

Strategic Workplan: St. Patrick Church

Strategic Priority: #1 Improve Faith Formation					
Goal Statement: The St. Patrick Church community will foster a deeper relationship with God our Creator through Jesus Christ his Son and instill a greater confidence in showing and sharing our Catholic faith with guidance from the Holy Spirit.					
Key Measure: Increase participation in Adult faith formation activities.					
Strategy #1.1: Increase Spiritual Development.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 1.1.1: Increase awareness of the importance of keeping holy the Sabbath by Easter 2017.	Increase Mass count by 20% above 2014 yearly average	Make direct contact with and put statement in bulletin for non-attending families/family members. Media/website/twitter campaign	Start: Oct. 2015 End: Easter 2017	Parish Council	
Objective 1.1.2: Increase praying of the Rosary by Easter 2017.	Institute services to increase attendance 50% in a year.	Begin a communal rosary service before (or after) Masses. Request for leaders in bulletin.	Start: Nov. 2015 End: May 2016	Parish Council	
Objective 1.1.3: Increase percentage of parishioners attending confession by Easter 2017.	Create a baseline of communal and individual penance attendance	Announce penance times at Mass. Personal stories by parishioners. Examination of conscience cards in pews, in bulletin and by speakers.	Start: Advent 2015 End:	Parish Council	
Objective 1.1.4: Increase access to Eucharistic Adoration	Expose for 1 hour per week	1 hour after Mass with a sign-up sheet and a leader to arrange (deacon?). Resurrect and complete a job description for "Eucharistic Adoration Facilitator."	Start: Aug 2015 End:	Deacon Bob c/o Parish House	
Review date:	Notes:				

Strategic Priority #1, *continued*

Strategy #1.2: Provide Material Support					
Objectives	Measure	Action steps to achieve this objective	Timeframe	Lead	Status
Objective 1.2.1: Welcoming Committee for new families, individuals, etc.	Create a Welcoming Committee	Define role of Welcoming Committee Obtain volunteers - organize/operate	Start: End:	Social & Hospitality – Parish House	
Objective 1.2.2: Develop a family support program (childcare)	Create a working document (SOP)	Define requirements & time frame (2 hrs) When - during speakers/ Who - youth/adults	Start: End:	Stewardship	Benchmark what another Parish is doing
Objective 1.2.3: Provide materials and locations.	Create a budget	Lighthouse Media display in back of church Room assignment conflicts reviewed	Start: End:	Finance	
Objective 1.2.4: Provide money in operating budget to satisfy demand	See budget creation above		Start: End:	Parish Office	
Objective 1.2.5: Provide support network	Helpline	Phone/website/ free books Coordinator	Start: End:		
Objective 1.2.6: Provide a flexible schedule to meet needs of participants	Create a portal/pass -word/web master but what format needed (PDF?)	Meeting leaders to post info on website like agendas, minutes, handouts, references, key milestone points like when to be at a meeting.	Start: End:	Parish Council to refer to a Comm.	May be unable to make everyone happy due to low resources.
Objective 1.2.7: Creative gatherings for adults (game night, etc...)	Provide monthly or quarterly events.	Had an event on 4-15-15. Create additional/ run by a facilitator	Start: End:	Social	
Notes: Use food to entice attendance (can be applied to all gatherings).					

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Strategy #1.3: Create "I Saw the Light" Moments.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 1.3.1: Foster "No Turning Back" moment environment.	Create a position for a person passionate about inspirational encounters	Concerts Promote men's and women's conferences (i.e. Columbus)	Start: End:	Parish Council Spiritual Commission	
Objective 1.3.2: Involve more men in retreats.	Create a list of the opportunities and retreats	Had a men's retreat with 18 on 4-15. Do more promotion.	Start: End:	Saul Bauer	
Objective 1.3.3: Provide inspirational opportunities, Shrine trips, retreats, etc...	Get the info out. Improve facilitator knowledge	To be determined by person in new position.	Start: End:	Parish Staff Anne Reames	
			Start: End:		
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Strategy #1.4: Make Homilies More Relevant.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 1.4.1: Include current issues from the pulpit that relate back to the Readings.	Create a list of current issues.	Create a focus group that is interested in seeing present day issues included in Homilies.	Start: End:	Parish Council Spiritual Commission	
Objective 1.4.2: Have follow-up talks to review the Homilies.	Create after mass discussion 10:30-11:15	Create small group discussion leader at a particular time and location after Mass.	Start: End:	Parish Council Spiritual Commission	
Objective 1.4.3: Introduce group thoughts (ideas submitted by parishioners?) into the Homilies.			Start: End:	Parish Council Spiritual Commission	
			Start: End:		
Review date:	Notes: Father Pat needs to enunciate.				

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Strategy #1.5: Facilitate Mentoring.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 1.5.1: Match each new Lector, Cantor, Adult Server, etc... with a mentor.	Create a Mentor Program.	Identify mentors. Promote Mentor Program to match interested individuals together.	Start: End:	Deacon and Music Minister	
Objective 1.5.2: Involve Deacons and holy/trusted Married Couples into the ministries of Adult Formation, Youth Formation and Marriage as Spiritual Advisors.	Unable to determine or measure who good, experienced people would be.	Evaluate the status of Deacon and married couples participating in Formation.	Start: End:	Priest	
Objective 1.5.3: Use adults to provide a family approach to Youth Faith Formation (this could also be included under Youth Formation).		Increase parent involvement so that they are not just dropping off their kids.	Start: End:		
			Start: End:		
Review date:	Notes: Parents, grandparents and other adults of the church are responsible for passing on the Catholic faith to the youth. Promote involvement by asking “Anyone interested in these types of activities (Adult, Marriage, Youth)?” to have them work with youth groups, young people getting married and those in troubled marriages.				

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Strategy #1.6: Update Media Resources.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 1.6.1: Develop message to get Adult Education possibilities to parish and beyond.	Determine what is presently available inside the Parish.	Review and then catalogue all items onto the Parish website. Create a “Parish Librarian.”	Start: End:	Parish Council Parish web master.	
Objective 1.6.2: Promote Symbolon DVD program and other Apologetics literature and programs such as found on Catholic media like radio (AM820, FM 98.3) and TV (EWTN).	Determine what is presently available outside the Parish.	Identify online sources, free podcasts, libraries/archives of past talks/presentations. Create a new media library of sources.	Start: End:	Parish Council	
Objective 1.6.3: Begin a newspaper campaign to bring adults back home to the church.		Acquire a “packet” from the Archdiocese.	Start: End:	Parish Office Staff	
			Start: End:		
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Strategy #1.7: Expand Speakers and Attendance at Talks.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 1.7.1: Play talks from Catholic sources on various issues (...isms) like materialism, minimalism, hedonism, individualism, ecumenism, relativism, and expanding on the 10 commandments, idol worship, tithing, etc...	Invite Parish to a meal to hear talk.	Introduce a study on different "...isms" to educate the Parish through a year-long program that addresses various topics during the series of presentations. Utilize existing Catholic speakers' presentations (Chris Stefanick)	Start: End:	Parish Council Anne Reames	
Objective 1.7.2: Challenge adults to attend a minimum amount of faith formation opportunities and seminars.		Create a reward system for those that attend events.	Start: End:	Parish Council Priest	
Objective 1.7.3: Invite our own church members to publically share their faith formation stories (see "I saw the light moment")		Put up a sign up sheet in church for those that would like to share a story. Must determine how their story relates to the readings and how will limit their time.	Start: End:	Parish Council	
Objective 1.7.4: Provide support for speakers (this could also go under Material Support).		Create an amount in the annual budget for inviting speakers.	Start: End:	Finance	
Review date:	Notes: Father Pat presently assesses the parish and then decides what topics are needed and then that becomes the basis to determine which speakers to invite to the parish to speak.				

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Strategy #1.8: Increase Evangelization and Outreach.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 1.8.1: Provide opportunities to share formation experience.		Is there already a program?	Start: End:	Archdiocese	
Objective 1.8.2: Tap the Archdiocese for help with 1.8.1.			Start: End:		
Objective 1.8.3: Teach how to defend the Catholic faith (Apologetics).		Begin a book study club on <u>Why Be Catholic?</u> by Patrick Madrid.	Start: End:		
Objective 1.8.4: Get college students' addresses from parents	Acquire 75% of possible names	Begin a Youth Ministry Mission Outreach.	Start: End:	Mary Wolfe	
Review date:	Notes: Extras: Provide opportunities for involvement, develop final goal/target for Adult Education involvement (%?) and develop mission statement of what does Adult Education mean to the parish.				

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Key Measure: Increase participation in Youth faith formation activities.					
Strategy #2.1: Re-evaluate Curriculum					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 2.1.1: Catch students when they are young.		1-Dynamic teachers. 2-Field trips. 3-Dynamic speakers. 4-Exciting activities.	Start: End:		
Objective 2.1.2: Separate out the 6 th , 7 th and 8 th grades which are currently together.			Start: End:		
Objective 2.1.3: Hire a Director of Religious Education or get good volunteers.			Start: End:		
Objective 2.1.4: Require testing.			Start: End:		
Objective 2.1.5: Revamp PFF.		Philip Dezern @gmail.com 666-633-0944	Start: End:		
Objective 2.1.6: Sunday School (SS) shouldn't be games and snacks.			Start: End:		
Objective 2.1.7: Teachers need to teach entire year for continuity.			Start: End:		
Review date:	Notes: Curriculum should not just be a repeat with bigger words. Confirmandi stop coming to church once confirmed so must maintain attendance after Confirmation.				

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Key Measure: Increase participation in Youth faith formation activities.					
Strategy #2.2: Realign Youth Ministry					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 2.2.1: Add 5 th grade to the Youth Group.			Start: End:		
Objective			Start: End:		
Objective			Start: End:		
Objective			Start: End:		
Objective			Start: End:		
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Strategy #2.3: Energize High School Faith Formation					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 2.3.1: Have young adults teaching HS.		Properly vet volunteer speakers.	Start: End:		
Objective 2.3.2: Use college students as speakers to the Parish at carry-in dinners.			Start: End:		
Objective 2.3.3: High School classes to have a set curriculum dealing with students' interests.		Instead of Bible Studies; -teach apologetics (defending their faith through Scripture verses), -teach the Catholic position on Sabbath, tithing, materialism, individualism, hedonism, minimalism, ecumenism, abortion, divorce, homosexuality, etc...	Start: End:		
Objective 2.3.4: Require HS classes to attend speaker presentations w/ parents.			Start: End:		
Objective 2.3.5: Provide apologetics program for HS students who leave the church.			Start: End:		
Objective 2.3.6: Increase lack of HS student commitment to attend FF and activities.			Start: End:		
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Key Measure: Increase participation in Marriage Ministry faith formation activities.					
Strategy #3.1: Improve Outreach to Young Marrieds.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 3.1.1: Increase outreach to newly-transplanted families and childless couples.		ID916.com (program for young 20 to 30 yr. old adults, both married or single and with or without children).	Start: End:		
Objective 3.1.2: Create an atmosphere where young marrieds are valued.			Start: End:		
Objective 3.1.3: Increase registration of young marrieds without children prior to requesting baptism.			Start: End:		
Objective 3.1.4:			Start: End:		
Objective 3.1.5:			Start: End:		
Objective 3.1.6:			Start: End:		
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Key Measure: Increase participation in Marriage Ministry faith formation activities.					
Strategy #3.2: Create a Welcoming Atmosphere for Unmarried Couples.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 3.2.1: Contact engaged couples of the church before they “want a wedding date.”		ID916.com (program for young 20 to 30 yr. old adults, both married or single and with or without children).	Start: End:		
Objective 3.2.2: Create a welcoming connection between unmarried couples and the parish.			Start: End:		
Objective 3.2.3: Increase hospitality towards newly engaged couples and those planning to marry.			Start: End:		
Objective 3.2.4:			Start: End:		
Objective 3.2.5:			Start: End:		
Objective 3.2.6:			Start: End:		
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Key Measure: Increase participation in Marriage Ministry faith formation activities.					
Strategy #3.3: Re-emphasize the Marriage Care Team.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 3.3.1: Create a way to keep in touch with couples who have been mentored.			Start: End:		
Objective 3.3.2: Combat the lack of commitment from the members of the Marriage Care Team.			Start: End:		
Objective 3.3.3: Create an appropriate venue to meet with couples.		Improve the upstairs “upper room” apartment at the rear of the church.	Start: End:		
Objective 3.3.4: Create awareness among married couples of the resources available to them (USCCB and AOCB of Cincinnati).			Start: End:		
Objective 3.3.5: Create peer promotion among newly-marrieds.		Use the Win, Build, Send method. Win – develop relationships first Build – then educate w/ knowledge Send – dismiss them to evangelize	Start: End:		
Objective 3.3.6:			Start: End:		
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Key Measure: Increase participation in Marriage Ministry faith formation activities.					
Strategy #3.4: Emphasize the Sacredness of Marriage.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 3.4.1: Provide focus on the sacrament of marriage.			Start: End:		
Objective 3.4.2: Speak more on marriage from the pulpit.			Start: End:		
Objective 3.4.3: Provide marriage retreats.			Start: End:		
Objective 3.4.4:			Start: End:		
Objective 3.4.5:			Start: End:		
Objective 3.4.6:			Start: End:		
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Strategic Priority: #2 Strengthen the Parish Community					
Goal Statement: The St. Patrick Church community will enlarge and improve its ministries through heightened stewardship, better communication and role identification with documentation.					
Key Measure: Improve Parish Involvement.					
Strategy #4.1: Encourage Parish Participation and Stewardship.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 4.1.1: Increase participation in the church ministries (servers, lectors, sacristans, ushers, Parish Council, K of C, SVDP, musicians).			Start: End:		
Objective 4.1.2: Challenge every parishioner to join 1 to 3 ministries and then commit to service.			Start: End:		
Objective 4.1.3: Add more ushers.			Start: End:		
Objective 4.1.4: Invite more individuals to share in the daily and weekly work of the church.			Start: End:		
Objective 4.1.5: Develop new leadership for Paddy's Pig.			Start: End:		
Objective 4.1.6:			Start: End:		
Review date:	Notes:				

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Goal Statement: The St. Patrick Church community will enlarge and improve its ministries through heightened stewardship, better communication and role identification with documentation.					
Key Measure: Improve Parish Involvement.					
Strategy #4.2: Improve Parish Communication.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 4.2.1: Conduct daily Parish Office meetings (so the right hand knows what the left hand is doing).			Start: End:		
Objective 4.2.2: Increase communication between the teachers and the Parish Staff.	(also see 2.5.4)		Start: End:		
Objective 4.2.3: Codify the various Parish meetings for better transparency and dissemination of minutes.		Require meeting regulations for standardized operation, member requirements, recording of minutes and their publication (on a church bulletin board or on the church website)	Start: End:		
Objective 4.2.4:			Start: End:		
Objective 4.2.5:			Start: End:		
Objective 4.2.6:			Start: End:		
Review date:	Notes:				

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Goal Statement: The St. Patrick Church community will enlarge and improve its ministries through heightened stewardship, better communication and role identification with documentation.					
Key Measure: Improve Parish Involvement.					
Strategy #4.3: Capture Parish Duties.					
Objectives:	Measure	Action Steps	Timeframe	Lead	Status
Objective 4.3.1: Produce an updated Parish Photo Directory.			Start: End:		
Objective 4.3.2: Create a Welcoming Club to keep new members from feeling in limbo.			Start: End:		
Objective 4.3.3: Create a list the duties and steps taken of the individuals who “run” the church’s activities (funerals, arranging for speakers, Paddys Pig, etc...) so the information is captured before the individuals vacate their present positions.		Have each individual (ushers, cantors, Parish Staff, sacristans, etc...) record their procedures (daily, weekly, monthly, annually) to prevent having to “reinvent the wheel” if they retire or move away.	Start: End:		
Objective 4.3.4:			Start: End:		
Objective 4.3.5:			Start: End:		
Objective 4.3.6:			Start: End:		
Review date:	Notes:				