

# **Saint Pius X Catholic Church**

## **Strategic Plan for Stewardship Development**

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**Presented by:**

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and the Saint Pius X Stewardship Core Team:  
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## **Purpose of Strategic Plan**

As Saint Pius X Catholic Church parish leaders begin working on a long-range Stewardship process for the development of the parish, 221 parishioners were selected by the Stewardship Core Team and Father Bill and personally invited to participate in four planning sessions as a Stewardship Advisory Board (SAB). The Stewardship Advisory Board's goal was to gather ideas and action strategies that can be used to strengthen the mission and vision of the parish.

The planning sessions were held on four Thursdays in the fall of 2007 in the Holy Cross Room and the Parish Center. Participants were divided into eight groups and the groups were facilitated by members from the Stewardship Core Team. Once the groups were divided, participants were asked to brainstorm ideas and strategies for stewardship and development in six key planning areas:

1. New Parishioner Welcome
2. Communications and Publications
3. Adult Formation/Education
4. Engagement of all age groups into the life of the parish
5. Church/School Relations
6. Avenues to Educate on Parish Programs

Once these strategies were identified, participants were asked to choose seven ideas that could be implemented in efforts to achieve the goal of developing our parish community. The Stewardship Core Team then combined all strategies from all groups, prioritized these strategies and selected ideas that would best meet our goals. This strategic plan is comprised of these ideas and strategies.

70 parishioners participated in the planning sessions and great feedback was received. With this feedback and insight, the parish leaders of Saint Pius X are sure to foster a Christian atmosphere to meet the spiritual and social needs of all the parishioners. This Strategic Plan for Development will serve as a blueprint for implementation of the strategies developed by the SAB over the next 18-24 months.

Implementation teams will be formed from members of the Stewardship Advisory Board and the entire parish community. Teams will focus on the Tier I Strategies as outlined in the following pages. Tier II and Tier III strategies are also outlined within this plan for future consideration. Implementation of these strategies will be considered once all Tier I strategies are initiated.

## **Tier I Strategies for Immediate Implementation**

### **Action Strategy: Quarterly Town Hall Meetings**

Parishioners would be given the opportunity for live interaction with Fr. Bill, Fr. Bob, Elaine Holmes, and parish staff, discussing a pre-determined topic. Meetings would be held quarterly and topics would be determined by the implementation team. Any information that requires action would then be reported back to the participants and the parish.

Required for Implementation: A meeting location, availability of priests and parish staff, and topics for discussion.

Implementation Time Frame: Implementation team will be formed immediately and the first quarterly meeting will be held within 6 months.

### **Action Strategy: Provide Mentors from Parish to Help School Kids**

As the parish opens its parochial grade school, members of the parish would be asked to mentor school children as needs are identified. Areas that may be addressed include, but are not limited to: academics, fine arts, athletics, social, service, and prayer. The implementation team would work with Elaine Holmes, Principal, and the school staff to identify requirements, resources, and objectives.

Required for Implementation: A core team to establish a relationship with school staff to determine objectives and needs and to match parish volunteers with those needs.

Implementation Time Frame: An implementation team will be formed in the next six months, planning will begin in Fall 2008, and implementation will begin in Winter 2009.

### **Action Strategy: Ministry of the Week**

In an effort to better educate the parish on available programs, ministries would be highlighted weekly (or less often if found necessary). Advertising suggestions could include: information on the bulletin board, ministry representatives available after all Masses, signage at the entrance of the church, information and testimonials in the bulletin and on the website, and information from the pulpit.

Required for Implementation: A creative core group to establish a relationship with the Betsy Quinn, Director of Stewardship and Evangelization, and the ministry heads. Core team would coordinate with ministry heads on advertising, scheduling, and ministry needs.

Implementation Time Frame: An implementation team will be formed by April 2008 with the Ministry of the Week Program beginning by September 2008.

**Action Strategy: Form a Social Committee**

Parishioners seek opportunities for fellowship. Social events would be planned at least on a quarterly basis for the entire parish.

Required for Implementation: A creative implementation team to determine a variety of events to meet the social needs of all ages of parishioners. Events should be planned and budgeted as primarily self-funded.

Implementation Time Frame: An implementation team will be established immediately with the first event to be planned following Lent.

**Action Strategy: Evening Mass**

Many parishioners would like the opportunity to attend Mass outside of their Sunday obligation; however, participation in Daily Morning Mass is not feasible due to work and family constraints. Evening Mass would be initiated one time per week on Tuesdays at 6:00 p.m. from Labor Day to Memorial Day.

Required for Implementation: A priest.

Implementation Time Frame: Implementation to start immediately following Labor Day 2008.

**Action Strategy: Expand and Educate about the Helping Hands Ministry**

Parishioners who are unable to perform daily activities due to health, age, family crisis, etc. would have the option of contacting the Helping Hands Ministry to assist on a short-term or long-term basis. Assistance could include grocery shopping, housework, transportation to church or other appointments, etc. The Helping Hands Ministry would establish communication with the Homebound Ministry, the Bereavement Ministry, Saint Vincent de Paul, and the Elizabeth Ministry so that needs are better communicated as well as the Directors of Youth Ministry and Religious Education.

Required for Implementation: A coordinator and team established to define scope of ministry, to recruit volunteers, to communicate with pertinent ministries, and to advertise availability of ministry services.

Implementation Time Frame: To be determined. Coordination with current Helping Hands Ministry is required. Development of this ministry will be ongoing.

**Action Strategy: Development of Adult Education Program**

The desire for further knowledge of our faith and traditions is very evident. Programs would be developed to meet the needs of all parishioners, from inactive Catholics to Cradle Catholics to devout Catholics. Sessions held could include a program to simulate the education process in RCIA (i.e. Catholicism 101), utilization of the RCIA video library, guest speakers from within and outside the parish community, in depth education and discussion of Catholic Theology, and more opportunities (times, days, and forms) for Adult Bible Study.

Required for Implementation: Implementation team to develop and schedule various programs. Coordination with current Adult Education Ministry head.

Implementation Time Frame: Planning to begin immediately. Established program to start following Lent.

**Action Strategy: Enhance Welcoming Committee**

As a large parish, we need to establish a welcoming and hospitable atmosphere that allows new members to feel comfortable in the parish community. The current Welcoming Ambassadors Ministry would be expanded to provide manpower 1. to welcome all new parishioners within one week of registering and 2. to maintain a welcoming relationship for at least one year after registering.

All new families would be invited to a gathering for new parishioners. Gatherings would be held quarterly and could include: Mass, a meal with the pastor and/or associate pastor, a tour of the facility, a gift from the parish and a New Parishioner Packet. New Parishioner Packets would include a Bio Sheet to be provide family information to the parish, information on ministries, a directory, and any information about current events within the parish. Each family would also have a “mentor family” that would attend the gathering and would be available throughout the next year to guide the new parishioner through parish activities and traditions.

Required for Implementation: Coordination with current ministry. Subgroups will be established within the Welcoming Ambassadors so that one person is not responsible for more than one part of the welcoming process. Subgroups could include:

- Initial Phone Calls
- Quarterly Gatherings
  - Invitations
  - Mass
  - Meal
  - Tour

- Ministry Information
- Gift
- New Parishioner Packets
- Mentor Groups to match families

Implementation Time Frame: Planning to begin immediately with implementation to begin by Fall 2008.

**Tier II Strategies for Implementation (to be considered upon implementation of Tier I Strategies)**

**Action Strategy: Create DVD for new (or all) parishioners**

A DVD could be produced to include information about the parish, its history, and its many programs and ministries.

**Action Strategy: “Ask Father Bob”**

Parishioners would be given the opportunity to ask Fr. Bob questions about anything pertaining to the Catholic faith. Responses could be in the bulletin or through periodic gatherings.

**Action Strategy: Expand Youth Activities**

Youth activities could be expanded to include a Youth Mass, educational programs, and opportunities for the youth to interact with other ministries.

### **Tier III Strategies (to be considered upon implementation of Tier II Strategies)**

- Produce a new parish cookbook
- Weekly kids bulletin with an explanation of the Gospel, questions for the week, and weekly goals
- Produce monthly parish/school calendar to be sent home
  - From school
  - In bulletin
  - On website
- Expansion of current website
  - Set up list serve on website to inform parishioners about ministries and ministry activities
  - Weekly e-mail to all parishioners with automatic link to website or any other pertinent information
  - More detailed information about ministries
- Sign-ups for all parishioners to help with school
  - Events
  - Aides
  - Speakers
- Intramural youth sports available for CCD and school kids during particular sports' off-season (i.e. offer recreational soccer league during the spring—competitive season is in fall)
- Open House for entire parish and school
- School kids involved with helping parishioners in need (i.e. babysitting, Helping Hands)
- Develop Parish Catholic Identity team to unify the parish and school
- Youth offer babysitting services during Adult Education Opportunities
- Perpetual Exposition 1 full day per week (OR 24 hours/day, 7 days a week)
- Move tabernacle to Altar
- Chapel becomes Adoration Chapel and cry room during Mass (sound proof with glass enclosure)
- Make 1<sup>st</sup> and 2<sup>nd</sup> pews handicapped accessible
- Community Garden
  - Contact master gardener to:
    - Teach how to create and tend
    - Start with small area of wildflowers
    - Create small gardens around the property
    - Mary's Cutting Garden
    - Coordinate with Outdoor Gardening Ministry
    - Discuss landscaping ideas
- Enhance morning playgroup
- Form small groups based on needs/interests

- Widows/widowers
- Cancer sufferers/survivors
- AA
- Young married couples
- Designate a specific group to coordinate activities for all age groups
- Church etiquette in the bulletin
- Invite parishioners to adult education events already being held
  - RCIA
  - Youth group speakers
  - Adult Groups