

St. Theresa Parish Mission Statement

To nourish our love of God, through Christ, under the guidance of the Holy Spirit.

Centered in the Eucharist, we continue to develop a faith community through prayer, faith formation, worship and Christian fellowship. As Stewards of God's love, we strive to share our gifts and talents for the service of God and all His people.

St. Theresa Strategic Pastoral Vision

St Theresa's is a vibrant, growing and engaged Eucharistic community - welcoming all with a common unity rooted in Christ.

Through prayer, reflection and collaboration; with an awareness of our blessings and our strengths; this vision statement expresses the hope that the community of St. Theresa's will fulfill the will of God for our Parish.

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St Theresa Parish Life Plan- Strategic Pastoral Plan 1st Year 2023-24



Introduction

The St Theresa Strategic Pastoral Plan is part of the St Theresa Parish Life Plan which will include:

- Pastoral Strategic Plan for strategic direction and actions
- Pastoral Ministry Plan with goals and objectives.
- Operational Plan combines strategic action and ongoing business objectives in support of providing resources and services for pastoral efforts.
- Parish Organization Structure

In September, 2022, Father Raphael gathered a Strategic Visioning and Vibrancy Committee to help him coordinate a parishwide discernment of this fundamental question: *To what is God calling the St Theresa parish?* The answers came through prayer, listening and working together to produce this initial set of strategic action steps for the St Theresa Strategic Pastoral Plan. The team adapted the strategic planning process outlined by Dan Ebener in *Strategic Planning: An Interactive Process for Leaders* and Tad Dickel in *Strategic Planning for Catholic Parishes*.

We are building on the strengths developed over years: devotion to God and the Church, commitment to family, generosity and help for the marginalized. But our honest look at current conditions revealed a need for more personal connection and to show the love in our hearts with greetings and presence. The strategic action steps selected for implementation this first year range from major undertakings (membership data assessment, revitalize Greeter ministry) to simpler projects (one Faith, Fun, Food event).

A big part of implementing the action steps is having a process for progress and accountability. As we learn together how to keep our efforts on track, we will be better prepared for planning for year 2 and beyond. There is an initial forecast for the five-year plan after the section on Year 1.

YEAR 1 STRATEGIC PASTORAL PROJECTS

The St Theresa Parish Five Year Strategic Plan runs from October 1, 2023 to September 30, 2028. Year 1 has 10 action steps selected to become Strategic Pastoral Projects. Five pastoral initiatives got underway before the strategic visioning and plan development was done.

[Participate in Liturgy Strategy P1](#)

[Promote Eucharistic Adoration](#)

[Facilitate youth participation in liturgical roles](#)

[Spark personal prayer Strategy P2](#)

[Introduce types of prayer](#)

[Embrace lifelong faith learning Strategy P3](#)

[Hold Faith, Fun, Food event](#)

[Share Our Gifts Strategy S1](#)

[Revamp Time & Talent Survey Form](#)

[Elevate welcoming Strategy C1](#)

[Revitalize Greeter Ministry](#)

[Organize Meal Train service](#)

[Foster Senior & Student connections](#)

[Strategy C2 Sharpen communication](#)

[Form a Communications Committee](#)

[Assess current membership data](#)

STRATEGIC PROJECTS FOR PASTORAL PRIORITY: PRAY

Participate in Liturgy Strategy P1

The Eucharist is the source and summit of our Catholic faith. Vibrantly engaging in Mass with our whole heart, mind and being strengthens us for our life's journey and building the kingdom of God.

Promote Eucharistic Adoration

Combine testimony and at Mass instruction by Fr Raphael about Adoration contact: Kim Fix-Schmidt and Josie Miethke December '23 to January '24

Vision Description: speaking during Mass P1.2

Facilitate youth participation in liturgical roles

Train and encourage youth to do liturgical roles contact: Josh Tyrell starts November 2023

Vision Description: No open positions for Mass P1.4

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Spark personal prayer Strategy P2

Personal relationships with our Triune God is essential for each of us. Creating opportunities for private and communal prayer will strengthen our peace, hope, and joy of our faith community.

Introduce types of prayer

Organize opportunities to experience different ways to pray, possibly in East Meeting room during Fellowship with Friends. contact Jim Egger timeframe December 2023

Vision Description: Deepening prayer life - and a growing desire to share faith and pray with others. P2.1

Embrace lifelong faith learning Strategy P3

Knowledge about our faith empowers us to grow as a parish. Our learning allows us to love and serve more fully the Body of Christ.

Hold Faith, Fun, Food event

Plan one event called Faith, Fun, Food; with John Gaffney on topic: sharing gifts and talent to increase sense of community and re-engage people Contact: Megs Howes Timeframe tba Mr Gaffney availability

Vision Description: a greater sense of community and to help re-engage people in the parish. P3.1

STRATEGIC PASTORAL PROJECTS FOR PRIORITY: SERVE

Share Our Gifts Strategy S1

We recognize each person has unique gifts. These gifts of time, talent, and treasures bring great opportunities for building God's kingdom. It is our responsibility to organize our parish in a way to be good stewards of these things.

Revamp Time & Talent Survey Form

Revamp Time & Talent Survey Form T&T to be more accurate and open for gifts interest and passion. Contact Anne Dols Timeframe: early 2024

Vision Description: Form to be utilized to give parishioners and new parishioners and have available in parish, office, pews and online S2.1

STRATEGIC PROJECTS FOR PRIORITY: CELEBRATE

Elevate welcoming Strategy C1

Helping current and new members feel welcome and a part of our parish family is vital to our parish community. By intentionally inviting everyone in all aspects of parish life, our parish can be a reflection of Christ's love.

Revitalize Greeter Ministry

Design & implement a comprehensive Greeter program covering recruitment, training, mentoring, development of material. Contact Amy Williams time frame December 2023

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Vision Description: All greeters will be able to welcome new and existing members of the community into the parish & help build parish relationships. Consistency will be achieved by having a "buddy system" of training so the vision can be transmitted to all greeters. C1.1

Organize Meal Train service

Develop process for publicizing and maintaining Meal Train availability and use to help parishioners. Contact: Erin Evans Timeframe November 12, 2023

Vision Description: People will feel encouraged to sign up for short term meal trains in their time of need, and fellow parishioners will sign up when they are available to provide a meal to whoever is on the list C1.4

Foster Senior & Student connections

Create an opportunity for school aged kids of the parish to connect in meaningful way for multi-generational relationships. Contact Erin Evans Timeframe blank

Vision Description: Children in the parish will have an opportunity to have a "church grandparent" they will have activities that are created to facilitate this relationship in hopes that the relationship extends outside the "set" events C1.6

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Sharpen communication Strategy C2

Communication is key to a vibrant parish life. Our parishioners need ease of accessibility to information regarding our parish and how to participate more fully

Form a Communications Committee

Organize a Communications Committee as an advisory board for the Pastor under the Financial Council (similar to Building & Grounds Committee) Contact: Mary McConville timeframe start Oct 2023 introduce by June 2024

Vision Description: In a year, there will be a Communications Committee of 6 to 12 people who meet regularly to support internal and external parish communication similar to how the Building and Grounds Committee stewards coordination physical plant and exterior space. C2.1

Assess current membership data

Develop a plan to assess, clean up and maintain parish membership data. Contact Kenneth Seymour

Vision Description: The plan developed will clean up existing data, determine what and how to collect communication preference and data use permissions to better understand how to communicate effectively with members. C2.2

More potential action steps were developed at the Planning Forum on August 30, 2023. They may be activated later in the first plan year or in subsequent years. See [Appendix A](#)

FIVE YEAR PASTORAL FORECAST

This table is a very rough forecast of the coming years of the Pastoral Plan. In addition to the items discerned through the strategic planning process, there are initiatives born of ministry pastoral activity.

Element	<i>Plan Year 1 10/2023 to 9/2024</i>	<i>Plan Year 2 10/2024 to 9/2025</i>	<i>Plan Years 3- 5 10/2025 to 9/2028</i>
<i>APPROACH</i>	Introduce Formal Pastoral Planning	Prepare for Jubilee Year Celebration	Modify and implement the strategic plan
<i>Pastoral Theme</i>	Pray > Serve > Celebrate Together	To be determined	To be determined
<i>Pastoral Priorities</i>	Participation in Parish Life Welcome more actively	Plan with lens of Eucharistic culture Listen to youth & young adults	Carry Forward Strong Foundation
<i>Basic Christian Communities</i>	Neighborhood Masses begin	Neighborhood Masses continue- prayer groups form	BCC small groups strengthen the whole of the larger parish

- * Year 5 will be Father Raphael's 7th year here. We may face transition to new pastor then!

NEXT STEPS FOR YEAR 1

Action Contacts for the ten Strategic Pastoral Projects are working with the Strategic Visioning Committee and the Pastoral Council to implement the ideas from the Action Planning Forum in August. Project reps will be coming together every few months at a Pastoral Council meeting to report on progress.

If some are completed in the first few months of 2024, some of the potential action steps from the Forum will be considered to start implementation.

Some early work on visioning for Strategic Plan Year 2 will start soon. We will repeat the interactive model for listening and action planning that brought many parishioners together to share insights and ideas.

APPENDIX A POTENTIAL ACTION STEPS

POTENTIAL ACTION STEPS TO CONSIDER ADDING DURING YEAR 1 OR SUBSEQUENT YEARS

The Action Planning Forum August 31, 2023, produced these ideas which may be activated as the Target Action steps are completed in the course of the plan year.

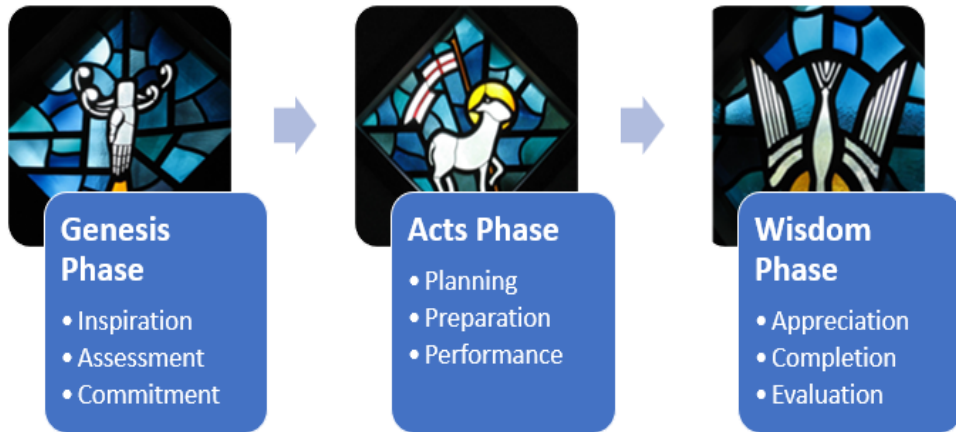
#	Title	Action Statement
C1.0	CELEBRATE 1 Elevate Welcoming	Elevate welcoming
C1.2	Create Parish Member Spotlight feature	Develop a feature for the bulletin to spotlight new and/or existing members in the parish as well as encourage fellowship with existing families Contact: Mark Gisler timeframe Jan 1, 2024
C1.3	Start Welcome Sheet	Develop process for producing a list of upcoming activities for distribution by greeters or other person to person opportunities. Contact: Tricia Tentinger Timeframe November 1, 2023
C1.5	Arrange Senior Transport capability	Arrange for transportation assistance to help our seniors attend services and fellowship activities by identifying those who can help. Contact: Mark Gisler Timeframe whenever Concern over requirements to meet liability coverage issues declined this
P1.0	PRAY 1	Participate in Liturgy
P1.1	Offer larger print options for missal	Offer way for visually impaired to follow along at Mass. no contact no timeframe Vision Description: Could look like larger copies of Missals or e-copies of Missal that parishioners could access from tablet/phone brought from home, projectors broadcast against wall
P2.0	PRAY 2 Spark Personal Prayer	Spark personal prayer
P2.2	Take prayer & church to the neighborhood	Using the organization of the neighborhood Mass gatherings, identify another host to offer prayer experience+ faith sharing opportunities. Contact Jean Johnson Timeframe 2024
P2.3	Amplify testimony about power of prayer	Work with communication group add examples and testimony about the power of prayer/prayer met/answering experience through parish media channels no contact no timeframe
P3.0	PRAY 3 Embrace Lifelong Learning	Embrace lifelong faith learning
P3.2	Introduce Faith Questions at meetings	Organize practice of starting every committee & group meeting with a faith question contact: Barb Woods no action timeframe

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P3.3	Hold Parenting Sessions	Provide a program about how to raise Catholic kids and organize support group for parents' journey with all ages of children No contact no timeframe
S1.0	SERVE 1 Share our Gifts	Share our gifts
S1.1	Invite youth club participation in parish-wide events	Invite youth clubs to do some task in parish-wide events: Mass, Fish Fry, Fall Clean Up; contact Sergio Loch timeframe Nov 23
S1.2	Foster personal invitations by groups	Create an attitude of personal invitation by members of parish groups to grow group participation. contact Emily Smith timeframe November 1, 2023
S1.3	Create a Ministry Handbook	Create a handbook that has descriptions of committees etc. contact person, and frequency of mtg includes revision of TTT annual card. Contact: Jeanne Thill time frame: start Oct 23
S1.4	Expand Parish Directory content to describe needs	Develop process for getting more detailed description of parishioner needs as part of the Parish Directory resource Contact Colleen Sattler Timeframe Nov 2023
S2.0	SERVE 2 Develop Leaders & Volunteers	Develop leaders & volunteers
S2.2	Track Personal Invitation Efforts	Extend S1.2 Foster personal invitation to track response to personal invitations Contact: Deacon David timeframe end of 2024
S2.3	Introduce leadership development program	Find resources to help develop leadership, develop mentorship offering reflection, feedback and celebration Contact: Jean Hemmer timeframe end of 2024

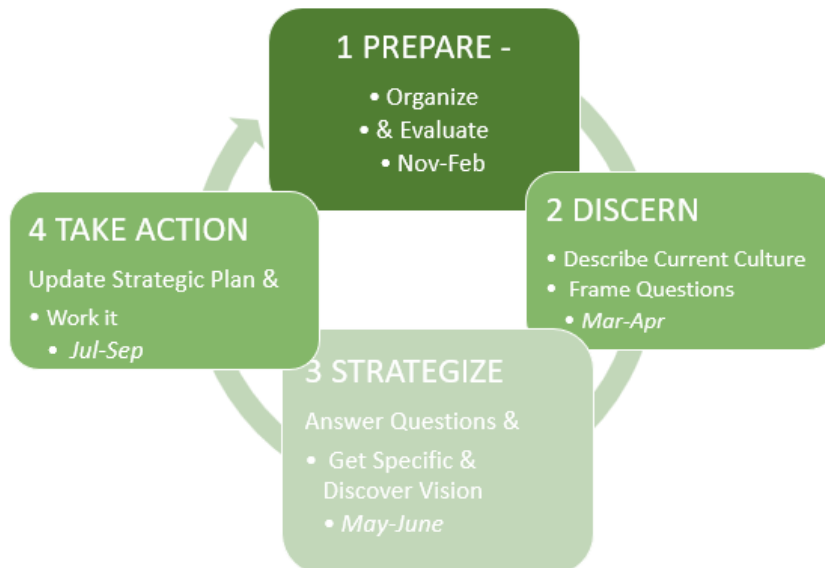
APPENDIX B ACCOUNTABILITY PROCESS

PERFORMANCE OF PROJECTS IS WITH PARISHIONER TEAMS, FACILITATED BY PASTORAL COUNCIL



ONGOING COMMUNICATION: Meetings Documentation Parish Media Archive

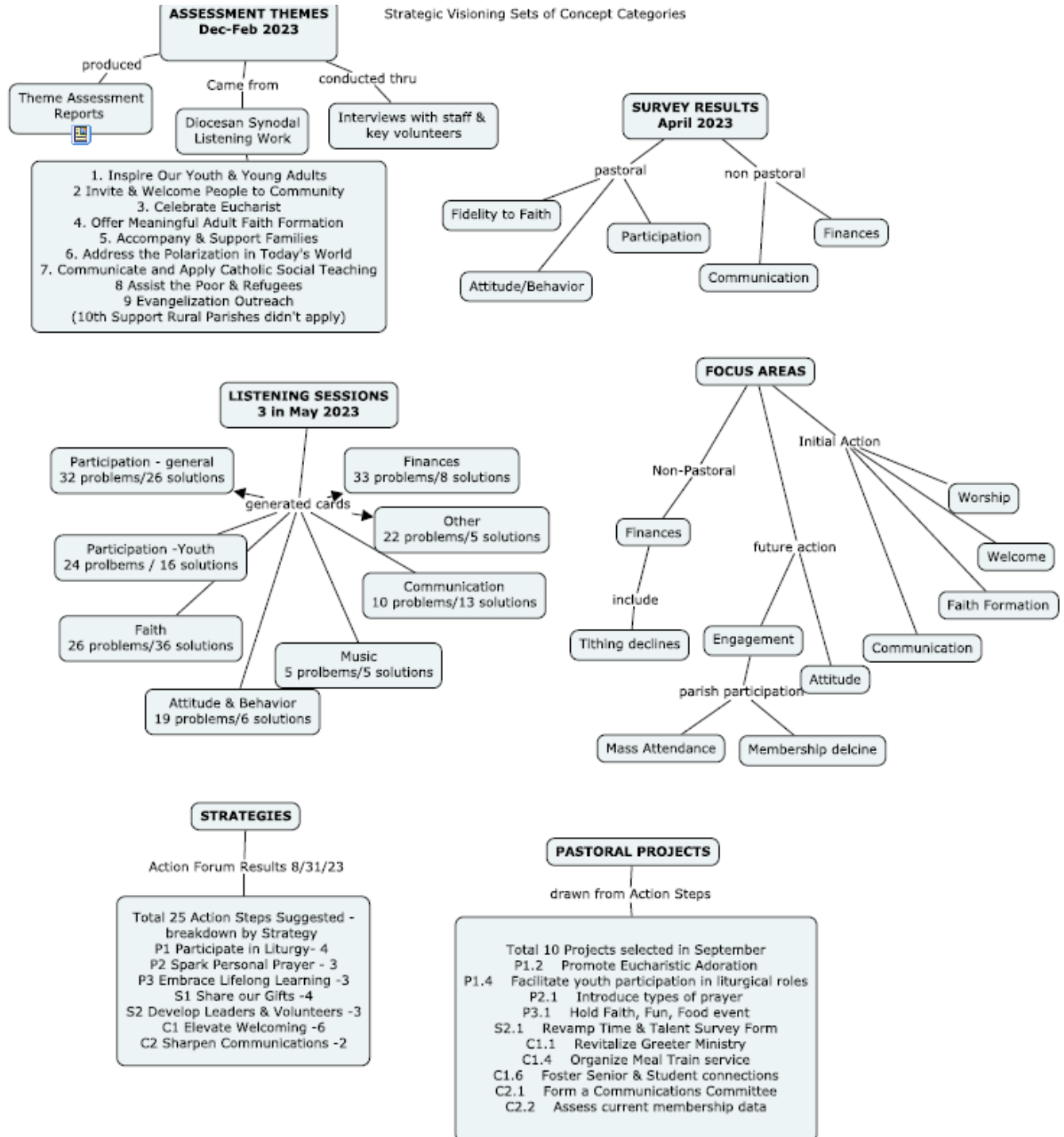
PASTORAL COUNCIL ALSO COORDINATES VISIONING & PLANNING FOR NEXT YEAR



See Accountability Guidelines and Pastoral Planning & Reporting for detailed information

APPENDIX C EMBRACING STRATEGIC THINKING APPROACH

The journey through six stages for Strategic Pastoral Planning yielded a kaleidoscope of categories, concepts and concerns related to life in the St. Theresa Parish community.



10/14/23 SV Category Sets