

## PARISH MISSION STATEMENT

*We, the people of St. Mary's Catholic Church, commit ourselves in community to live the Gospel, strengthen our spirituality, and celebrate the sacraments. We invite others to join us.*

### GOAL STATEMENT FOR 2009-2010

#### I WORSHIP AND SPIRITUAL LIFE

*"But the Hour is coming, is now here, when true worshipers will worship the Father in Spirit and truth; indeed the Father seeks such people to worship him. God is Spirit, and those who worship him must worship in Spirit and in truth." John 4:23-24*

*"Then he said to all: 'if anyone wishes to come after me, he must deny himself and take up his cross daily and follow me'" Luke 9:23*

**GOAL 1** As a worshiping community, we seek to offer glory to our God in faithful prayer and praise.

2005

Strategy 1

The Pastoral Staff should continue to assess and develop ministry programs to assure communion under both species (bread and cup).

**Status:** On going

2005

Strategy 2

Appropriate catechesis should be provided about the developments in the new General Instruction regarding posture, gesture, etc

**Status:** On going and well implemented. The Holy See's approval of the new English translation of the prayers will need some catechesis and training when implemented. The text is not totally completed.... but first steps in a positive implementation in 2010.

2005

Strategy 3

Twice a year the Sacrament of the Sick should be celebrated in conjunction with Sunday Eucharist.

**Status:** Celebrated during 2007-2008, 2008-2009.

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2005

Strategy 4

Enhancement of the Sound system should be made to provide for better hearing of all elements of the liturgy. The following elements need to be investigated:

1. Separate sound boards for music group and speakers
2. Floor monitors for the music groups
3. New microphones and cords for music
4. Automatic volume and feed back controls.

**Status:** Separate Sound board in place. Some improvement, more necessary. A new Sound Board was purchased. Study has been requested from EVCO. This study never took place. New microphones including hand- held wireless now available. Update of sound is in the proposed capital campaign. An addition hearing device which is a personal FM station option was added in 2009. A complete study must be done in the near future.

2005

Strategy 5

The Parish desires to increase the participation of children and young people in the liturgical experience in the following ways:

1. Involvement of children in the liturgical ministries
2. Religious Education and School Class Masses at Sunday celebrations of the Eucharist
3. Invitation and involvement of kids in music groups
4. Extending of the Children's Liturgy of the Word into the Summer.

**Status:** In process - school Sunday Masses completed; Liturgy of the Word will be scheduled at 9am Mass during July and August 2006 and 2007, 2008, and 2009

2005

Strategy 6

The Parish is committed to a program of liturgical music to enhance the worship experience of all:

1. Continuing encouragement of assembly participation in song
2. Review of the adequacy of the hymn books by the Liturgy Committee
3. Possible rotation of different music groups to different Masses
4. Study new technology for display of songs
5. Reform committee to research musical instruments/organ/etc.

**Status:** Not addressed by liturgy committee yet. Did Rotation twice during 2006. Collaboration for choice of groups took place during Holy Week etc. A new music director is now working with

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the choir in the Spring of 2009.

2005

Strategy 7

Increase participation of parishioners in the Liturgy Committee

**Status:** Needs to be addressed; possibly moving meetings to the evening during the next year. This was done. This needs to be reviewed. Father Matthew is asked to guide this effort.

2005

Strategy 8

The parish life is supported and blessed by the ministry of our deacons. We wish to:

1. Affirm and show our appreciation for the ministry of Deacon Cary and Deacon Don.
2. Be open to the acceptance of one of the newly ordained deacons
3. Call forth candidates from our parish for the next deacon formation program.

**Status:** Deacon Mike Miller has been assigned to St. Mary's by Bishop Skylstad. Deacon Don retired to St. Francis Assisi. And Deacon Carey continues his ministry here at St. Mary's. We have supported by prayer Deacon Cary during his recent surgery. He is beginning to take some efforts at renewed ministry.

2005

Strategy 9

An Art and Environment Committee should be formed with the purpose of planning and executing appropriate and appealing environment in the Church for all seasons of the year.

This would involve:

- 1) Assessing and recommending renewal and updates for the interior of the Church.
- 2) Meeting to plan decorations for the various liturgical seasons.
- 3) Recruiting a work crew to help the committee to decorate the Church, especially for Christmas and Easter.
- 4) Recommendations for regular overall cleaning of the Church other than the daily/weekly maintenance already occurring.

**Status:** Needs to be addressed. Enhancement of the Worship Space is on the maintenance schedule for 2008. The task force did a gathering of input on Epiphany Sunday.

2008

Strategy 1

The Parish Council will establish an ad hoc subcommittee to develop a process for gathering input and participation in the preparation of a plan for updating the parish worship space and

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gathering space.

**Status:** Some suggestions completed. Still in process. Blessed Sacrament Chapel completed.

2008

Strategy 2

The liturgical schedule of the Parish should include the celebration of some special times for Eucharistic exposition

**Status:** Body and Blood of Christ exposition held. More to be planned.

2008

Strategy 3

The liturgical life of this parish is centered around the generous participation of many volunteers. Effort needs to be made to extend the number of volunteers and to celebrate their participation in the service of this community.

**Status:** this is an on-going challenge.

2008

Strategy 4

The training and assignment of more Cantors for musical leadership should be a priority for the parish and the parish staff.

**Status:** Some additional cantors have been added to program.

2008

Strategy 5

The formation of a youth choir should be investigated and is supported by the Parish Pastoral Council.

**Status:** Some young people have joined choir, but more needs to be done

2008

Strategy 6

The use and availability of the Organ needs to be studied. The Council urges that steps be taken to make the organ movable so that the choir space could be used more efficiently.

**Status:** Organ has been removed from Sanctuary.

2008

Strategy 7

A cd-tape machine needs to be added to the sound board in the choir area.

**Status:** DVD for Church use was acquired. Acquisition of a new CD must still be done.

2008

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Strategy 8      The orientation of the piano and the sound equipment in the choir area needs to be evaluated.

**Status:** Removal of Organ has helped in steps to cleaning up area. The storage cabinets are to be installed.

2008

Strategy 9      The number, quality and presence of microphones, music stands, and cords needs to be evaluated.

**Status:** in process

2008

Strategy 10     The Pastoral Council affirms the significance of Diaconate ministry in the parish and supports the calling forth of potential candidates for the next formation class for permanent deacons for the Diocese. The parish is committed to prayer and support for new candidates.

**Status:** Sadly no candidates from the parish entered the recent preparation class.

2008

Strategy 11     Preaching of the Word leads to the establishment of Gospel life in our homes. The Council affirms the centrality of the preaching ministry of the priests and deacons and asked for their continued commitment to effective proclamation of the Word of God.

2009

Strategy 1      The Church Renovation Committee will continue to move forward on recommendations for work on the Church— there priorities include Sound System, Music Ministry Storage and Scope of the Sanctuary renewal.

2009

Strategy 2      The Pastoral Council approved a request the organ fund money be available for possible purchase of a synthesizer.

**GOAL 2** A faith community finds its identity in the building of Community. We seek to deepen the relationships among families and members of our

faith community.

2003

Strategy 1

Family Friendly

1. Cry room - cost and desire

**Status:** Need for cry room reviewed. There is no general agreement of its necessity or feasibility. This was part of the discussion in the 2008 Epiphany feed back exercise.

2. Greeters ministry

**Status:** Eucharistic ministers encouraged to help greet and are in fact doing this ministry.. Plea for greeters surfaced. Welcome from ambo was tried, but did not survive, needs to be revised.

2003

Strategy 2

Review Neighborhood Parishes

**Status:** No review has been undertaken to date

2007

Strategy 1

The parish is committed to family activities which bring together groups and clusters of families for both social and educational purposes. Examples of such activities might include service projects, movie nights, etc.

**Status:** During 2008-2009 successful parish picnic, ice cream social, movie nights.

2009

Strategy 1

The Parish Council establishes as parish vision and policy that all community building activities of the Parish whether sponsored by the Knights of Columbus, the School, or any other group include and assume an invitation open to all parishioners.

2009

Strategy 2

The renewal of small Christian communities and the formation of new groups is a parish goal.

2009

Strategy 3

The ongoing efforts to be a “welcoming parish” remain vital to the life of the parish. This effort is especially important to bring individuals and families to be present and participate in the activities and life of the parish.

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- 2009  
Strategy 4     The Parish Council affirms and applauds the efforts to enhance the Parish Web site with additional information and educational materials.
- 2009  
Strategy 5     The Council will continue to monitor and discuss the movement toward “paperless” communication in terms of Sunday Bulletin, the Voice, and other information efforts.
- 2009  
Strategy 6     The Council affirms the efforts to provide new and dynamic adult educational experiences during the last year by the Adult Formation Coordinator.
- 2009  
Strategy 7     The Council commits itself to a renewed effort to be an effective voice of the parishioners of St. Mary’s parish.
- 2009  
Strategy 8     The Council affirmed its role in the personal effort of each council member to be involved in the process of inviting parishioners to put their names forward for discernment as members of the Council.
- 2009  
Strategy 9     The Council committed itself to be a vital part of the upcoming transition of a new pastor for our parish.
- 2009  
Strategy 10    The Council members affirm that serving on the Council must be communicated to the parish as a positive and enriching experience.
- 2009  
Strategy 11    The Council approves an effort to enlist the Knights of Columbus members to work on the development and production fo a parish business/service directory.

- Goals for the Future:**
- 1. Sound System upgrade and improvement**
  - 2. Recruitment of men for Diaconate Program**
  - 3. Daily Mass Chapel**

**Areas of Concern:**

*Liturgy Committee*

*Feasts and Seasons*

*Liturgical Ministries: Music*

*Greeters*

*Lectors*

*Extraordinary Ministers of Communion*

*Altar Servers*

*Faith Sharing*

*Eucharistic Adoration*

*Family Worship*

*Inclusion*

*Newcomers*

*Tri-Parish Worship*

## II EDUCATION AND FORMATION

*"All power in heaven and on earth has been given to me. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you."  
Matthew 28:18-22*

*"He replied:, 'Rather, blessed are those who hear the Word of God and observe it.'"  
Luke 11:28*

**GOAL 1** The future development of Parish Life rests in the affirmation and fostering of Lay Ministry.

2004

Strategy 1 The offering of a once a year day of spiritual orientation for all those involved in the various lay ministries and outreach ministries of the Parish.

**Status:** Leadership Retreat was held March 5, 2005. Leadership day not held during 2005-2006. Must be high priority next year. Needs to be scheduled.... is scheduled for August 14, 2008

2007

Strategy 1 The development of volunteers is a continuing priority of the parish. The Parish should continue its commitment to 1) train children for lay ministries, especially liturgical ministries, 2) make presentation on vocations and ministries a continuing priority, 3) make more effort to show volunteer appreciation to those involved in educational ministries.

**GOAL 2** The Education of ourselves and our children is a continuing dialogue with our tradition that deepens and enriches the faith life of this

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community.

2004

Strategy 1

The Sacramental preparation program should be revised to conform with the mandates of the Holy See to prepare children for the Sacrament of Penance before Confirmation/First Eucharist.

**Status:** Parent meetings were held. First Penance was offered to 2<sup>nd</sup> graders in the Spring of 2005 and Confirmation/First Eucharist will be offered to 3<sup>rd</sup> graders in the Fall of 2005. Now moving toward completion of second cycle.

2004

Strategy 2

The Parish is committed to implementing the programs for the safety of children mandated by the Diocese of Spokane and the Charter approved by the Bishops of the United States. Special care will be given in implementing the transportation policies found in the Diocesan program and in screening and training volunteers.

**Status:** In March of 2004 an information program on the safety of children was provided. About 100 participated. During 2005-2006, volunteers completed training using ETS online system and 5 live Code of Conduct sessions held. Teachers taught personal safety units. Charter evaluation has brought more requirements which are being implemented. Programs were in conformance with the mandates during 2007-2008. St. Mary's program was reviewed by the visitation team in 2009. The review was affirmative of our efforts.

2006

Strategy 1

The Parish embraces the goals of the USCCB for Adult formation and education:

1. To invite and enable ongoing conversion to Jesus in holiness of life.
2. Promote and support active membership in the Christian community, and
3. Call and prepare adults to act as disciples in Mission to the world.

**Status:** Continuing

2006

Strategy 2

The Pastoral staff is directed to continue to provide a Parish Mission every one or two years to assure an opportunity for spiritual renewal for parishioners.

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**Status:** Mission by Father Michael Mee, OSB in October, 2006. Fr. Dick Basso led mission in 2007 and Fr. Tom Caswell presented a program focusing on film in 2008. No mission was scheduled in 2009.

2006

Strategy 3

The Parish will provide opportunities to grow in knowledge of the faith, liturgical life, moral formation, prayer, belonging to community and missionary spirit.

**Status:** Continuing

2006

Strategy 4

The parish must investigate and seek to make use of up-to-date Internet and media to better connect with young adults and seniors who are homebound.

**Status:** Some baby steps.

2006

Strategy 5

The Parish continues to affirm intentional groups of small communities formed with common efforts: prayer, outreach, scripture study, women's groups, and Knights. To provide resources to the eight existing Small Communities and to offer a formation and connection leadership training will be made available for new Small Communities in the Fall of 2006.

**Status:** In the Fall of 2006 an organizational meeting was held. There was a small turn out. The newest group which has come to life is the ladies knitting group which has been meeting weekly and has already do 100s' of prayer shawls for dying patients at hospice and other sick people. It has been a wonderful new ministry

2006

Strategy 6

To encourage participation in evening and daytime adult education by including in bulletin excerpts about something learned during the week. "Did you know?"

**Status:** Weekly Bulletin efforts made; children liturgy of the word bulletins made available.

2007

Strategy 1

To support a broad based family centered religious education mission in the parish, the parish should seek to broaden the methods of presenting religious education to children and adults. Some suggested methods of such a broadening include:

Religious Education Sundays  
Children's Choir opportunities

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The Use of handouts  
Family nights for RE student families

**Status:** For 2009-2010 RCIA will be presented on Sunday between Masses with invitation to Adult education for others as well.

2007

Strategy 2

The continuing support of youth ministry remains a significant priority of the parish. The experience of a quick turnover in youth minister calls for attention and concern.

**Status:** Renewed efforts have begun to bear fruit.

2005

2008 Update

Strategy 1

Continue to increase awareness of parishioners regarding the school's mission of evangelization and its philosophy and Student Learning Expectations.

- Have brochures available in the vestibule
- Write about the mission, philosophy and Student Learning Expectations in the *Voice*.

**Status:** Continuing part of school program

2005

2008 Update

Strategy 2

Increase participation/ visibility of St. Mary's students in Sunday liturgies. This will occur 3 times a year – in the fall, during Catholic Schools' Week and prior to the auction

**Status:** Will be implemented during 2008-09 school year.

2005

2008 Update

Strategy 3

Strengthen communication between the parish and the school by continuing to publish parish events in the school bulletin and school events in the parish bulletin, using more inclusive language to encourage the entire community to attend events.

**Status:** Continuing

2005

2008 Update

Strategy 4

Increase opportunities for students to serve parishioners and be involved in Parish Outreach:

- Get a list of the sick of the Parish and have students send cards
- Have students support parish recycling efforts.

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- Have students of various grades participate in straightening up the Church after weekly school Mass.

**Status:** Continuing

2005

2008 Update

Strategy 5

Provide the opportunity for nomination of School Advisory Council members to come from members of the parish community by adding SAC nominations to the same form asking for Pastoral Council representatives.

**Status:** Continue implementation

2005

2008 Update

Strategy 6

Encourage parishioners to become involved in fund-raising events at St. Mary's Catholic School by:

- Educating parishioners about the Foundation endowment and let them know how their gifts of money or stocks could become part of a lasting legacy to the children of St. Mary's.
- Providing more education about Scrip and have it available after Masses.
- Promoting school fund raising activities (auction, wine tasting) at the parish

**Status:** Refine implementation

2008

Strategy 1

The Parish Council and the Parish Finance Council has directed that the historical percentages of regular income which were suspended during the capital funding for the 1994 renovation be restored over a three year period from 21.5 % to 23 % by one half a percent a year.

**Status:** Implementation began for the 2008-2009 Fiscal year.

2008

Strategy 2

The combined Parish Pastoral Council and School Advisory Councils support the immediate establishing of a Steering Committee to undertake a Capital Campaign to move forward with a plan to update facilities, improve the Church sound system, re-pave parking lots, retire parish debts, redo the school building envelopes (roofs, windows, drainage, insulation) in order to continue the mission of St. Mary's Parish. This approval took place at a combined meeting on June 4, 2008.

**Status:** The General economic downturn has postponed this effort.

2008

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Strategy 3      The Parish Pastoral Council supports the long range efforts of the School Advisory Committee to move forward on efforts to update the school buildings including short term re-mediation of the leaking roof of the lower unit with a flexible covering with monies raised at the Auction held in the Spring of 2008.

**Status:** Primary building was redone in Summer 2008. Funds were raised at Auction in 2009 for North unit.

2008

Strategy 4      The Parish Council sets forth its appreciation of the School Faculty and its contribution to the Religious Education and academic formation of the young people of our parish.

2008

Strategy 5      The Parish Council continues to support the efforts of the St. Mary's Foundation to establish a growing endowment for the St. Mary's Catholic School ministry.

**Status:** Additional members were recruited for the Foundation Board.

2008

Strategy 6      Encourage Development and Parish staffs to work together to have a data base to make sorting to promote the Fund Run, Wine Tasting and the Annual Appeal.

2008

Strategy 7      The Parish council recognizes the continuing effort of the School Advisory Committee to oversee the school ministry of our parish. After the review of the Spring 2008 it particularly wishes to affirm the progress made by SAC and the School Administration in the following areas:

- The expansion of the Early childhood Education and Educare Programs
- The Development of the Hot Lunch program
- The continuing effort to upgrade and review the curriculum
- The yearly efforts at fund raising and development, especially the Auction and wine tasting
- The remodeling of the garage into the new school library
- The retrofitting of the lights in the school
- The continuing oversight and development of the playground area
- The success of our students in high school
- The Accreditation self study in 2006 which resulted in a full six year approval
- The upgrading and maintaining of the school physical plant.
- The establishment of a revolving three year planning process for the School.

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- Goals for the Future:**
- 1. Renewal of the School Roof.**
  - 2. Capital Fund for Remodeling of the School**

**Areas of Concern:**

*Adult Education*  
*Parish Missions*  
*Catechism for Adults*  
*"Fundamentals of the Faith"*  
*Library and Resources*  
*Formation of Catechists*  
*Youth Ministry*  
*RE Program*  
*Sacramental Preparation*  
*Baptism*  
*Confirmation Eucharist*  
*First Penance*  
*Marriage*  
*Parent Education*  
*Early Childhood Education*  
*St. Mary's School*  
*Recruitment*  
*Staffing*  
*School Five Year Plan*  
*Alumni and Development Program*  
*Script*

**III OUTREACH AND SERVICE**

*"When you hold a banquet, invite the poor, the crippled, the lame, the blind; blessed indeed will you be because of their inability to repay you. For you will be repaid at the resurrection of the righteous." Luke 14:13-14*

*"He said to them, 'Go into the whole world and proclaim the Gospel to every creature.'" Mark 16:15*

## **GOAL 1** We respond to our Gospel call to serve the needs of the poor and the weak in our midst.

2003

Strategy 1      Family and Belonging

1. Transitional needs...

2. Non traditional families

2004

Strategy 1      The St. Mary's Council of the Society of Saint Vincent de Paul is a vital part of the commitment of the Parish to serve the poor. The Parish renews its commitment to the collection for SVD after the Masses on the third Sunday of the Month. The Parish continues to support the SVD efforts to recruit new members.

**Status:** SVD continues to receive fantastic report from the parish Community on the 3<sup>rd</sup> Sundays. See 2007 Strategy 1.

2004

Strategy 2      Saint Vincent de Paul has asked support for the Store Ministry of the Spokane District Council. The Parish supports an experiment of making a SVD truck available on the third Sunday for thrift shop donations.

**Status:** The experiment was successful, but short lived. The Spokane centers and stores closed in 2008. The local council is working with the Valley Center.

2004

Strategy 3      To link the meaning of the celebration of the Liturgy to the care for the poor, particularly by taking collections for SVD on Ash Wednesday and during the Celebration of the Mass of the Lord's Supper.

**Status:** Collections in 2004 and 2005 were very generous. Ash Wednesday collection 2006 generous; Holy Thursday given to the Valley Center. Continued through 2007-2008.

2004

Strategy 4      St. Mary's Parish continues its commitment to the Interfaith Hospitality Network and provides the Adult Center as facility for the homeless on assigned weeks. This ministry must be one of those given a focus Sunday each year. The funds from the Souper Bowl Collection will support IHN.

**Status:** The collection was taken up in 2005 and 2006 and 2007 and 2008 by the Parish Youth Group.

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2004

Strategy 5      The Parish acknowledges a commitment to the State of Washington Adopt a Highway Program. This commitment extends through 2006

**Status:** Volunteers have not been forthcoming. Program has been dropped, but sign is on the new section of freeway.

2004

Strategy 6      The Parish Council has reviewed the role of Stephen Ministry in the Parish and affirms its continuing support of this ministry. This ministry is designated to receive a focus Sunday each year.

**Status:** The national structure for Stephen Ministry training makes availability of training a financial challenges at this time. In the Winter of 2005, Stephen Ministry was suspended. On going commitment to individuals by the Stephen ministers was continued.

2004

Strategy 7      Establish a more regular communication between the Parish and the Spokane Valley Partners. Partners is designated to receive a focus Sunday each year.

**Status:** Partners did receive a focus Sunday; the monthly funding continued in the regular budget. The Lenten food drive and a special collection raised significant support for Valley Center in 2006. Name changed to Partners. Cooperation with SVDP continues.

2004

Strategy 8      Support a continuing discussion of Health Care Ministry in the Parish.

**Status:** The only action during the 2004-2005 activity year was a presentation on "end of life" issues by Father (Dr.) Stan Malner, MD. It was attended by about 100 people. A followup presentation on end of life issues took place in 2007. Efforts around **Initiative 1000** will continue this focus.

2004

Strategy 9      The Parish Council directs itself to devote special attention to and give special affirmation to the outreach ministry through the efforts of Extraordinary Ministers of Holy Communion serving Nursing facilities and shut-ins during the discussion of Liturgy and Worship next Fall.

**Status:** This ministry effort continues.

2007

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Strategy 1      The ministry to the poor in the Valley remains an abiding Gospel priority. To make the support of the ministry of St. Vincent de Paul more visible the third Sunday collection will be taken up in the pews.

**Status:** The generosity of the community has been great.

2007

Strategy 2      Efforts to collect food is a visible symbol to the community of the fact of hunger in our community and our world. The parish will continue to have special food collection efforts at specific times like Lent and Advent.

**Status:** The food collection has been very generous.

2007

Strategy 3      We continue to urge parishioners to be involved in the efforts of St. Vincent de Paul.

2007

Strategy 4      The Parish is committed to support efforts for the St. Vincent de Paul on a broader level as the Store program is re-evaluated. Area wide efforts are a continuing witness of the Church.

**Status:** 2008 closure was very sad moment for the Catholic community.

2007

Strategy 5      The Collections for the poor on Ash Wednesday, Holy Thursday and Thanksgiving will be distributed to St. Vincent de Paul, Spokane Valley Partners, and Interfaith at the discretion of the Finance Officer.

**Status:** This flexibility has been helpful in implementation.

2007

Strategy 6      The Parish is committed to the continuing monthly support of Spokane Valley Partners ( formerly the Valley Center). The Parish will continue to encourage volunteers and support the food bank program with special collection efforts.

**Status:** Implemented

2007

Strategy 7      The Parish remains committed to being a host Church for the Interfaith Hospitality Network. A yearly request for volunteers will be continued. Information about the plight of the homeless remains a central social concern.

**Status:** four times a year we continue to host this mission. The Parish is thankful for the leadership of Joyce Ohanesian and is sad that she has moved to California in the Spring of 2009. The Parish

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was honored in June of 2009 for its continuing support of IHN.

2007

Strategy 8

The historical commitment of the Parish to the Guatemala mission in the Diocese of Solola is reaffirmed. An effort to broaden the awareness of the parish in the history of our relationship and the need of these people will be undertaken. The following elements are affirmed by the Pastoral Council:

- 1) The historical support of the medical doctor in the mission is affirmed and it is hoped to enhance support so that his whole salary can be supported by the parish.
- 2) A slide show presentation on the Mission will be prepared to be used as a Sunday homily message in this effort to enhance knowledge and support.
- 3) Regular inserts in the bulletin to focus on the work in the mission will be prepared to support those who are contributing to this effort.
- 4) Invitations will be put out if any parishioners would be interested in participating in the November trip to the mission in Guatemala.
- 5) It is hoped that some remembrance of our relationship with the Solola Diocese could be placed in the Church.
- 6) An invitation will be made to Father David Baronti, who has worked in the mission now for 30 years, to preach at St. Mary's during his next visit to the Diocese.

**Status:** We have had presentations by the doctor from the clinic and from Father Baronti during 2007-2008. Our local effort is very closely associated with the larger diocesan effort. The fifty year celebration is coming up. The 50 year trip to the mission is scheduled for the Fall of 2009.

**GOAL 2** The Social Life of our Community provides an appropriate place for the building of community and relationships within our Family of Faith.

2003

Strategy 1

EVANGELIZATION GOALS

Person to person contact:

- Communicate parish goals
2. Group gathering

1.

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3. Bulletin articles
4. Buy names tags
5. Welcome Group
6. Use existing events

2004

Strategy 1      Establish a twice a year meeting of the Commission of Leadership for all the Outreach ministries of the Parish to share information and to communicate about common issues and goals.

**Status:** The Spring gathering took place on March 5, 2005. Did not take place in 2006. **See above** Scheduled for August 14, 2008

2004

Strategy 2      Establish a Social Committee to coordinate parish social activities presently on the calendar such as Mardi Gras, Parish Picnic, Camp out etc, and to suggest and plan additional activities to build a social community.

**Status:** This committee did not get formed, but a number of activities did take place: camp out, talent show, etc.

2004

Strategy 3      The Parish affirms the important role of the Knights of Columbus in the life of the Parish. The Council urges men in the parish to be involved. Support for the information, activities, and commitments of the Knights is a continuing priority of the Parish.

**Status:** Efforts at recruitment continue to be rather successful.

2004

Strategy 4      The Parish affirms the support ministries of Mom's and More and the Women at the Well as important continuing outreach to the needs of women in the Parish.

**Status:** Both groups had good programs this year

2004

Strategy 5      The large number of senior citizens challenges the parish. The Phoenix Club has been a successful effort to meet the needs of some seniors and deserves continued Parish support.

**Status:** Staff has provided a strong program during this year.

2006

Strategy 1      As a guiding principal, the Parish Council affirms that the first priority of building community in the Parish is a fundamental respect for and a care for the impact of Parish activities and life on the families of the parish.

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**Status:** Continuing

2006  
Strategy 2      The multiplicity of community activities in the Parish calls for enhanced communication in the planning and scheduling of activities.

**Status:** Continuing

2006  
Strategy 3      Planning efforts for community building activities should seek to minimize conflicts with activities in the parish community and in the larger community.

**Status:** Continuing

2006  
Strategy      The single most significant place for community building is the “gathering place” in the Church. The Council urges both more education about the significance of the “gathering place” and the continual enhancement of this important facility in the life of this parish.

**Status:** Continuing efforts and extended use of this space.

2007  
Strategy 1      The stability of the Knights of Columbus Council #4196 in the parish is a special blessing. The Parish is committed to support of 1) the recruiting effort, especially of younger men, 2) the long history of support for seminarians through the Paper recycle program, and 3) the support of family social activities throughout the year - Bingo, Parish Picnic, Free throw contest, etc.

2007  
Strategy 2      The Parish and the Knights are committed to enhancing communication and planning in ways that benefit the whole parish community.

**FUTURE GOALS:**

- 1. Renewal of Parish Nurse program**
- 2. Review of Parish efforts at the ministry of Welcoming**

**AREAS OF CONCERN:**

*Outreach*  
*political Advocacy (WSSC - USSCB)*  
*Parish nurse*  
*Valley Center*

*St. Vincent de Paul  
Guatemala Mission Commitment  
Sister Parish Commitments  
Bereavement Ministry  
Nursing Home and Shut In Ministry  
Inactive Catholics  
Ministry Recruitment  
Social Ministry  
Phoenix Club  
Knights of Columbus  
Parish Health Care*

## IV STRUCTURES AND SUPPORT

*"I will show you what someone is like who comes to me, listens to my words, and acts on them. That one is like a person building a house, who dug deeply and laid a foundation on rock, when the flood came, the river burst against the house but could not shake it because it had been well built." Luke 6:47-48*

**GOAL 1** Communication of information, spirit and attitudes is a basic foundation for a community as large as St. Mary's Parish.

2003

Strategy 1

### **STEWARDSHIP GOALS**

Volunteer Base:

1. Volunteer Coordinator
2. Data base use
3. Survey interests
4. Mass welcome and ministry of speakers
5. Welcome new people
6. Volunteers needed
7. Bulletin inserts

Fiscal Responsibility

1. Education
2. Pulpit exchange with St. Joe's - Dean Ave
3. Stewardship Committee
4. Newcomer brochure on stewardship
5. Include children
6. Inform parishioners of debt status
7. Information to parishioners
8. Balance budget

2003  
Strategy 2      INFORMATION GOALS

Provide Information:

1. Web site updates
2. Newsletter and bulletins
3. Commercial Ads

2003  
Strategy 3      The Parish will provide a summary financial report for Parish and School at the end of each fiscal year.

**Status:** The 2002-2003, 2003-2004, 2004-2005, 2005-2006, 2006-2007 and 2007-2008 Financial statements were mailed to parishioners each Fall. An effort to conduct an audit is in process and is scheduled for completion in August 2009. Pastor's report has accompanied the Financial Statement each year.

2004  
Strategy 1      Parish Council accepts the pastor's presentation of Standards for Pastoral Ministry as a normative until reviewed again by the Parish Council.

**Status:** On-going.

2004  
Strategy 2      The staff is directed to discontinue the Ministry Fair. In its place the staff will establish a Calendar of Focus Sunday's throughout the year to feature the major ministries of the Parish by means of pulpit presentations, information in the gathering space, presence of leadership, and possible videos.

**Status:** The Focus Sunday Calendar was established. The effort was successful for the ministries which we highlighted. Some ministries were not given the time they should have received, e.g. the Valley Center. Focus Sundays were very helpful to some ministries in 2006. There is need for renewed commitment in 2007.

## **GOAL 2** Good stewardship and maintenance of the facilities of our Parish call us to constant vigilance and care.

2004  
Strategy 1      The Parish Council mandates the facilities committee to continue review of the needs of the Parish Plant and to unify the maintenance

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program.

**Status:** The Committee has met and will continue to review needs of the Parish. A staff position which oversees all of the parish and school maintenance filled in July 2004. It has proved very successful and Mark had accomplished many of the goals laid out.

**Status:** 2007 saw the renewal of the parish hall. The work of all involved is much appreciated.

2004

Strategy 2

The Parish Council supports the project under consideration to enhance the kitchen in the Adult Center with completion of work scheduled for the summer of 2004. Collaboration between the Ladies involved in the funeral luncheons, the Knights, and other Outreach ministries is essential in completion of this plan.

**Status:** The Remodel was completed and the enhanced kitchen has been well received.

2005

Strategy 1

“Keep the powder dry!” In view of the challenges of litigation, we are committed to maintaining current levels of cash liquidity rather than either reducing debt or making capital expenditures that are not absolutely necessary.

**Status:** Diocese is out of bankruptcy in May, 2007. A large Settlement Campaign will be necessary. A program of facilities enhancement is being developed.

**Status:** The campaign to support our \$611,000 portion of the \$10million parish bankruptcy was supported very generously by many. As seen above, a move forward to take care of necessary capital improvements is in process.

2005

Strategy 2

As the 2006 Sewer Project on 4<sup>th</sup> Avenue impacts St. Mary's school, the parish duplex and the rental property, we commit the parish to accepting the assessment costs and the hook up costs. We direct the finance council to determine the timeliness and order of our implementation of the sewer hook ups.

**Status:** Sewer work on 4<sup>th</sup> moving forward in Summer 2006. Hookups took place in the summer of 2007. Sewer hook ups are completed and paid for.

2005

Strategy 3

As the Parish accepts the responsibility for the Sewer projects, We will work to meet the needs of the re-roofing projects through fund

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raising and joint efforts between St. Mary's School and the Parish.

**Status:** Continuing

2005

Strategy 4

The Pastoral Council affirms the wisdom of a combined financial administrator for both the operation of the parish and the school.

**Status:** Continuing

2005

Strategy 5

We remain committed to a joint Finance Committee to oversee the total financial responsibilities of the parish and school including budgeting and income projections for both.

**Status:** The joint effort has been very important in dealing with bankruptcy issues.

2005

Strategy 6

The Facilities committee is directed to prepare a prioritized presentation of capital improvements and maintenance projects for all the buildings and grounds.

**Status:** Preliminary plans have been discussed.

2005

Strategy 7

The Facilities committee and Finance Council are requested to seek an engineering study on the Church HVAC and preparing from that study a recommendation regarding repair or replacement of AC system, controls, etc.

**Status:** Still on hold as HVAC has been performing adequately

2005

Strategy 8

The Parish Pastoral Council, in view of the capital expenditures needed for sewer and hook up, heating system upgrade, roof and window repair, directs the School Council to suggest possible plans of action for a capital program to address these pressing facilities issues.

**Status:** Continuing efforts are taking place. See the action of 2008 for information about future efforts.

2005

Strategy 9

The Parish Pastoral Council supports the staffing development which has come about with the hiring of a plant manager and directs that the Facilities Committee continue the ongoing work of developing a long range plan for care and upkeep of the St. Mary's



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primary groups responsible for the governance of the pastoral, spiritual, educational and financial life of the parish.

2009

Strategy 1     The Facilities committee is asked to make a new recommendation on whether to make additional removal of trees in the front parking.

2009

Strategy 2     The Council has agreed to review a possible Capital Campaign in the first quarter of 2010.

**Status:** Economic downturn brought postponement.

2009

Strategy 3     The Facilities Committee is asked to draft a list of priorities for Capital needs in the third quarter of 2009.

2009

Strategy 4     The Church Renovation Committee will continue to move forward on recommendations for work on the Church— their priorities include Sound System, Music Ministry Storage and Scope of the Sanctuary renewal.

2009

Strategy 5     The Finance Council and the Pastoral Council agree to complete an independent Financial Review for the fiscal year 2008-2009. Deacon Mike will be asked to assist in this effort as Diocesan Fiscal Manager.

**Status:** The Diocesan Fiscal Office will complete audit in August 2009.

2009

Strategy 6     The Councils reaffirmed the present budget and fiscal procedures, especially: unification of parish and school financial management, School and parish budget approval, Checks and balances for handling cash accounts in both school and parish, and availability of parish and school financial records for review of parishioners.

2009

Strategy 7     The Councils affirm the need for continued transparency regarding funds collected and are thankful for the new procedures of collection handling by St. Vincent de Paul.

2009

Strategy 8     The councils reviewed and approved procedures for handling memorials.

2009

Strategy 9     The Pastoral Council approved a request the organ fund money be

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available for possible purchase of a synthesizer.

- Future Goals:**
- 1. Completion of debt reduction**
  - 2. Parish Study and Review of the Vision of a Stewardship Parish**

**AREAS OF CONCERN:**

*Financial Reports to the Parish*  
*Appropriate Stewardship Program*  
*Finance Committee: Parish*  
*School*

*Parish Pastoral Plan*  
*Plant Evaluation*  
*Maintenance program*

*Church*  
*Parish Services Office*  
*Adult Center*  
*Parish Hall*  
*School*  
*Duplex*  
*Grounds*

*Policy on Joint Support (Parish and School)*  
*Technology Study\*  
*Telephone system*  
*Computer - e-mail program*  
*Endowment Programs: Parish*  
*School*

## **THE STRUCTURE AND GOALS OF A PASTORAL PLANNING PROCESS:**

Program of Pastoral Plan Review:

Three years  
Involvement of other boards and ministries  
Review Process - status updates  
Identification of Responsible Staff/Volunteers  
Time lines

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Success measurements if possible

**Identification of three year cycle of pastoral planning:**

Fall 2009	Religious Education and Youth Ministry
Spring 2010	Parish Outreach Programs
Fall 2010	Parish Worship and Prayer
Spring 2011	St. Mary's Catholic School
Fall 2011	Plant, Administration and Finances
Spring 2012	Community Building and Adult Formation
Fall 2012	Religious Education and Youth Ministry
Spring 2013	Parish Outreach Programs
Fall 2013	Parish Worship and Prayer
Spring 2014	St. Mary's Catholic School
Fall 2014	Plant, Administration and Finances
Spring 2015	Community Building and Adult Formation