

Pax Christi Parish Council: ***Fulfilling the Parish Vision***

Strategic Planning for
Our Next 5-7 Years

December 9, 2008

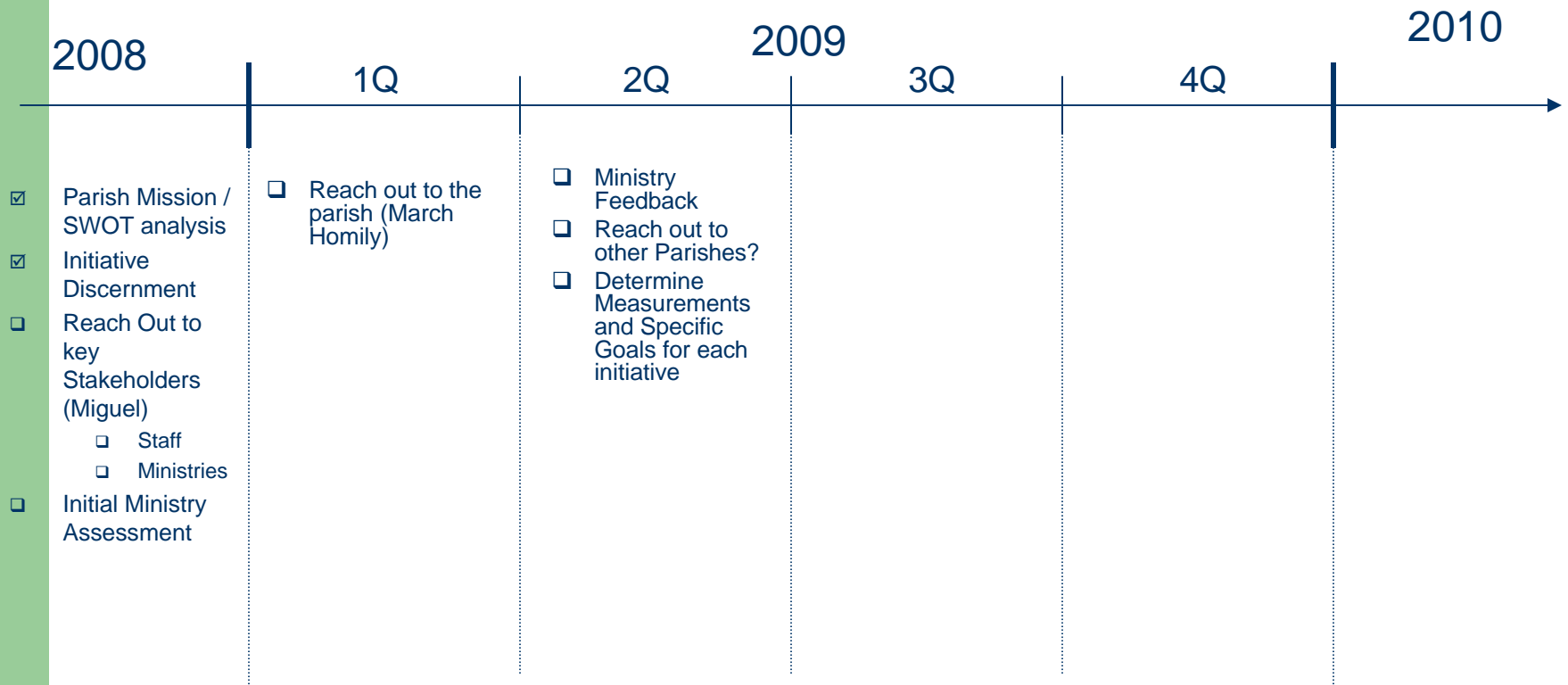
Agenda

- Approach and Timelines
- Initiatives
- Goals and Measurements

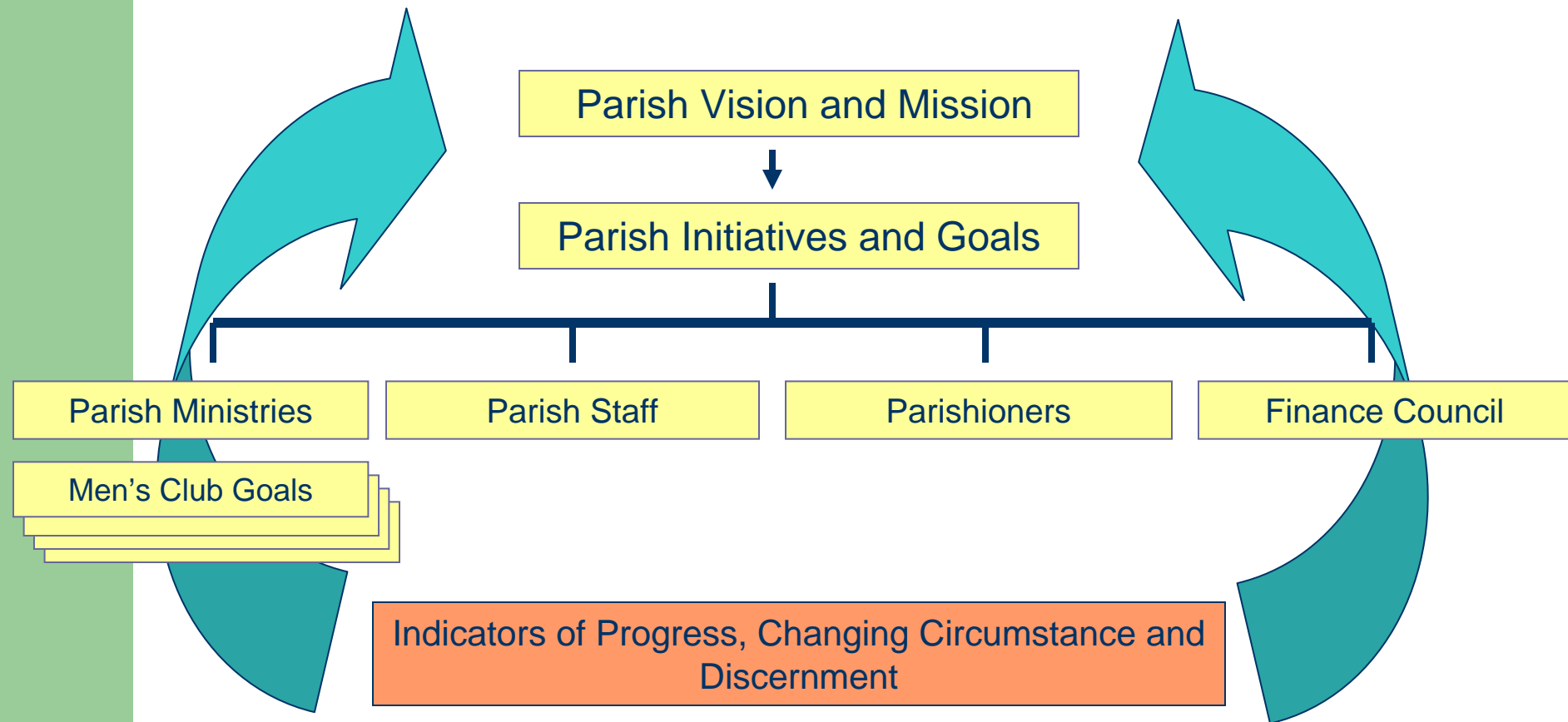
Approach

- ✓ Reflect on the state of our parish and how we can meet the parish Vision and Mission
- ✓ As a Council, draft and refine a Set of Initiatives we'd like to carry out over the next 5-7 years
- ✓ Share/gather input with the Staff and Ministries
- ❑ Communicate/socialize with the entire parish
- ❑ Draft goals, measurements and indicators
- ❑ Engage the ministries and staff to define plans and approaches to fulfilling the goals

Overall Timeline



Objective: Actionable Initiatives that Enable Pax to Fulfill its Mission



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Pax Christi Vision and Mission




Vision: We are Eucharistic community united to continue the mission and message of Jesus.

Mission: We invite and welcome all people to learn and grow with us in living the Good News through:

- Stewardship of God's gifts
- Love manifested in service
- Peace achieved through justice

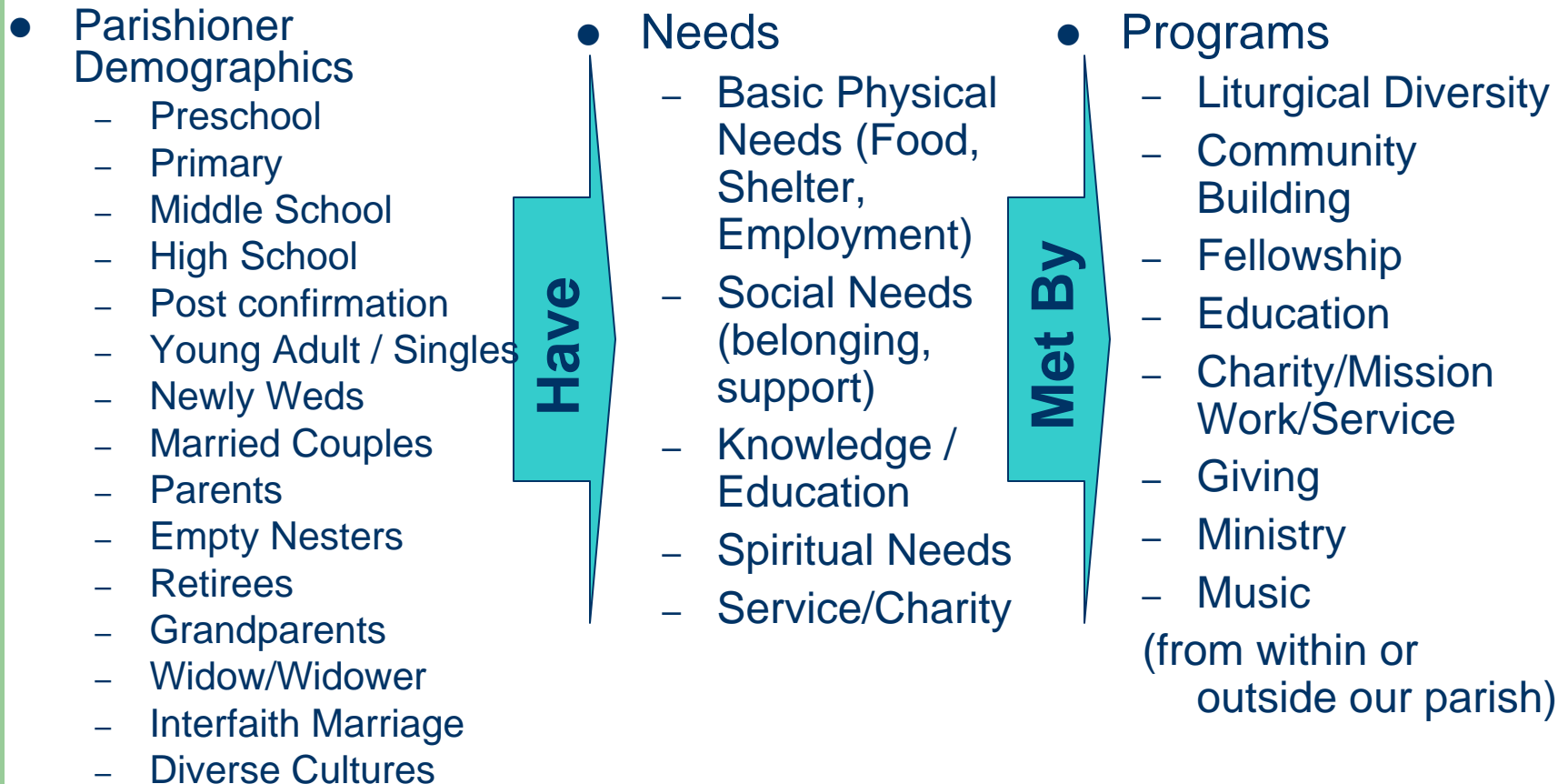




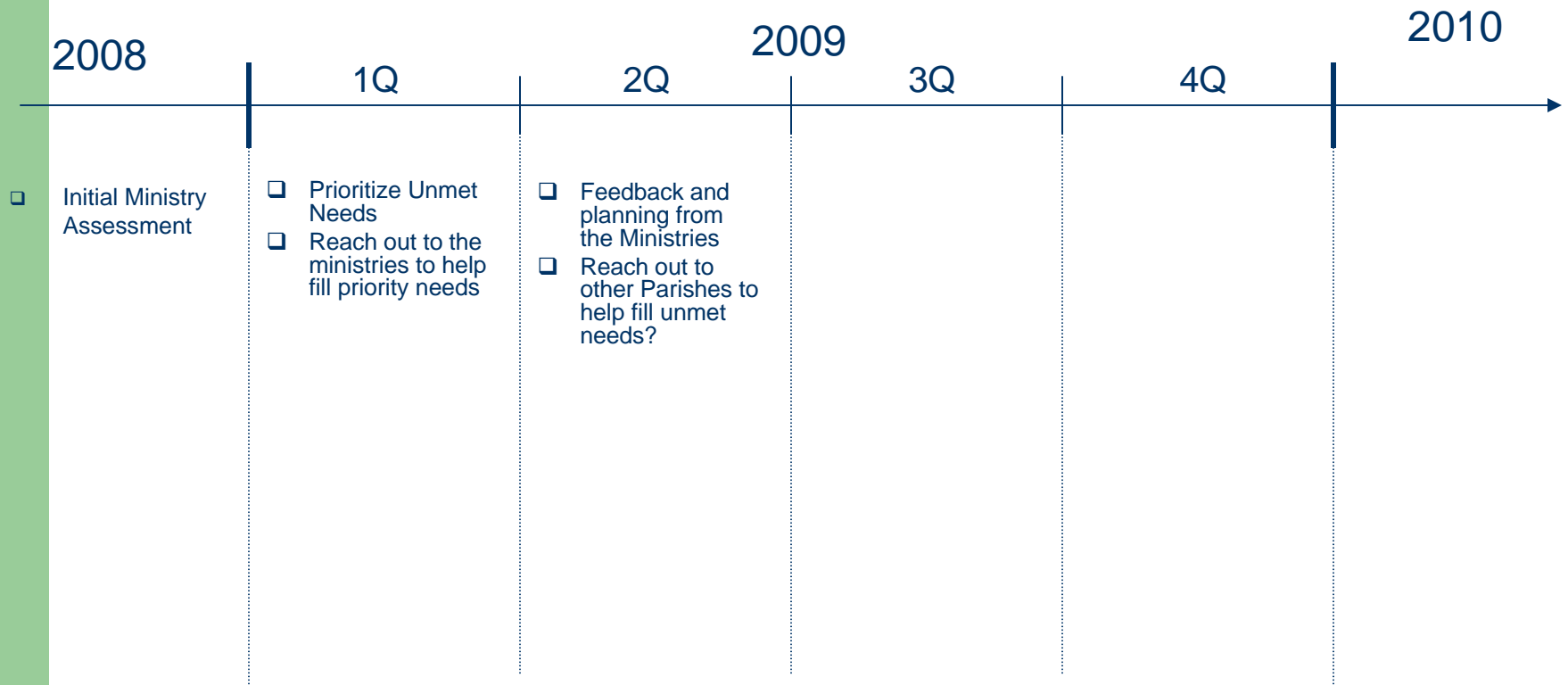
Initiative 1: Ensure we are providing a variety of programs to meet the needs of our diverse parishioners.

- Examine our programs and ministries
- Examine parish demographics and needs
- Prioritize the areas of greatest need
- Engage our parish “ecosystem” to provide a variety of programs to serve the diverse needs of our parishioners

Initiative 1: “Provide multiple programs to meet the needs of our diverse parishioners’ varying needs.”



Timeline – Meeting Diverse Needs



Parish Ministry/Program Survey – Initial Findings

	Men's Club	Funeral Lunch	Youth Ministry							
Preschool										
Primary			E							
...										
Grandparents	S		C							
	T, E, S									

•81 Distinct Ministries/Programs in Pax Christi Identified and Surveyed!!!

•#1 Problem Raised: “Little awareness of all these programs/ministries.”

•Most ministries classify themselves as “able to grow”!

•A few considered themselves as “struggling to keep going”

•Ministries agreed to come back with ideas on how to support this initiative in their ministry.

•Needs Covered:

- T = Social
- E = Educational
- S = Spiritual
- C = Charity/Service

Other things to understand

- Strength – struggling to meet our objective, meeting our objective, meeting our objective and could do more to meet other needs of the parish
- Interest in doing more? If so, what?
- Connected with
 - Other Rochester Catholic Parishes
 - Other Outside groups
 - Training
- Other thoughts – look at Rochester view of city growth and trends



Initiative 2: Convey a Vibrant, Inviting and Living Parish.

- Convey an image of a faith filled and spirit filled parish.
- Communicate the diverse programs of the parish.
- Exciting/inviting environment.
- Become an active part of the neighborhood
- Establish Pax Christi as a valuable part of the regional Catholic community

Communication Approach

- Major Messages We Want to Deliver
 1. The Strategic Planning Process – Communicate Approach/Initiatives and Findings of Assessments
 2. Communicate as an ongoing process for our Parish
 - Examples:
 - Ministries – people don't know they exist
 - Vibrancy - Ensuring we tell the world about the good things going on in this Parish
 - Youth - What Pax has to offer for youth and young adults
 - etc

A. Identify Key Audiences

- Key Stakeholders
 - Staff
 - Ministry Leads and Other Church Leaders
- Target Demographics
 - Each Broad Category
 - Youth
 - Young Adults

B. Messages by Audience

- Messages to the demographics
- Messages about the various groups/demographics to other groups

C. Communication Methods by Audience

- Assess how demographics like to receive information about the church
 - Web, bulletin, meetings, activities, ...
- Assess what we have today

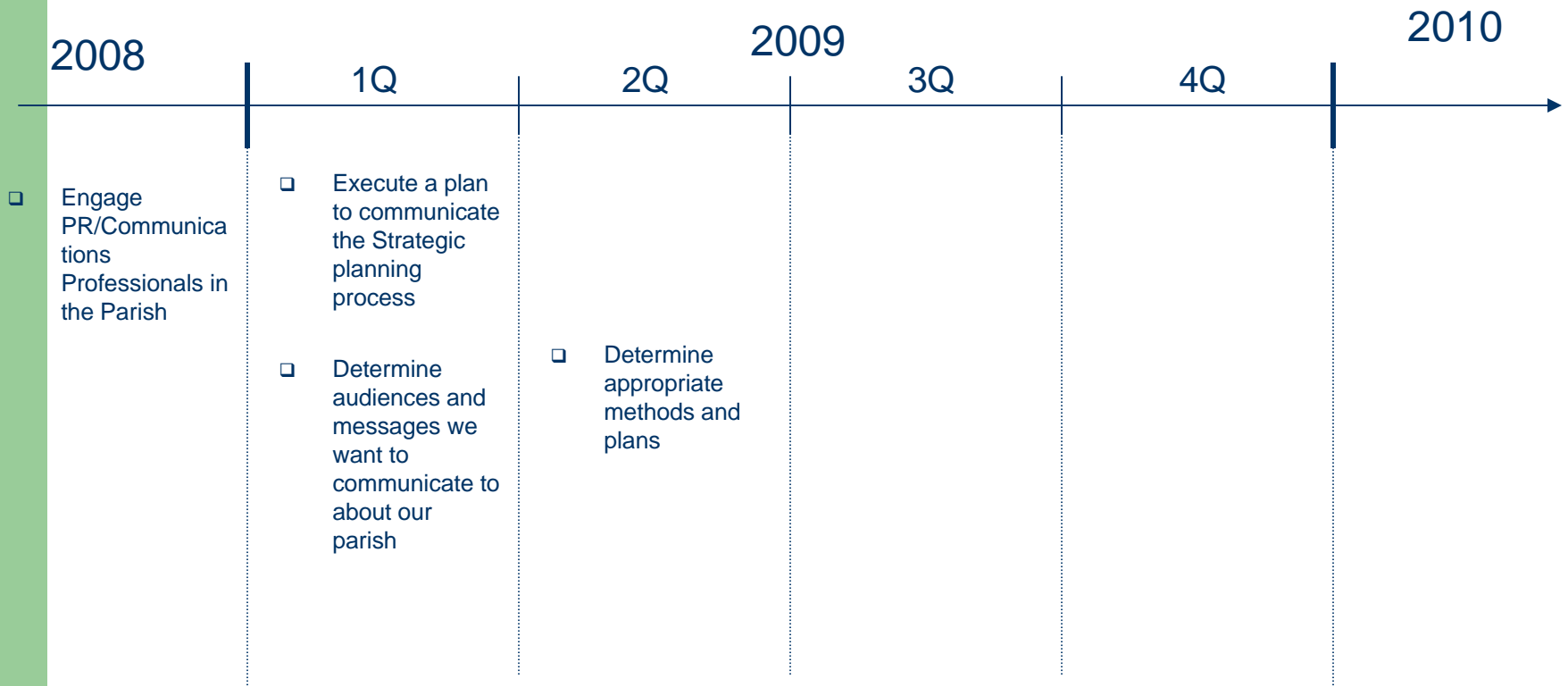
D. Creating a Communication Plan

- Messages by Demographics
- Prioritizes Tactics by Goals / Strategic Initiatives

Thoughts

- Audiences
- Messages
- Mechanisms

Timeline – A Vibrant Inviting Parish

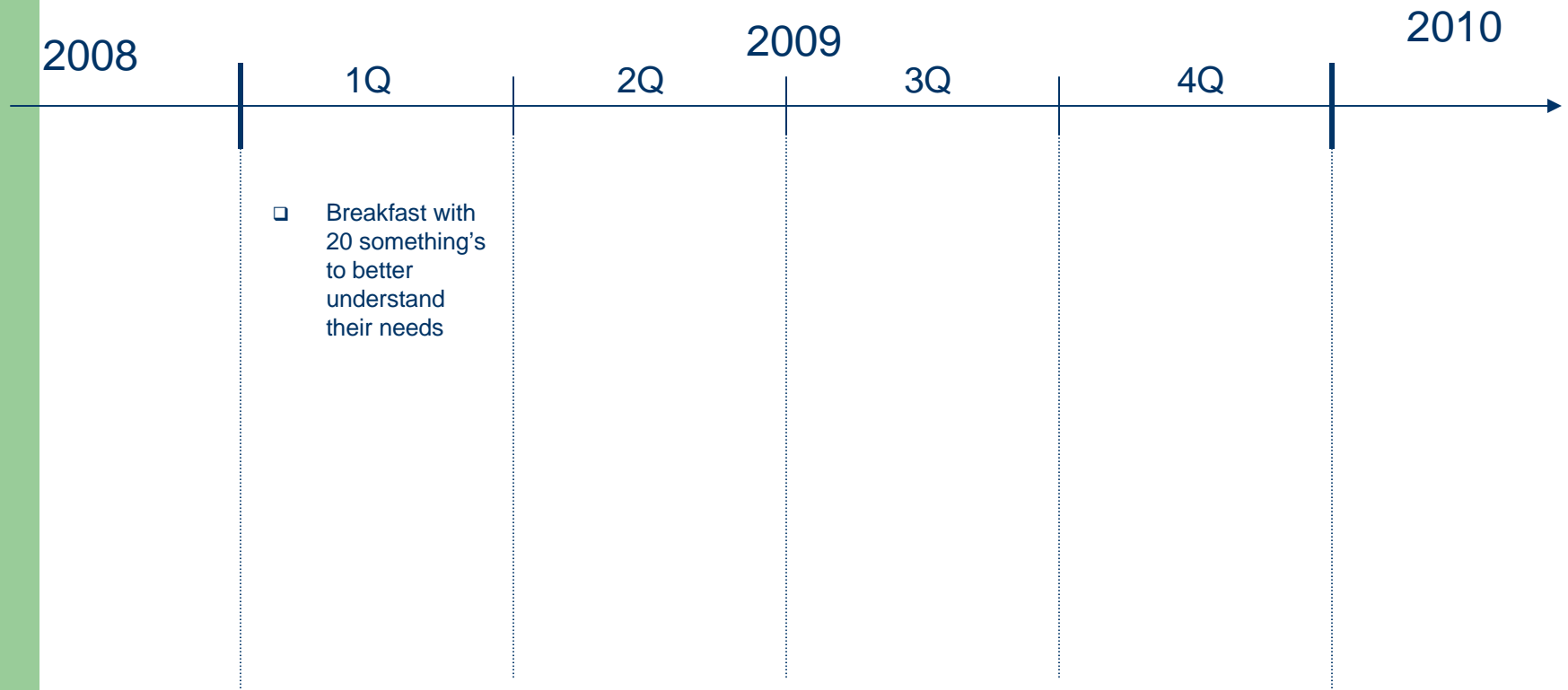




Initiative 3: Make Youth and Young Adult Ministries a Cornerstone of the Parish

- Provide a strong religious education programs for youth and families.
- Establish strong youth programs to retain participation of young people at all ages.
- Prepare youth to be ready for life as an adult.
- Reach the majority of youth with one or more programs to strengthen their knowledge of the Catholic Faith and strengthen their relationship with Jesus.
- Make sure we include the young adults in parish offerings (20+age group).

Timeline – Youth and Young Adults



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- Initiatives
- Goals and Measurements



Measurements and Indicators

For each Initiative:

- What does success look like?
- How do we know we were successful at meeting that initiative?
- List 1-3 indicators or measurements for each initiative.
- What is success in 2010? 2015?

NOTE: They need not all be “absolute” – these can be indicators.

Next Steps – Creating



- Finalizing our Parish Initiatives
 - Document what we agreed on today.
 - Discern, discuss and finalize at our next couple Parish Council Meetings
- Communicate our initiatives and goal setting process to the parish.
- Engage the Parish “ecosystem” to discern their own goals which support the Parish Initiatives (we need to set a plan for how to carry this out)
 - Ministries
 - Ministry Leader Meeting and Request for Goals
 - Ministry Leader Forum (Parish council and Ministry leaders)
 - Leaders present their 2010 goals
 - Parish
 - Parish forum on how they see the parish meeting these goals.
 - Staff
 - Staff inputs to show how their goals support the Parish goals
 - Finance
 - Finance council inputs how their goals support the Parish goals
- Annual review of parish initiatives and team goals
 - Review indicators / measurements

Parish Goals Drive Ministry Goals

	Men's Club	Funeral Lunch	Youth Ministry							
Goal 1	<ul style="list-style-type: none"> •Team Goal 1 •Team Goal 2 	NA	<ul style="list-style-type: none"> •Team Goal 1 •Team Goal 2 							
Goal 2	<ul style="list-style-type: none"> •Team Goal 3 	<ul style="list-style-type: none"> •Team Goal 1 								
Goal 3	<ul style="list-style-type: none"> •Team Goal 4 •Team Goal 5 	<ul style="list-style-type: none"> •Team Goal 2 								
...										
Goal n										

•Team Goals are determined by the Ministry Team based on Parish Goals

•Team Goals should be accompanied by Team Goal Measurements / Indicators

Questions for our Ministry Leaders

- Feedback on Initiatives or Approach?
- What demographics participate in your ministry? What needs do you meet (Social? Educational? Spiritual?) for those participants?
- What is the status of your ministry?
 - Looking for Growth
 - Holding Steady
 - Struggling to Maintain
- Are you connected to other Catholic Churches or Community Organizations?
- What elements of your ministry should we ensure is visible to the parish community?
- Do you have ideas on how your ministry could help us strengthen our youth and young adult programs?

Back Up / Appendix

- Output from our Parish Retreat
 - SWOT
 - Brainstorming/weighting Initiatives

SWOT

- Parish **S**trengths
- Parish **W**eaknesses
- **O**pportunities for the Parish
- Possible **T**hreats against the Parish or it's Mission

Strengths

- Active Ministries
- Opportunities for Spiritual Growth
- Pax Christi has many people strong in their faith. An example was the testimonies given by Stephanie and Mark? at Gift on Sunday.
- Strong Financials
- Strong Musical abilities
- Wonderful facilities and room to expand if needed
- Good location in a growing corner of town
- Strong Catholic community in Rochester and the Diocese
- Strong/growing youth group
- Parish work to help Biloxi Parish, Rushford, Channel One, IFH, local work camp, ...
- Welcoming
- Growing youth mission trips
- Clear Vision and Mission
- Priests: pastoral, spiritual leadership, caring ...
- Large parish with resources (money, staff ...)

Weaknesses

- Communication
- Diversity
- Some lack of commitment from the parishioners.
- Fear to share our riches because of greed, fear of the economy, etc.
- No feeling of significant spiritual growth in some portion of the parish
- Large parish – less sense of community (too large)
- The same active core group: the same people volunteer, donate, etc.
- Aging population
- Fear to share our talents, maybe due to lack of time.
- Visibility of lower level entrance/activities- our activities is visible from high traffic
- Welcoming/alive – a view from 18th Ave and 41st St- first impression – looks “tired”
- Percentage of “Just show up to church” parishiners
- How well do we know our own parishioners? We are trying to reach out to the surrounding community, I wonder if some in our parish are experiencing hard times and could use our help.



Opportunities

- Neighborhood outreach
- Stewardship Growth
- Yearning for spiritual growth
- Parish clustering
- “Medium sized” Community Growth (like renew?) – “Circles” – connected through similar needs
- A chance to grow/risk/reach out to others – make new connections
- To share a helping hand to those in our parish who need someone to talk to, comfort, or help with tasks.
- To teach our your Christian morals, faith, compassion, etc.
- Include more parishioners in our parish and mission work
- Opportunity to leverage – existing groups, the Rochester catholic community, the Winona Diocese,
- Diversity in our “routine”
- Changes in life – drive new opportunities



Opportunities – continued

- 100+ new/different families a year
- To help neighboring communities struck by natural disasters
- Touch even more youth with our youth ministries (youth group, mission trips, ...)
- Combine with other Catholics in Rochester and the Diocese to strengthen our faith and outreach
- Mentorship -
- Significantly more involvement across the parish resulting in increased ability to fulfill our mission



Threats

- Parish attendance in decline
- Weak economy may impact financials
- Parish clustering
- Long work schedules/days, lack of time.
- Misconception/rumors of the parish – growing? Changing?
- Our culture of consumerism.
- Our culture of individualistic happiness...if it makes you feel good then it is ok.
- Our fear of getting to know Jesus better because we are afraid it will change us.
- Complacency - our parish is “good enough” so no change/growth is needed
- Parishioners moving to other churches to find something they can’t find at Pax
- Homogeneous – lack of diversity in the mass music offerings

Parish Initiatives for 2015 *RAW INPUT* *with votes*

- Liturgical diversity & vibrant (tap into musical talent of parishioners) (27)
- Offerings with more diversities. Keep trying spiritual, learning, music, mixed marriage, support structure, young, old newly married (23)
- Young Adult Ministry (20)
- 5 to 10% increase in people participating in Parish ministries. (16)
- Active part of the neighborhood. (15)
- Strengthen youth – same #'s in all ages before and after confirmation. Ready for life as an adult. (14)
- More inviting exterior of campus maintenance – extend liturgy to exterior – P.R. (12)
- Youth Program (8)
- Active participation in the broader Catholic community – Rochester and diocesan (6)
- Active learning from other churches(6)
- New member – share gifts (6)
- Preschool ministry strong to feed 1-5th grade. P.R. Growing vital. (6)
- Increase giving faster than increase costs/needs (4)