

Evangelization-Based

# STRATEGIC PASTORAL PLAN

# 2020



THE PASTORATE OF  
**ST. FRANCIS-ST. MARY  
& HOLY FAMILY**



# OUR MISSION

Love God.  
Love Others.  
Make Disciples.

## THE PLANNING PROCESS

The pastoral process that led to this document has been grounded in prayer, reflection and discernment. Over the years, our community has grown in the joy that comes from knowing, serving and humbling ourselves before Jesus Christ. We seek to share that joy with others by connecting them to Christ, to our community, to one another and the world. That same joy is at the heart of our Mission and Vision realized through the pastoral planning process for the purpose of our strategic pastoral plan.

Planning as a pastorate began in 2017 with the first meeting of the newly formed Pastorate Council created of members from each parish. This group sought to build on previous planning efforts from each parish, including *Beyond the Boundaries* for St. Francis-St. Mary and *Mapping Our Journey for Holy Family*. The leadership team and the planning team looked at the models provided by *Divine Renovation* and *Rebuilt*.

Meeting monthly, we spent 2017 and 2018 preparing for the creation of a strategic pastoral plan based on Evangelization. We began by studying the primary sources given for the Pastorate *Process: Evangelium Gaudii* by Pope Francis and *A Light Brightly Visible* by Archbishop Lori. We spent time looking at the current state of our pastorate and community demographics. We studied the information given by the Archdiocesan Planning Office for healthy communities that would serve as the criteria for evaluation of the pastorates.

These efforts were complimented by studies of *Divine Renovation* and *Rebuilt* both of which offered insights into understanding where we are and how to create healthier communities focused on mission and vision. We attended workshops of both and are currently part of the *Rebuilt Parish Association*.

Our Mission and Vision were defined by all that we had learned, what we knew of our community and what we discerned through prayer. Towards the end of 2018, the planning team met for monthly meetings lasting three hours to plan the direction for their evangelization-based strategic plan. We used the Core Mission priorities of Radical Welcome, Encounter, Accompaniment, On-going Conversion, Prayer, Worship and Mission Support. Using the *Divine Renovation's Model* of strategic planning, we defined these Core Mission priorities in our pastorate and defined measures as targets to indicate progress towards these priorities. We then considered the *Critical Success factors* (conditions that must be achieved to reach the priorities) and the *Barriers* that could hinder our progress. We brainstormed strategies that would create the critical success factors or overcome the barriers.

In discernment, we identified the key strategies that should be focused on initially by the pastorate. Spiritually, pastorally, and logically, the primary focus at the start of our efforts must be on Radical Welcome. We seek to build a community that is always focused on embracing the other even as we accompany our members. The draft result was presented to parish leadership (Corporators, Pastorate Council, and Resource Council) and then the parish staff for review and comments. It was presented to Archbishop Lori as the practical result of the engagement he requested in his pastoral letter, *A Light Brightly Visible*.

# OUR VISION

Make Church Matter so that all are fully alive in Jesus Christ.

## OUR GOALS

Our core mission priorities/goals recast the focus of our efforts, so that we are forming ourselves and others into disciples who are "mission-ready" and actively engaged in personal and pastoral missionary conversion. They correspond to a path of discipleship that flows from and continually returns to the Eucharist as a means to grow closer to Christ. They also embody the hallmarks of an evangelizing, mission-focused parish.



### Radical Welcome

To recognize Jesus Christ joyfully in each person, welcoming all without judgement, seeing gift and opportunity especially in those who are poor, lost, struggling, or those on the margin.



### Encounter

To meet Jesus Christ joyfully in one another in a safe, non-threatening way, that allows one to be challenged and supported by the love of God.



### Accompaniment

To walk with Jesus Christ joyfully in and with the community, so that all are in communion with Christ and one another.



### Ongoing Conversion

To grow in and with Jesus Christ joyfully so that one is ready, willing, and able to share the Good News in all aspects of life, through word and action, especially with the poor, lost, struggling, or those on the margin.



### Prayer

To connect with Jesus Christ joyfully and sustain a relationship with Him, encouraging a community of prayer in public and in private, with one another and any we encounter, in worship and in quiet.



### Worship





To honor Jesus Christ joyfully by offering with Him the Sacrifice of the Cross, especially in the Eucharist, to draw us closer to one another and to strengthen us for service especially for the poor, lost, struggling, and those on the margins.



### Mission Support

To serve with Jesus Christ joyfully by channeling our resources to focus on making disciples and enacting wise stewardship of all the gifts God has given us, by building on the legacy of our predecessors in the faith, and inspiring the hope that lies in future generations.

## CURRENT PRIORITIES

GOALS	DELIVERABLES	CHAMPIONS
	<ul style="list-style-type: none"> <li>• A Welcome Center that assists visitors to be comfortable and encourages them to return.</li> <li>• Fellowship that provides social activity focused on the newcomer and unchurched.</li> <li>• An increased community awareness of radical welcome and intentional hospitality for guests.</li> </ul>	Mark Satorius
	<ul style="list-style-type: none"> <li>• Opportunities for formation of members in prayer.</li> <li>• Specific opportunities and resources in support of Mission and Vision with a focus on radical welcome.</li> </ul>	Bob Johnson
	<ul style="list-style-type: none"> <li>• Formation of liturgical ministers for service in a way that demonstrates radical welcome.</li> </ul>	John Nelson
	<ul style="list-style-type: none"> <li>• Execution of the Gallup ME25 Survey as a baseline of member engagement in Mission and Vision.</li> <li>• Facilities Use Assessment based on Mission and Vision focused on radical welcome.</li> <li>• Comprehensive Communications Plan focused on reaching out to others and radically welcoming them to the pastorate community.</li> </ul>	<p>Carolyn Hunger</p> <p>Eric Hanson</p> <p>Carolyn Hunger</p>



## OUR MONITORING PLAN

In order to ensure that our plan becomes a living document, co-owned and stewarded by God's people, we commit to the following regular opportunities to bear witness to the fruits of the Holy Spirit working through us to move closer to the vision of God's preferred future.

### MONTHLY

**Are we doing what we said we were going to do?**

- **What** – Update on specific strategies by Plan Coordinator. Updates provided by Champions
- **To Whom** – Pastor, Pastorate Council, Resource Council, Pastorate Leaders, and Members as needed
- **How** – At monthly Pastoral Council and Resource Council Meetings

### QUARTERLY

**Are we getting the results we want to get?**

- **What** – Update on progress, any barriers allowing Pastorate Council to adjust strategies accordingly
- **To Whom** – Members of Pastorate Council, Resource Council, Leadership, Staff and Pastor
- **How** – Meeting of all Champions with those above to go through detailed look at strategies

### ANNUALLY

**What adjustments do we need to make to our targets and our priorities?**

- **What** – Analysis of objectives, which strategies have been achieved, new barriers and CSFs to establish priorities for next year by group attending quarterly meetings
- **To Whom** – Summary provided to pastorate as part of annual report
- **How** – Attached to Annual report and disseminated the same way (website, email, in bulletin, etc.)