	3
History of St. Vincent de Paul Parish	4
Parish Profile and Demographic Information	6
Description of Parish Organizational Structure and Commissions	9
Chronology of the Pastoral Planning Process	14
Parish Goals	17
Plan to Evaluate Progress toward Achievement of Plan Goals	29

Exhibits:

	<u>Tab</u>
Spanish Translation of Pastoral Plan	1
Budgeted Cost of Strategic Initiatives in Plan	2
Parish Survey (May/June 2008)	3
• English	
• Spanish	
Results of Parish Survey (July 2008)	4
Communication Regarding the Results of the Parish Survey and the Key Goals in the Pastoral Plan (November 2008)	5
Template for Annual Progress Report on Achieving Goals in Plan	6
Information Regarding Parish Commissions	7
• Mission Statements	
• Bylaws	
• Commission Goals	

Parish Mission Statement

Guided by the Holy Spirit, the Parish of St. Vincent de Paul carries out Christ's mission of saving souls by proclaiming the Gospel of Jesus Christ, providing a solid foundation rooted in the Truth and Traditions of our Catholic Faith, and creating a welcoming and caring community through acts of charity, acceptance and thankful stewardship.

History of St. Vincent de Paul Parish

The Catholic Parish of St. Vincent de Paul traces its roots to January 1961, when Vincent S. Waters, then Bishop of Raleigh, purchased eight acres of land on Old Reid Road in Charlotte for a parish and parochial school. A gymnasium was constructed first to serve as a temporary chapel until the church or school could be built. The original church was dedicated by Bishop Waters on October 29, 1961 as a mission church of St. Ann's parish.

On July 9, 1965 Bishop Waters proclaimed St. Vincent de Paul a parish in its own right and Fr. James Noonan became our first pastor. In December 1965 the parish purchased a home to serve as a rectory and office and added a social hall to the church. The women of the parish formed the Women's Guild, which continues to serve the needs of the parish community. Fr. Noonan began a kindergarten in the parish social hall and in 1968 the parishioners elected their first Parish Council.

In August 1971 Msgr. John Rouche was appointed the second pastor of St. Vincent de Paul Parish. Msgr. Rouche added the Saturday evening Mass and under his leadership the parish began sponsoring the Girl Scouts in 1972.

In February 1973 Fr. Vincent Stokes was appointed as pastor. During his tenure the parish added a new wing that provided additional seating for Mass and space for classrooms and meeting rooms, a nursery and a religious education office. Also during this time a Boy Scout troop and Cub Scout pack were chartered.

In May 1975 Fr. Joseph Waters was appointed pastor. Under the direction of Fr. Waters, the parish initiated a number of new spiritual, educational and social programs. In June 1975, the parish celebrated its first Sunday Children's Mass and first Mass for Spanish speaking parishioners in the area. With Fr. Water's support, a group of dedicated parishioners formed the St. Vincent de Paul Society, and the parish hired the first paid Director of Religious Education.

Msgr. William Wellein was appointed as the fifth pastor of St. Vincent de Paul Parish in August 1977. During his tenure, the parish made a number of physical improvements to the church, including the completion of the rectory and office building in February 1980. During this time the parish began participating with other area churches in joint Thanksgiving and Lenten services and the semi-annual Rosary Rally began.

Msgr. Felix Kelaher became pastor in September 1984 and during his tenure the parish founded the Knights of Columbus Council 9560, the Visitation Ministry, the St. Vincent de Paul Preschool, and Adult Initiation classes. Under the direction of Fr. Kelaher the parish organized a committee to begin to plan for a new church complex.

Msgr. William Pharr served as pastor from June 1991 until 2001. Msgr. Pharr guided the parish through a three phase building program: parking and landscaping, education and

activity wings, and renovation of the existing church. While renovation of the church was underway Masses were held in the activity center. On February 27, 1999 Bishop William Curlin celebrated a joyful dedication Mass in the newly-renovated church. Msgr. Pharr established the first parish pastoral council and introduced a youth-oriented Mass, ACES for senior citizens, and the parish picnic. When Msgr. Pharr retired, the parish dedicated the activity center in his honor.

Fr. Mark Lamprich served as pastor from July 2001 – July 2003. Under Fr. Lamprich's leadership, the parish purchased a new rectory near the church and a house adjoining the parish grounds. The house behind the parish office served as the Youth Ministry Center of the parish for four years. Fr. Lamprich initiated fellowship Sundays, and hired the first full-time Youth Minister.

In July 2003, Fr. Mark Lawlor was appointed as pastor and he serves to this date. Due to a high number of Hispanic Catholics living within our parish boundaries, Fr. Lawlor initiated a regular Sunday Mass in Spanish in December of 2003. This is currently the most highly attended Sunday Mass. During his pastorate, the parish bought two adjacent houses for the purpose of having more available space for pastoral ministry and meetings. Due to city zoning and related issues, the three adjacent properties on Kingtree Dr. are not currently being used for parish ministry. In October of 2005, the parish established a Respect Life Memorial that featured a statue of Blessed Teresa of Calcutta holding an infant. After several years of planning, a parish columbarium was built and dedicated in 2008. With the leadership of the Parish Pastoral Council, the parish commissions (as defined by the Diocese) and the planning process were renewed.

Our parish enjoys a great sense of cultural diversity with parishioners hailing from countries throughout the world. More challenges await our parish, but we face the future with a sense of excitement and a strong faith. We have great appreciation for the clergy and parishioners who have given their time, energy and devotion to make St. Vincent de Paul Parish the wonderfully spiritual place that it is today.

Parish Profile and Demographic Information

Community Demographics for St. Vincent de Paul Parish

	2000 Census		2008 Estimate	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Total Population	46,721		51,506	
Total Households	19,428		21,812	
 Breakdown of Community Population by Ethnicity:				
White	26,882	57.5%	25,269	49.1%
Black	13,626	29.2%	16,749	32.5%
Asian/Pacific Islander	1,779	3.8%	2,138	4.2%
Other	<u>4,434</u>	<u>9.5%</u>	<u>7,350</u>	<u>14.3%</u>
Total	46,721	100.0%	51,506	100.0%
Total Hispanic Population	6,782	14.5%	11,142	21.6%
 Breakdown of Community Population by Age:				
Under 18	10,582	22.6%	10,979	21.3%
18 to 24	5,205	11.1%	5,064	9.8%
25 to 34	10,547	22.6%	9,754	18.9%
35 to 44	7,559	16.2%	8,071	15.7%
45 to 54	5,561	11.9%	7,132	13.8%
55 to 64	3,178	6.8%	5,287	10.3%
65 to 74	2,235	4.8%	2,736	5.3%
75 to 84	1,424	3.0%	1,805	3.5%
85 or older	430	0.9%	677	1.3%
Median Age	32.9		36.1	
Average Household Income	\$59,322		\$68,967	
Median Household Income	\$47,134		\$53,959	
Per Capita Income	\$24,739		\$29,564	

Profile of Registered Members

Current Membership:

Total Registered Members	7,110
Total Registered Households	2,417

Breakdown of Registered Members by Ethnicity:

White	3,889	54.7%
Black	51	0.7%
Hispanic	2,673	37.6%
Asian/Indian/Pacific Islander	277	3.9%
Other	<u>220</u>	<u>3.1%</u>
Total	7,110	100.0%

Breakdown of Registered Members by Age:

18 or Younger	2,228	31.3%
19 to 25	591	8.3%
26 to 35	1,180	16.6%
36 to 45	1,170	16.5%
46 to 55	726	10.2%
56 to 65	458	6.4%
Over 66	539	7.6%
Unknown	<u>218</u>	<u>3.1%</u>
Total	7,110	100.0%

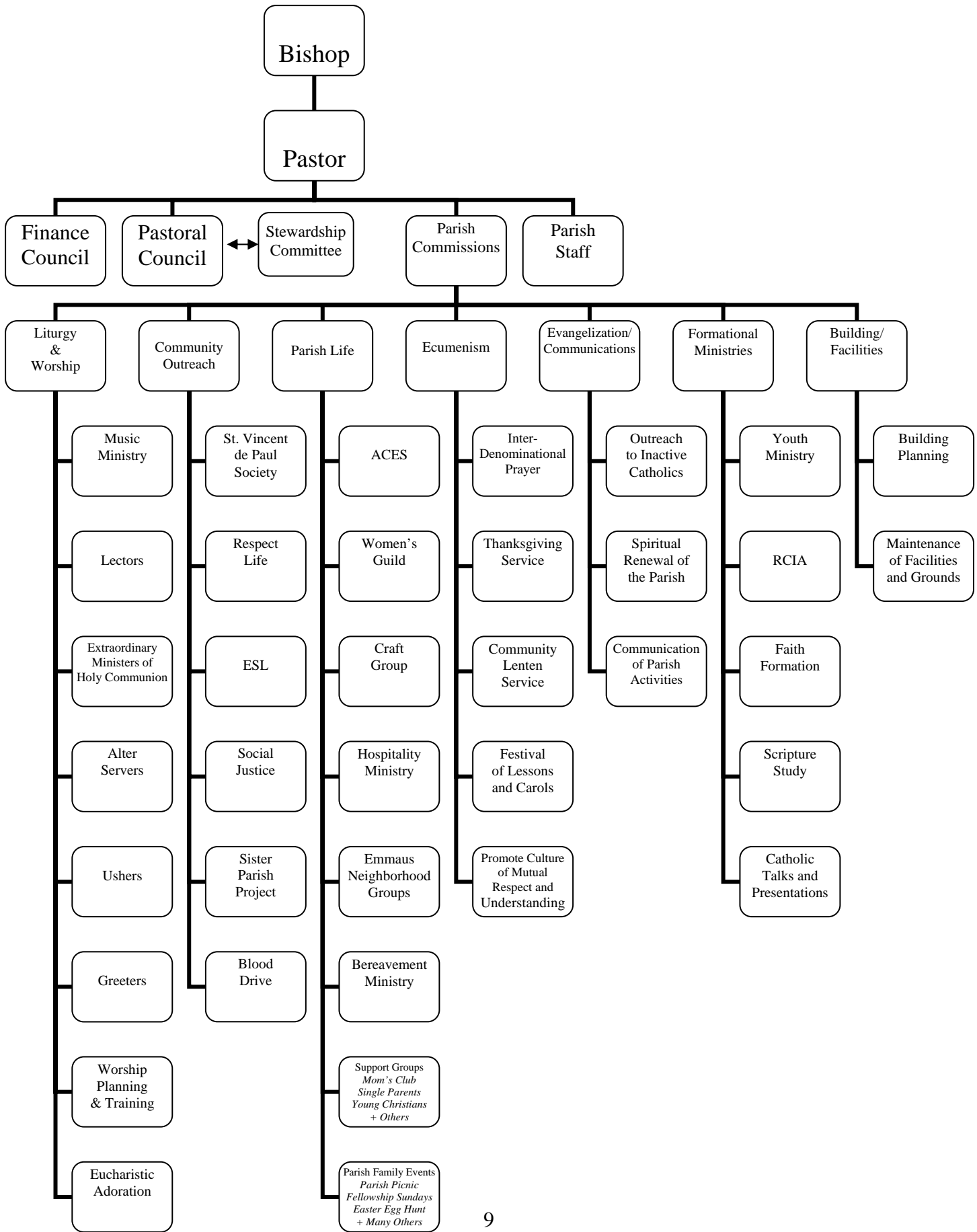
Trends in Membership, Enrollment, and Attendance:

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
Total Registered Members	3,732	4,331	4,681	5,506	5,700	7,110
Total Registered Households	1,547	1,659	1,726	1,968	2,158	2,417

Profile of Registered Members (Cont'd)

Trends in Membership, Enrollment, and Attendance (Cont'd):

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
Average Weekly Mass Attendance:						
5:00 pm Saturday	440	401	322	304	298	316
8:00 am Sunday	232	187	200	176	201	195
9:30 am Sunday	527	467	450	502	419	417
11:30 am Sunday	387	435	464	394	355	350
2:00 pm Sunday (Spanish)	0	312	350	396	434	515
5:00 pm Sunday	<u>320</u>	<u>338</u>	<u>241</u>	<u>277</u>	<u>219</u>	<u>204</u>
Total Average Weekly Mass Attendance	1,906	2,140	2,027	2,049	1,926	1,997
Total Average Weekly Mass Attendance Excluding 2:00 pm Sunday Mass (Spanish)	1,906	1,828	1,677	1,653	1,492	1,482
Sacraments/Funerals Performed:						
Baptisms	79	116	112	146	134	144
1 st Communions	64	55	56	90	109	110
Confirmations	54	59	69	43	52	61
Marriages	29	36	23	26	20	14
Funerals	25	24	34	28	29	37



Description of Parish Organizational Structure and Commissions

Pastoral Council

The Pastoral Council is the thinking, planning and reflection group for the parish. Members of the Pastoral Council collaborate with the Pastor in the building up of the Church and her sanctification and are available to provide the Pastor advice and counsel. Members of the Pastoral Council of St. Vincent de Paul Parish can serve for two consecutive three year terms. The Pastoral Council meets monthly, normally on the first Sunday of each month, from September through June.

Finance Council

The Finance Council is a consultative body that advises the Pastor in matters pertaining to the financial affairs and stewardship of the temporal goods of the parish. The Finance Council reviews and approves the parish budget and recommends the budget for approval by the Pastor. The Finance Council also works with parish staff to track the financial performance of the parish relative to budget during the course of each fiscal year and is responsible for the proper counting and recording of weekly offertory.

Parish Commissions

While the Pastoral Council helps to set the vision and establish a plan for the parish, the commissions are made up of people that help make the plan a reality. Parish ministries, and existing organizations and committees within the parish relate to the Pastoral Council through the appropriate commissions. In November 2007 St. Vincent de Paul Parish established (or in some cases re-established) seven parish commissions:

- Liturgy and Worship Commission
- Formational Ministries Commission
- Community Outreach Commission
- Parish Life Commission
- Evangelization/Communication Commission
- Ecumenism Commission
- Building/Facilities Commission

Liturgy and Worship Commission: The Liturgy and Worship Commission is concerned with discernment, training, development, scheduling and the renewal of laity in their participation in liturgical celebrations, especially the Extraordinary Ministers of Holy Communion, lectors, altar servers, ushers, greeters, cantors and music ministry. The Liturgy and Worship Commission has adopted the following mission statement:

To plan, promote and coordinate the sacred liturgy. To facilitate the calling and formation of liturgical ministers. To enhance the sacred worship space and encourage full, active and reverent participation of the faithful in accord with the norms of the Church.

Formational Ministries Commission: The Formational Ministries Commission develops policies and supports programs in religious education, catechesis, young adult ministry, youth ministry, Rite of Christian Initiation of Adults (RCIA), continuing education for adults, family ministry and religious components of the pre-school program. The Formational Ministries Commission has adopted the following mission statement:

As Catholics, we are members of the Holy Catholic Church which is the Body of Christ and the “pillar and foundation of truth” (1 Tim 3:15). By providing catechetical programs and other formational opportunities, we will strive to help all members of our parish faith community come to know our Lord Jesus more intimately so that they may love and serve Him more faithfully.

Community Outreach Commission: The Community Outreach Commission is responsible for promoting outreach programs with an emphasis on social services, pro-life, social justice, and community ministries, while co-operating with other churches and civic organizations in projects aimed at community improvement. Outreach ministries within St. Vincent de Paul Parish include St. Vincent de Paul Society, Respect life, English as Second Language (ESL) Program, Sister Parish Project and Social Justice. The Community Outreach Commission has adopted the following mission statement:

In support and recognition of the life goal of St. Vincent de Paul, our parish patron and a man of charity, the mission of the Community Outreach Commission is to guide and coordinate the efforts of our parish to reach out to those in need in our parish, the local community, and throughout our nation and the world.

Parish Life Commission: The Parish Life Commission is concerned with those matters that build an internal parish family spirit and improve Christian life in the community of the faith. Parish Life organizations and ministries within St. Vincent de Paul Parish include Aces, Women’s Guild, Craft Group, Hospitality Ministry, Emmaus Neighborhood Groups, Bereavement Ministry (which includes the Good Grief Team that provides support of the family through the funeral and the Serenity Group that supports the family after the funeral) and support groups, including Mom’s Club, Single Parents Ministry, Young Adult Christian Ministry (age 20-30), 30+ Catholics-in-Transition, Quilts of Love Confirmation Project and TLC Ministry (an outreach program for older parishioners in nursing homes, rehabilitation facilities or shut-ins). The Parish Life

Commission is also responsible for organizing many parish family and social events during the year, including the Parish Picnic, International Gala Dinner Dance, Easter Egg Hunt, Fellowship Sundays, and receptions and luncheons following parish events. The Parish Life Commission has adopted the following mission statement:

We recognize the family as the principal teacher of Christian and social virtues which are necessary to every society to know and worship God and to love their neighbor. The church family has an obligation to identify and implement social and informative programs which support and deepen the understanding of a Christian family and the important role it plays in the life and progress of the whole people of God.

Evangelization/Communication Commission: The Evangelization/Communication Commission develops programs to help parishioners share the Good News among members of the parish and also with people of other faiths and Catholics who no longer participate in church life. The Commission seeks to develop close communication with other parish commissions and organizations to facilitate communication and participation and offers programs for spiritual renewal, education and outreach support in evangelization efforts. The Evangelization/Communications Commission has adopted the following mission statement:

Guided by the Holy Spirit, we seek to faithfully present the central truths and traditions of the Catholic Church, in a winsome and charitable way, so that more of our brothers and sisters, Catholic and non-Catholic, will be led to participate fully in the majesty and mystery of the Eucharist.

Ecumenism Commission: The Ecumenism Commission seeks to develop within the parish a commitment to ecumenism/interfaith dialogue as integral to its life and ministry. The Commission promotes dialogue with other denominations, faith formation within the Catholic tradition, and a clear understanding of Catholic doctrine as it touches the lives of other Christians, Jews, other religions, and non-believers. The Ecumenism Commission has adopted the following mission statement to guide their work:

Seeking the guidance of the Holy Spirit, we build bridges of understanding, mutual respect and charity among the Christian believers in Charlotte.

Building/Facilities Commission: The Building/Facilities Commission serves as a consultative body to the Pastor for strategic planning and development of the facilities needs of the parish. The commission is responsible for considering and evaluating the needs of the parish in relation to the building of future facilities and the renovation and/or

enhancements of existing worship facilities. The Building/Facilities Commission coordinates all planning with input and oversight by the Pastor and the Finance Council. The Commission also advises the Pastor and parish staff on matters pertaining to building and facility maintenance as required. The Commission has adopted the following mission statement:

To plan for the facilities needs of St. Vincent de Paul Parish, to monitor physical plant and property maintenance, assist in the acquisition or disposal of real assets as required, and provide guidance for the Pastor for future development.

Stewardship Committee

Formed in September 2008, the Stewardship Committee coordinates with diocesan officials and works with parish commissions to help develop ideas and programs to increase stewardship in our parish. The Committee recently promoted lay witness talks and distribution of a commitment form to parishioners designed to promote the spirituality of stewardship with Time, Talent and Treasure.

Parish Staff

The parish staff currently consists of 23 lay employees (6 full time and 17 part time), who fill the positions of Business Manager, Coordinator of Faith Formation, Director of Youth Ministry, Director of Sacred Music and Music Assistants, Preschool Director and Teachers, Administrative Assistant, Parish Secretary, and Bilingual Secretary.

Chronology of the Pastoral Planning Process

The work on a pastoral plan for St. Vincent de Paul Parish has been ongoing for many years. The process that directly led to the development of the current plan began in the spring of 2007 when Father Mark Lawlor and the Pastoral Council made the decision to renew the parish commissions and the planning process. Following is a summary of the key steps during the development of our pastoral plan:

- Summer 2007: Series of meetings sponsored by the Pastoral Council to encourage parishioners to reflect on their personal charisms and discuss the roles and functions of parish commissions.
- 11/07: Parish commissions formed. Members of the Pastoral Council met with the Diocesan Director of Planning to discuss the steps in the pastoral planning process.
- 3/08: Ad hoc planning committee formed. During first meeting of the planning committee on March 26 members of the committee reviewed steps in the pastoral planning process, steps completed to date and responsibility for future actions. Discussed various ways to solicit input from parishioners at the front end of the planning process and agreed to proceed with a new parish survey (previous survey had been completed in 2005).
- 3/27 – 5/1: Members of the planning committee presented steps in the pastoral planning process to each parish commission and requested input on survey questions from each commission.
- 4/15/08: Meeting of the ad hoc planning committee. Detailed discussion regarding the format, approach and proposed questions for the new survey.
- 4/16 – 5/15: Multiple drafts of the survey distributed to members of the planning committee and each parish commission for review and comment.
- 5/10 – 5/25: Email sign up drive after all weekend Masses. Over 400 new email addresses were collected from parishioners during this process.

- 5/31 – 6/22: Parish survey launched (see Exhibit 3 for copy of parish survey).
- 7/8/08: Planning committee, chairs and co-chairs of all parish commissions, members of the Pastoral Council and members of the clergy met to review the results of parish survey (see Exhibit 4 for presentation on the results of the parish survey).
- 7/17/08: After considering the parish mission statement in light of the results of the parish survey and information contained in the parish profile, the Pastoral Council confirmed that the parish mission statement should stand as currently drafted.
- 8/12/08: Parish commissions submitted mission statements and proposed goals to the planning committee.
- 8/21/08: Meeting of the planning committee. Discussed how to consolidate the commission goals into a single plan for the parish and agreed that each commission should review and revise their submitted goals to insure that each goal was: (1) achievable over the next 2 – 3 years and (2) specific, clear and precise, with identifiable milestones and timeframes included whenever possible.
- 9/3/08: Meeting with the Diocesan Director of Planning to provide a status update on the steps completed to date in the pastoral planning process.
- 9/9/08: Parish commissions submitted revised mission statements and goals to the planning committee.
- 9/14/08: Pastoral Council and Pastor reviewed the goals submitted by the parish commissions and eight proposed core parish goals. After discussion the Council requested that the planning committee submit a formal recommendation to the Council for review at their October meeting.
- 9/30/08: Members of the planning committee and Pastor reviewed proposed goals and developed a recommendation for consideration by the Pastoral Council.

- 10/5/08: Pastoral Council and Pastor reviewed the recommendation submitted by the planning committee and approved the current draft of the parish goals.
- 10/29/08: Draft of parish goals sent to the Diocesan Director of Planning for review.
- 11/9/08: Pastoral Council and Pastor reviewed and approved a communication to parishioners regarding the results of the survey and the key goals in the pastoral plan (see Exhibit 5 for a copy of this communication to parishioners).
- 12/3/08: Draft version of the pastoral plan sent to members of the planning committee and the heads of each parish commission for review.
- 12/7/08: Update on the pastoral planning process and draft version of the pastoral plan presented to the Pastoral Council and Pastor. The Council requested that the mission statements, Bylaws and goals for each parish commission be added as an exhibit to the plan.
- 1/11/09: Pastoral Council and Pastor reviewed the current draft of the pastoral plan and discussed proposed changes and revisions. The Council decided that the entire plan would be translated into Spanish.
- 2/8/09: Pastoral Council and Pastor reviewed and discussed the updated draft of the pastoral plan.
- 3/5/09: Draft of pastoral plan delivered to the Diocesan Director of Planning.
- 3/15/09: Pastoral plan revised to reflect recommendations provided by the Diocesan Director of Planning. Pastoral Council approved the final plan for submission to the Diocese, subject to the completion of a few requested revisions.
- 4/09: Final pastoral plan with a cover letter from Pastor Mark Lawlor submitted to the Diocesan Director of Planning.

Parish Goals

Overview

The development of a pastoral plan for St. Vincent de Paul Parish was a widely inclusive process that included input from the parish community and involved all parish commissions, the planning committee and dozens of parishioners working together for more than a year. The Pastor and the Pastoral Council were directly involved at each key point in the planning process and reviewed all drafts and recommendations prepared by the planning committee and parish commissions. The Pastor and Pastoral Council also provided critical guidance regarding the tone and substance of the core parish goals.

In developing the pastoral plan, we considered the priorities of the gospel message and reflected on the planning requirements contained within the Bishop's *Guidelines on Pastoral Councils* (November 2007). These guidelines state that each parish plan, in some manner, is expected to address: (1) the increase of religious indifference and secularism, (2) the violations of the dignity of the human person, (3) the increasing number of conflicts in the world, and (4) the need to evangelize a Catholic population that is currently multi-lingual and bring it together as a common community. While it is not possible for any parish to accomplish all of these long-term goals simultaneously, we believe that the goals and objectives in our pastoral plan are responsive to the calls to action contained in the Bishop's guidelines. Our core parish goals are as follows:

1. Increase the level of active participation and stewardship in our parish.
2. Create a more welcoming and inclusive environment in our parish.
3. Improve communication between commissions and increase awareness of ministries and key issues facing the parish.
4. Help all members of our parish community come to know our Lord and understand their Catholic faith through the use of quality educational and formational programs.
5. Enhance and deepen the faith life of members of our parish by developing, expanding and improving our parish ministries.
6. Insure proper maintenance of all parish properties and equipment and plan for the expansion or construction of new facilities to meet the growing needs of our parish.
7. Follow the example of our patron saint and man of charity, St. Vincent de Paul, by caring for those in need.

8. Build bridges of understanding, mutual respect and charity among Christian believers in our local community.

Like many other parishes, St. Vincent de Paul is faced with the challenge of sustaining and growing a strong spiritual community as the population of faithful in the parish increasingly includes members from a diverse array of different countries and cultures. This challenge primarily, but not exclusively, relates to the growing number of Hispanic members of our parish community, which increased by over 60% between 2000 and 2008.

Under the leadership of Father Mark Lawlor, St. Vincent de Paul Parish has worked diligently over the past several years to address the spiritual needs of Spanish-speaking members of our parish while retaining the reality of a single, unified faith community. These steps have included the initiation of a regular Sunday Spanish Mass in December 2003; development of special K-8th Grade, Confirmation, Youth Ministry and RCIA programs that promote and support the religious education and formational needs of Spanish-speaking parishioners; development of an active ESL program for adults on Sunday afternoons following the Spanish Mass; and increasing participation of Hispanic parishioners in parish organizations such as the Pastoral Council, which has been comprised of approximately 50% Hispanic members over the last few years.

The challenge to create a welcoming and inclusive environment in our parish for all parishioners, regardless of race, native language, country of origin or cultural background is ongoing. The work and progress to date gives us confidence that, with the Lord's help, we will be able to address successfully this challenge as a single community united in faith.

Parish Goal #1: Increase the level of active participation and stewardship in our parish.

Commission Goals and Objectives	Responsibility
<p>1. Recruit additional Spanish-speaking parishioners and other members from diverse backgrounds to become active members of parish commissions and other parish groups, with the aim to engage our entire membership in the mission of the parish (complete by June 2009).</p>	<p>All Parish Commissions and Groups</p>
<p>2. Develop an active Stewardship Committee to help develop ideas and programs to increase stewardship in our parish (Committee formed in September 2008).</p> <ul style="list-style-type: none"> • Conduct annual stewardship fair and outreach to parishioners with the goal of increasing parishioner participation of time, talent and treasure by 10% per year. • Support parish commissions by matching volunteer opportunities with talents of parishioners (ongoing). • Participate in diocesan annual stewardship fairs to obtain ideas and develop new programs for our parish. • Research the “Finding your Inner Strengths” program for rollout in the parish by 2010. 	<p>Stewardship Committee</p>
<p>3. Hold an annual Liturgical Ministry Fair to solicit candidates for the liturgical ministries.</p>	<p>Liturgy and Worship Commission</p>
<p>4. Establish a volunteer database called “VOLUNTEERME” (June 2009).</p> <ul style="list-style-type: none"> • Enable newcomers and established parishioners to sign-up for any parish group or activity. • Names and contact information will be passed on to the appropriate leader of each parish group, along with a phone call to the potential volunteer to establish direct contact and a line of communication. 	<p>Parish Life Commission</p>
<p>5. Increase awareness of the various outreach ministries in the parish and promote increased parishioner participation in and support for outreach ministries and efforts.</p> <ul style="list-style-type: none"> • Distribute an outreach pamphlet describing service opportunities in the parish (possibly executed in conjunction with the Parish Life Commission). • Create a service opportunity section in the weekly bulletin. • Meet with representatives of the St. Vincent de Paul Society to discuss ways that the commission can assist in identifying additional resources to further the mission of this ministry. • In conjunction with other commissions, improve participation in and effectiveness of the parish Stewardship Fair. 	<p>Community Outreach Commission</p>

<p>6. Encourage tithing through participation in auto draft program.</p> <ul style="list-style-type: none">• Implementation began in March 2009	<p>Finance Council</p> <hr/> <p>Administrative Staff</p>
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Parish Goal #2: Create a more welcoming and inclusive environment in our parish.

Commission Goals and Objectives	Responsibility
<p>1. Design, publish and distribute a hospitality booklet that includes information on all parish groups, organizations, events, activities and programs.</p> <ul style="list-style-type: none"> • Coordinate publication of booklet with Diocesan Publications. • Distribute to all newly-registered parishioners and visitors beginning June 2009. • Publicize availability of hospitality booklet in parish bulletin and distribute to registered parishioners upon request. 	<p>Parish Life Commission</p> <hr style="width: 20%; margin: 5px auto;"/> <p>Administrative Staff</p>
<p>2. Name a Hospitality Ministry Coordinator, who will be responsible for making a “welcome to our parish” phone call to all newly registered parishioners.</p>	<p>Parish Life Commission</p>
<p>3. Host an annual multi-cultural forum in May to provide opportunities for parishioners to engage in an open dialogue that promotes cultural awareness, encourages stewardship, and helps create a welcoming environment at St. Vincent de Paul Parish.</p>	<p>Parish Life Commission</p>
<p>4. Identify and implement ways to welcome back into the Church fallen away Catholics from the parish and the Diocese.</p> <ul style="list-style-type: none"> • Conduct interviews and group discussions with current members of the Church who were once fallen away Catholics, but have returned to the Church (complete by second quarter of 2009). • Communicate insights from the above research to parishioners with the intent of engaging them in 1:1 efforts to more effectively bring back fallen away Catholics (complete by third quarter of 2009). • Identify and develop a program to welcome back into the Church Catholics who have fallen away, similar to the programs implemented by other parishes (develop program by fourth quarter of 2009; implement by first quarter of 2010). 	<p>Evangelization / Communications Commission</p>

Parish Goal #3: Improve communication between commissions and increase awareness of ministries and key issues facing the parish.

Commission Goals and Objectives	Responsibility
<p>1. Improve communication and awareness of parish activities and social programs.</p> <ul style="list-style-type: none"> • Notices and inserts in weekly bulletin and parish newsletter. • Fliers on parish bulletin boards in the Gathering Area. • Monthly emails to parishioners with email addresses in parish database. • Announcements at meetings of parish groups and organizations. 	Parish Life Commission
<p>2. Communicate progress of the commissions through the “Commissions Corner” of the weekly parish bulletin and provide quarterly updates in the bulletin.</p>	Evangelization / Communications Commission
<p>3. Parish Newsletter (issued quarterly) and Parish Website (online).</p> <ul style="list-style-type: none"> • Make recommendations on content of the newsletter and website to the Pastor and/or the newsletter and website coordinators. • Perform editorial reviews of newsletters before publication. • Include a quarterly parish events calendar in the newsletter. • Distribute quarterly newsletter in both hardcopy form and by email. • Perform a semi-annual review of the website content (to be done at a monthly meeting of the commission). 	<p>Evangelization / Communications Commission</p> <hr style="width: 10%; margin: 5px auto;"/> <p>Administrative Staff</p>
<p>4. Continue to solicit and encourage parishioner input between formal parish surveys.</p> <ul style="list-style-type: none"> • High parishioner response rate to parish survey in June 2008. • A suggestion box is currently located in the gathering area to collect suggestions from parishioners. • By December 2008 increase awareness among parishioners of the existence and location of the suggestion box through the parish bulletin (Completed). • Regularly distribute parishioner opinions and comments to the Pastor or appropriate parish commission. 	Evangelization / Communications Commission
<p>5. Improve communication and coordination by updating phone system for enhancements to voicemail.</p> <ul style="list-style-type: none"> • Complete during 2009 calendar year. 	Administrative Staff

Parish Goal #4: Help all members of our parish community come to know our Lord and understand their Catholic faith through the use of quality educational and formational programs.

Commission Goals and Objectives	Responsibility
<p>1. Sponsor an Annual Day of Reflection for the spiritual growth and development of liturgical ministers. The first such Annual Day of Reflection was held on September 27, 2008.</p>	<p>Liturgy and Worship Commission</p>
<p>2. Research and select programs that are targeted at evangelization of active parishioners, with the intent of helping parishioners to be knowledgeable, comfortable and capable of evangelizing others to accept Christ as their savior.</p> <ul style="list-style-type: none"> • Research and evaluate three programs by June 2009. • Select one program by September 2009. • Implement the selected program by the fall of 2009. 	<p>Evangelization / Communications Commission</p>
<p>3. Promote an understanding of Ecumenism within the parish by promoting dialogue between competent experts from different churches to explain the distinct teachings of each communion in greater depth and providing topical material.</p> <ul style="list-style-type: none"> • Arrange presentations for guest speakers to educate the congregation on other faith traditions to increase understanding of Ecumenism during the week of Prayer for Christian Unity. • Create an ecumenism section in our parish library as appropriate materials are identified. • Systematically learn about the denominational and local history of our neighboring churches and faith communities by exchanging parish bulletins and newsletters and visiting their web sites (quarterly). 	<p>Ecumenism Commission</p>
<p>4. Lay the foundation for a ministry focused on raising awareness in the parish regarding Catholic social justice issues.</p> <ul style="list-style-type: none"> • Provide accessible information regarding Catholic views and perspectives on current social justice issues by June 2009 (pamphlets in the gathering area; information on the parish website). • Research social justice programs at other parishes in the Diocese and attend at least two of these programs to better understand program content, design and benefits (complete by June 2009). 	<p>Community Outreach Commission</p>
<p>5. Increase participation in formation classes. *</p> <ul style="list-style-type: none"> • Increase participation rate for eligible children in K-8 classes by 25% over the next three years. 	<p>Formational Ministries Commission</p>

<ul style="list-style-type: none"> • Increase attendance in parent sessions (held while students are in confirmation classes) to 50% over three years. • Increase participation in Youth Ministry by 20% over the next year. • Integrate Youth Ministry participation into 50% of the confirmation classes over the next three years. 	
<p>6. Adhere to size of formation classes at target Catechist/student ratios over the next three years.*</p> <ul style="list-style-type: none"> • 7:1 ratio for K-8 classes. • 4:1 ratio for confirmation classes. 	<p>Formational Ministries Commission</p>
<p>7. Formalize and revise curriculums.*</p> <ul style="list-style-type: none"> • Establish standard formational goals for all Pre-K classes. • Replace current one year special class program with a two year process that helps under-catechized (primarily Hispanic) children catch up with their peers while preparing for First Communion or Confirmation. • Formalize confirmation curriculum for older Hispanic teens and align this curriculum with English RCIA/confirmation programs. • Expand Youth ministry format to include additional formational opportunities such as age-appropriate Scripture study. • Formalize instructional outline and schedule for young adult and RCIA programs. <p>* The primary resources necessary to accomplish these objectives are the identification and training of approximately 25 – 30 new catechists in the near term and additional space for our expanding faith formation program over the next three years.</p>	<p>Formational Ministries Commission</p>

Parish Goal #5: Enhance and deepen the faith life of members of our parish by developing, expanding and improving our parish ministries.

Commission Goals and Objectives	Responsibility
<p>1. Establish new support groups as resources and volunteers are identified (e.g. single parents; 30+ Catholics for divorced, separated and widowed; young adults aged 19 – 30).</p> <ul style="list-style-type: none"> • Leverage other resources and programs in the Diocese, if available. • Coordinate with other parish commissions as necessary and appropriate. 	Parish Life Commission
<p>2. Expand the Bereavement Ministry to provide additional support and assistance.</p> <ul style="list-style-type: none"> • Identify additional volunteers to help with funeral receptions. • Create a team to assist families in making decisions about the funeral and Mass. • Create a care team to assist families by making phone calls, running errands, preparing meals, and providing other services during the 3 – 5 days after the death of a loved one. 	Parish Life Commission
<p>3. Organize an additional six Emmaus Neighborhood Groups over the next two years.</p>	Parish Life Commission
<p>4. Conduct training sessions on at least an annual basis for new candidates for each of the liturgical ministries.</p>	Liturgy and Worship Commission
<p>5. Coordinate, review and constantly strive to improve parish family social functions and events.</p> <ul style="list-style-type: none"> • Annual Parish Picnic and Annual Easter Egg Hunt. • Annual International Winter Gala Dinner Dance. • Our Lady of Guadalupe Mass and Reception. • Our Lady of Charity Rosary and Mass. • Receptions for Confirmation, RCIA, First Communion, and Lessons and Carols Concert. • Receptions for priest’s ordinations, anniversaries, retirements or farewells. • Lenten Luncheons (2) during the Parish Mission Week. • Summer Fellowship Sundays (4) to welcome new parishioners. • Annual Art Competition. • Quilts of Love Project. 	Parish Life Commission
<p>6. Perform annual audits of each of the liturgical ministries and the Worship Space to ensure conformance with Diocesan guidelines and make necessary or desirable modifications and improvements.</p>	Liturgy and Worship Commission

Parish Goal #6: Insure proper maintenance of all parish properties and equipment and plan for the expansion or construction of new facilities to meet the growing needs of our parish.

Commission Goals and Objectives	Responsibility
<p>1. Analyze the current and future facilities needs of the parish.</p> <ul style="list-style-type: none"> • Assist the parish office in creating and updating a Facility Master Schedule of current and expected parish facilities, their daily and weekly usage, and expected future capacity utilization (complete by December 2009). • Use the master schedule for predictive modeling of future utilization requirements. • Develop options for the Pastor and Finance Council for the acquisition, renovation, modification, or disposition of real assets as needed to meet capacity and parking needs (including the possible acquisition of real estate contiguous to the parish grounds). 	<p>Building/Facilities Commission</p>
<p>2. Develop a plan to replace the current Parish Office.</p> <ul style="list-style-type: none"> • Identify the current and expected usage of the Parish Office and associated space requirements. • Coordinate with the Diocese to understand Diocesan policy regarding facilities (new and/or renovated). • Coordinate with the Finance Council to plan for the financial resources required to fund a renovation or replacement. • Provide the Pastor with options, pros/cons and associated costs. • Work with the business office, Pastor, Pastoral Council, Finance Council, and Diocese as required to facilitate the design, construction and funding process. 	<p>Building/Facilities Commission</p>
<p>3. Based on the analysis of the future facility needs of the parish, plan for the use or disposition of Parish real estate assets and provide ongoing technical assistance to the Pastor and Finance Council.</p> <ul style="list-style-type: none"> • Identify possible uses of each property. • Help the Pastor evaluate all possible alternatives for these properties. 	<p>Building/Facilities Commission</p>
<p>4. Develop a plan for the maintenance of Parish properties and grounds.</p> <ul style="list-style-type: none"> • Assist the business office in establishing and maintaining an inventory of all real estate assets owned by the Parish or the Diocese, if utilized by the Parish. • Develop and maintain a maintenance plan for all facilities, to be utilized by parish staff under the Pastor’s supervision. 	<p>Building/Facilities Commission</p>
<p>5. Plan for computer enhancements as part of future growth and equipment upgrades for aging computers.</p> <ul style="list-style-type: none"> • Replace aging computers by December 2009. 	<p>Administrative Staff</p>

Parish Goal #7: Follow the example of our patron saint and man of charity, St. Vincent de Paul, by caring for those in need.

Commission Goals and Objectives	Responsibility
<p>1. Develop and implement an annual process to review charitable organizations that are under consideration for direct parish donations.</p> <ul style="list-style-type: none"> • Establish criteria for selecting charitable organizations for direct parish donations. • Develop a list of charitable organizations under consideration for direct parish donations, including recommendations from leaders of parish ministries. • Request information (including mission statement, description of activities, annual budget and major sources of funding) from each charitable organization under review. • Review and evaluate the information received from each charitable organization. • Submit a list of recommended charitable organizations to receive direct parish donations to the Pastor and Pastoral Council by March of each year. 	<p>Community Outreach Commission</p>
<p>2. Help coordinate and expand existing outreach efforts in the parish.</p> <ul style="list-style-type: none"> • Catalog the various outreach services provided by all parish organizations, including multi-cultural contributions and needs. • For information and coordination purposes, develop a calendar for the various outreach activities conducted in the parish during the course of the year. • Establish a specific liaison between the parish and each of the various community groups served by these outreach efforts. • Request each liaison to provide specific recommendations to improve service to these community groups. 	<p>Community Outreach Commission</p>

Parish Goal #8: Build bridges of understanding, mutual respect and charity among Christian believers in our local community.

Commission Goals and Objectives	Responsibility
<p>1. Promote participation in common prayer and activities among Christian believers in our local community (these activities will be promoted through pulpit announcements, bulletin announcements and communication with other members of the Park/Sharon Road Association of Churches).</p> <ul style="list-style-type: none"> • Promote the Community Lenten Services (beginning January). • Encourage participation in the Thanksgiving Service (beginning October). • Promote the Festival of Lessons and Carols (beginning November). • Promote other events supported by the Park/Sharon Road Association of Churches and others within our boundaries (as information becomes available). 	<p>Ecumenism Commission</p>
<p>2. Eliminate words, judgments and actions which alienate separated brothers and sisters and focus our efforts on interactions that foster positive relations. Through these efforts we will heal divisions among Christians in the parish and reach out to people of good will who seek one faith, one baptism in Jesus Christ.</p> <ul style="list-style-type: none"> • Promote activities that focus on the commonalities among Christians in our parish (i.e. the parish picnic in September). • Structure activities in a manner that will promote a greater understanding and appreciation among all Christians (always when planning, promoting, advertising or speaking in the Ecumenism framework). 	<p>Ecumenism Commission</p>

Plan to Evaluate Progress toward Achieving Plan Goals

The development of a pastoral plan does not represent the completion of a project; it is the beginning of an ongoing process to track and evaluate progress toward achieving the goals outlined in the plan and revise these goals as necessary. As an important component of the overall pastoral plan, the Pastoral Council of St. Vincent de Paul Parish has established the following process to encourage and maintain communication between parish commissions and track progress toward the achievement of plan goals:

- Representatives of each parish commission will meet together twice a year in the spring and fall to review progress and discuss ways that the commissions can work together on the achievement of plan goals.
- Once per year after the spring meeting the commissions will prepare a report on progress toward achieving plan goals and submit this report to the Pastoral Council for their review. This report shall include any recommendations to revise, eliminate or add plan goals, along with an explanation for such recommendations.
- A template for this annual progress report is included in Exhibit 6.