



**St. Peter Hancock & St. Patrick Little Orleans  
Evangelization-Based Strategic Pastoral Plan 2020  
From Maintenance to Mission**

## Our Vision

*St. Peter and St. Patrick churches aspire to be a pastorate that welcomes the community with open arms. The embodiment of being present and the record of presence in all we do, now and in the future, guides us, by living simply, having compassion for all and grace in our hearts. We seek to have unwavering faith to imitate Jesus in our lives, helping all to take the right steps in their journey of faith and redemption.*

## Our Sacred Purpose (Mission)

*To love, inspire and support so that we and others will grow reverently and spiritually, encourage others, set an example, pass on our faith, grow as a family that is inclusive to all, and give others a hopeful outlook on life.*

## The Planning Process

St. Peter, Hancock and St. Patrick, Little Orleans were activated to begin the pastoral planning process in September of 2019. The leadership of the pastorate saw this process as a way to leverage their inter-pastorate relationships and to build on their plan "From Maintenance to Mission". The key to the plan is that it is Christ-centered and focuses on the service, spiritual and social renewal of their pastorate.

The planning process began with parishioners participating in the Sacred Purpose workshop, where they shared moving stories about pivotal moments in peoples' lives and the spiritual support that the pastorate provided. The planning team, comprised of leadership from both parishes, looked at the community demographics in the area and the current state of the parishes. They noted that there has been an increase in seniors and baby boomers. In planning evangelizing efforts in the community, it is important to note that Catholics are a small percentage of the population in this area. The team then engaged in a vision workshop when they dreamed about God's vision for the pastorate. They recognized their gifts and strong traditions need to be combined with being authentic witnesses in the community.

The COVID-19 crisis caused a brief pause in planning, but the team decided to have shorter, weekly virtual meetings to discuss the Core Mission priorities and brainstorm strategies. The team discerned the priority strategies in prayer and considered who the champions of each strategy should be. They merged this planning process with their "From Maintenance To Mission" from the past two years.

# 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 ever closer to Christ. They also embody the hallmarks of an evangelizing, mission-focused parish.*



## Liturgy



To fully and intentionally engage in prayer, worship and sacramental life that flow from baptism and reverential participation in the Eucharist - the source and summit of our faith.

## Encounter



To continually experience our own conversion and bring others to experience the same through evangelization, reveling the truth of the Gospel and witnessing to others how we ourselves have encountered Christ.

## Sending



To bring Christ to the world, practicing discipleship and encouraging each other through friendship and service as we support the work of the Church, provide for the material and pastoral care of the poor and suffering and advocate for the discernment of vocations in life, especially priestly vocations for those who feel called in this way.

## Welcome



To practice radical hospitality and welcome as Jesus did, seeking out the disenfranchised and vulnerable and creating a sense of fellowship and belonging that is grounded in love for each other and humble gratitude to God.

## Accompaniment



To grow as disciples of Christ and nurture growth in others as we study, share, and live out the teachings of Christ and his Church through education, faith formation, and discipleship endeavors.

## Mission Support



To enact wise stewardship of the gifts God has granted us, the legacy entrusted to us by those who have preceded us in the faith, and the hope that lies in future generations of the faithful, so that our resources may be channeled to support the mission of disciple-making first and foremost.

# GOALS, OBJECTIVES, CRITICAL SUCCESS

## Goals

## Objectives

### LITURGY

	Objectives	Baseline	1 <sup>st</sup> Year	3 <sup>rd</sup> Year	Way to Measure
1	Increase Mass attendance by 5% over the next three years	180	Keep the same	Increase by 5%	Mass Counts
2	Track and increase the views of the live stream of Mass on Facebook by 5% per year	70	Increase of 5%	Increase of 15%	Social Media

### WELCOME

	Objectives	Baseline	1 <sup>st</sup> Year	3 <sup>rd</sup> Year	Way to Measure
1	Increase number of newly registered parishioners by 5% per year.	3	5	8	Parishsoft

### ENCOUNTER

	Objectives	Baseline	1 <sup>st</sup> Year	3 <sup>rd</sup> Year	Way to Measure
1	Increase number of people attending adult faith formation opportunities on internet and in person by 5% per year.	Not known	Increase by 5%	Increase by 15%	Attendance and online views

### ACCOMPANIMENT

	Objectives	Baseline	1 <sup>st</sup> Year	3 <sup>rd</sup> Year	Way to Measure
1	Increase parishioners participation in faith formation over the year by at least 1 session more than previous year.	Not known	Increase by 1 session	Increase by 3 sessions	Survey

# FACTORS & BARRIERS, AND STRATEGIES

\* Indicates Priority Strategy

Critical Success Factors/Barriers		Strategies	
<b>CSFs</b>	<ol style="list-style-type: none"> <li>1) People have forgotten catechism and how liturgy forms how we live</li> <li>2) Need to be attractive to parishioners and the community (visual appeal of gathering spaces)</li> </ol>	<b>*L1</b>	Welcome Space for after Mass at both parishes to create community and relationships.
<b>Barriers</b>	<ol style="list-style-type: none"> <li>1) Volunteerism—inspiring people to get involved</li> <li>2) Need more altar servers</li> <li>3) Incorporating homilies into community realities</li> <li>4) Smaller population base to recruit from</li> <li>5) Music and cantors (particularly at St. Patrick)</li> <li>6) Not variety of music or styles at Mass</li> <li>7) No gathering space</li> </ol>	<b>L2</b>	Set expectations for volunteers. Work on leadership succession in ministry.
		<b>L3</b>	Guest Speakers (before or after Mass) to teach about the liturgy to increase understanding.
		<b>L4</b>	Promoting reverence and dressing up for Sunday Mass.
		<b>L5</b>	Appeal to people about the historical nature of churches. Have church open for tours.
<b>CSFs</b>	<ol style="list-style-type: none"> <li>1) Extracurricular functions—big or small to engage people, help the community to know us.</li> <li>2) Making some of the physical improvements in ADA and audio—sidewalk to Hall.</li> </ol>	<b>*W1</b>	Personal invitations (livestream, local media and in person). Send postcards and call those who have left parish
<b>Barriers</b>	<ol style="list-style-type: none"> <li>1) Hall access for wheelchair is not direct and easy</li> <li>2) Hearing Mass can be difficult—sound system</li> <li>3) Tough to get people to stay after Mass to socialize</li> <li>4) Not much mobility or exposure in the community</li> <li>5) Fighting for a small population</li> <li>6) People are bombarded by materialism &amp; secularism</li> </ol>	<b>*W2</b>	Encourage ministries involvement in community events to grow awareness of outsiders of our church.
		<b>W3</b>	Invest in better sound system
		<b>W4</b>	Offer childcare during events
		<b>W5</b>	Invitational/listening event for input on what people want from the church.
		<b>W6</b>	Improved signage on campuses
		<b>W7</b>	Meet virtually with youth and young adults (as a tool)
		<b>W8</b>	Extend welcome into parking lot
<b>CSFs</b>	<ol style="list-style-type: none"> <li>1) Communications must reach people and attract them to the community and Christ</li> <li>2) Extend Invitation “Come and See” that is not threatening to outsiders</li> <li>3) Good example of Christians</li> </ol>	<b>*E1</b>	Bible Study and teaching sessions—focus on the teachings of Christ and how to live this.
<b>Barriers</b>	<ol style="list-style-type: none"> <li>1) You need one-on-one relationships to share your faith,</li> <li>2) People do not know what to say and are afraid of overstepping boundaries</li> <li>3) Suspicions about Catholics in this region</li> <li>4) Need to define evangelism</li> </ol>	<b>E2</b>	Share the beautiful traditions and prayers to inspire and teach people how to pray.
		<b>E3</b>	Have people share their personal experiences and faith stories (including RCIA). Help parishioners learn to share stories
		<b>E4</b>	Teach people by our own example, approaching all ages to evangelize
		<b>E5</b>	Empower parishioners to invite others to RCIA—
<b>CSFs</b>	Need different ways to engage people to meet them where they are	<b>*A1</b>	Adult Sunday school class and relevant topics with CCD classes. Discernment, why is there evil in the world,
<b>Barriers</b>	<ol style="list-style-type: none"> <li>1) Some see accompaniment as overbearing (proselytizing)</li> <li>2) Communication need to be enhanced to increase participation</li> <li>3) Hard to get people engaged with busy lives</li> <li>4) People don’t want to come to “church”</li> <li>5) Once the crisis is over, will people still have to time and inclination to grow closer to the Lord?</li> </ol>	<b>A2</b>	Incorporate formation in homilies
		<b>A3</b>	Public Relations —Social Media committee to improve communication
		<b>A4</b>	Teacher formation days to assist catechists in personal faith.
		<b>A5</b>	Intentionally accompany people for funerals and burials after crisis
		<b>A6</b>	Focus on the elderly—spiritual/social gatherings and offerings for men and women.
		<b>A7</b>	Kids who have recently graduated without a plan or who have an unwanted pregnancy—reach out to them.

# GOALS, OBJECTIVES, CRITICAL SUCCESS

## Goals

## Objectives

### SENDING

	Objectives	Baseline	1 <sup>st</sup> Year	3 <sup>rd</sup> Year	Way to Measure
1	Increase volunteer hours by parish as whole by 5% per year.	Not known	Increase by 5%	Increase by 15%	Ministries to assist in tracking

### MISSION SUPPORT

	Objectives	Baseline	1 <sup>st</sup> Year	3 <sup>rd</sup> Year	Way to Measure
1	Increase Offertory by 5% per year after 20-21	\$2,000 per week	Stabilize at the same amount	Increase by 10%	Parish Reports
2	Set and meet target of raising money for capital target over next three years.	Consult with Development	33% of goal	100% of goal	Development projections

## CURRENT

Current Activities	Deliverables
L1 and MS2—Welcome and gathering space for after Mass at both parishes	Space should be easy to access and welcoming. Space for social conversation when people are praying in the church. Live stream monitor for those using it during Mass.
W1—Personal invitations (livestream, local media and in person). Send postcards and call those who have left parish	Training for the people who are reaching out to those who have left the faith. Need to know how to listen empathetically and connect them with answers to questions.
W2—Encourage ministries involvement in community events	Get each ministry to do one connecting activity with the wider community.
E1 & A1—Bible Study—focus on the teachings of Christ. Adult Sunday school class with CCD classes	Offer in –person and online sessions. Help people translate our faith in to how we live our lives. Sessions should speak to the struggles of people’s lives.
S1—Look at how to attract, train and discern gifts of volunteers.	Consider different gift assessments. Offer a ministries retreat to help ministries understand what gifts they need.
S2—Develop mentorships in ministry (older welcome younger)	Have ministries consider their leadership pipeline to apprentice others in their ministry. Encourage every parishioner to be involved in a ministry.
MS1—Make campus more handicapped accessible—walkway to Hall	Need more effective and welcoming way to enter the Hall at St. Peters. Need quotes and plans for fundraising and construction.

# FACTORS & BARRIERS, AND STRATEGIES

\* Indicates Priority Strategy

## Critical Success Factors/Barriers

## Strategies

### CSFs

Jesus gave us the great commission and there are great needs in our community. We need clear goals and ways to link these two

### Barriers

- 1) Challenging in the crisis to meet other people
- 2) People need personal invitations
- 3) People have busy lives
- 4) Lives are compartmentalized with respect to faith and religion
- 5) The pastorate cannot meet all of the needs in the community.
- 6) In rural area it is not easy to access everyone
- 7) Spreading volunteers too thin

### \*S1

Look at how to attract, train and discern gifts of volunteers.

### \*S2

Develop mentorships in ministry (older welcome younger) to increase involvement and invite everyone to be involved in something.

### S3

Engage with other town churches for outreach—Ecumenical ministers

### S4

Engage small businesses and support them to build presence in community.

### S5

Do remote formation for vocations and Faith

### CSFs

We have been financially stable, but need to use all our resources for more missionary activities. We need to do this in light of the current crisis.

### Barriers

- 1) People do not connect local aide with Annual Appeal
- 2) Resistance to being missionary with budget
- 3) Current situation will make it harder for people to give to the church.
- 4) Not as engaged with youth and young adults
- 5) Use of rectory 3rd floor—Rectory does not have air conditioning
- 6) Some people are not on social media, need many platforms to communicate with people

### \*MS1

Make campus more handicapped accessible—walkway to Hall so all feel welcome

### \*MS2

Welcoming center as gathering space

### MS3

Get rectory and church air and central heating or upgrades

### MS4

Reflect back to people their generosity (weekly gratefulness collections)

### MS5

Graduates (spiritual bouquets, proms)

### MS6

Get a central person to coordinate communications with a team to assist

## PRIORITIES

Who	When
Lynne & Dean Wigfield	June 2022
Deacon Jim Mason	March 2021
Ian McAllister	March 2021
Fr. Jack Lombardi	Ongoing
Amanda Miller	June 2021
Ian McAllister	March 2021
Lynne & Dean Wigfield	June 2022

# 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.*



## 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, Pastoral Council and Finance Council as needed
- How—At monthly Pastoral Council and Finance Council Meetings



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

- What—Update on progress, any barriers allowing Pastoral Council to adjust strategies accordingly
- To Whom—Members of Pastoral Council, Planning Team, Finance Council, Leadership, Staff and Pastor
- How—Meeting of all Champions with those above to go through detailed look at strategies



## What adjustments do we need to make 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 parish as part of annual report
- How—Attached to Annual report and disseminated the same way (website, email, in bulletin, etc.)

