

St Theresa Parish Strategic Pastoral Plan Strategy Set for Initial Plan 8/17/23

#	Strategy Title	Brief Strategy Purpose Statement
Pastoral Priority: PRAY		To emphasize personal encounter with Jesus Christ
P1	Participate in liturgy*	<i>Strive for active, full, and conscious participation in liturgies</i> This is especially true for Mass and Adoration, because 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 for building the kingdom of God.
P2	Spark personal prayer*	<i>Enkindle prayer beyond Mass attendance</i> Personal relationship with our Triune God is essential for each of us. Creating opportunities for private and communal prayer will strengthen our peace, hope, and joy in our faith community.
P3	Embrace lifelong faith learning*	<i>Experience the joy of lifelong learning</i> 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.
Pastoral Priority: SERVE		To commit to parish life and culture by participating
S1	Share our gifts	<i>Encourage sharing of gifts</i> (time, talent and treasure) 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
S2	Develop leaders & volunteers	<i>Intentionally develop leaders and volunteers</i> Leaders and volunteers are important to a vibrant parish. We desire to provide opportunities to develop Christ-centered leaders and volunteers to continue and extend the mission of St. Theresa parish.
Pastoral Priority: CELEBRATE		To acknowledge our community interaction
C1	Elevate Welcoming*	<i>Expand welcoming practices</i> 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.
C2	Sharpen Communications*	<i>Sharpen communication practices and tools</i> 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.

* strategy based directly on Focus Area group S1 and S2 will benefit the initial areas and the ones to come

This Strategy Set is grouped by the Pastoral Priorities expressed in our 2024 Parish Theme: Pray>Serve>Celebrate Together.

Action Steps will be proposed specific to each of these strategies at the 8/30/23 meeting.

An Action Step is the simple statement of a tangible effort that includes the Step Title, Name(s) of Step Contact and a rough timeline.

Each Action Step has an Action Step Worksheet with more detail about purpose, objectives, and implementation ideas.

Contact Mary McConville 515.371.0001 or mghmcc@gmail.com with questions

STRATEGIC PASTORAL PROJECTS FOR YEAR 1

Success will be found through participating in any of these ten projects – both as volunteers organizing the activities and parishioners participating. These strategic projects are not grand endeavors, and give us a chance to follow St. Theresa’s advice to “Do small things, with great love.”

Sunday am

PASTORAL PRIORITY: PRAY

Strategy: Embrace lifelong faith learning

Hold Faith, Fun, Food event – Megan Howes *Enjoy a meal with your church family*

Strategy: Participate in Liturgy

More youth participation in liturgical roles – Josh Tyrell *Thank an altar server for helping*

Promote Eucharistic Adoration– Kim Fix-Schmidt Josie Miethke *Find joy in His Presence!*

Strategy: Spark personal prayer

Introduce types of prayer – Jim Egger *Explore the Formed or Hallow App*

PASTORAL PRIORITY: SERVE

Strategy: Develop leaders & volunteers

Revamp Time & Talent Survey Form – Anne Dols *Watch for the survey*

PASTORAL PRIORITY: CELEBRATE

Strategy: Elevate welcoming

Foster Senior & Student connections – Erin Evans *Supply games or goodies for their time*

Organize Meal Train service – Erin Evans *Get onboard the Meal Train! Prepare or deliver*

Revitalize Greeter Ministry – Amy Williams *Joy is very infectious - share some at Mass!*

Strategy: Sharpen communication

Assess current membership data – Kenneth Seymour *Call the Parish if your info changes*

Form a Communications Committee – Mary McConville *Read the bulletin weekly*



**PRAY
SERVE
CELEBRATE
TOGETHER**

Other Pastoral Initiatives Started in 2023

BCC Neighborhood Masses Faith Expressions Sessions
Eucharistic Book Study Stewardship Institute
School Families Sunday Masses

In the years to come....

Forecast	Plan Year 1 10/2023 - 9/2024	Plan Year 2 10/2024 - 9/2025	Plan Years 3 thru 5 10/2025 - 9/2028
APPROACH	Introduce formal pastoral planning	Prepare Parish Jubilee Year	Modify & implement strategic plans
Pastoral Theme	Pray > Serve > Celebrate Together	To be determined	To be determined
Pastoral Priorities	Participation in liturgy Welcoming Volunteering Communication Youth Advisory Council	Listen to youth & young adults Deepen Eucharistic culture	Carry forward strong foundation

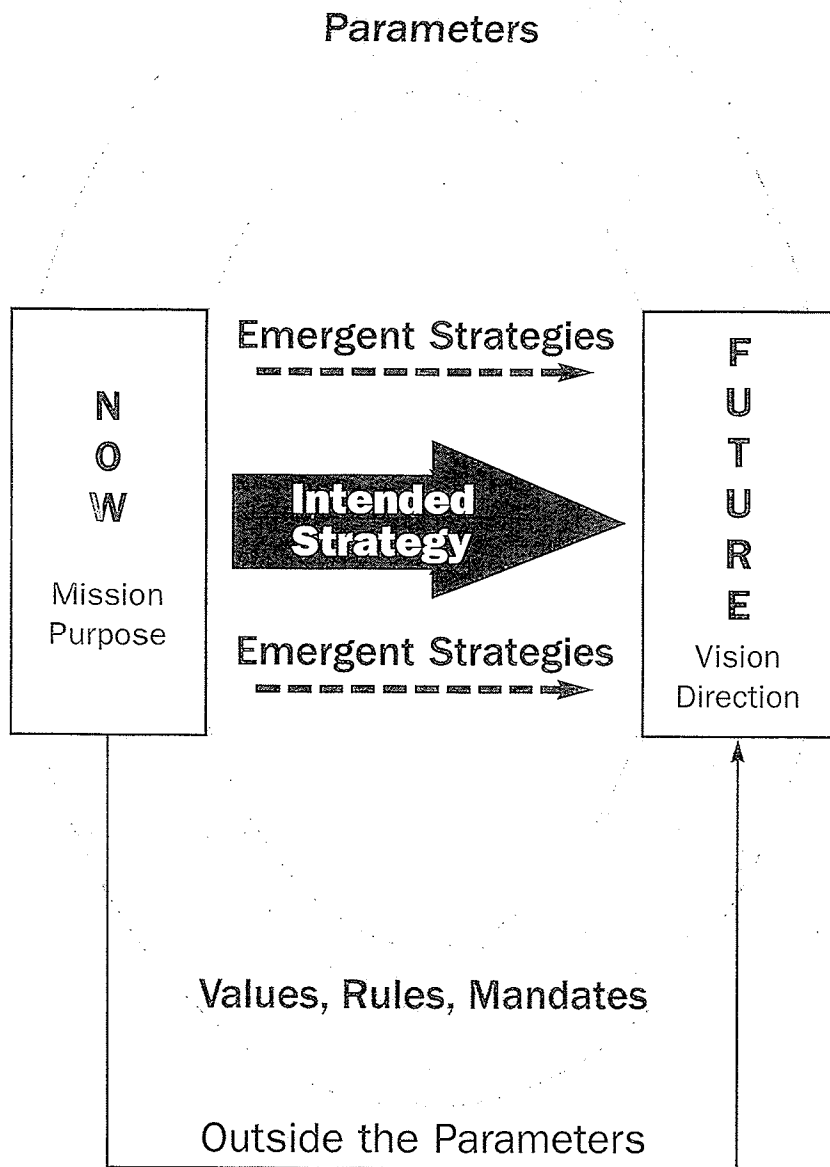


Figure 12. Strategic Thinking: Outside the Box but Inside the Circle

Technical Challenges tend to be...	Adaptive Challenges tend to be...
Easier to identify	Harder to identify
Quick and easy fix	Changes in hearts and minds
Authority or expert can solve	People closest to the problem can solve
Simpler change	Systemic or cultural change
People are more receptive	People are more resistant
Solutions can be implemented by edict	Takes longer to implement

The Ebener-Smith Strategic Planning Model

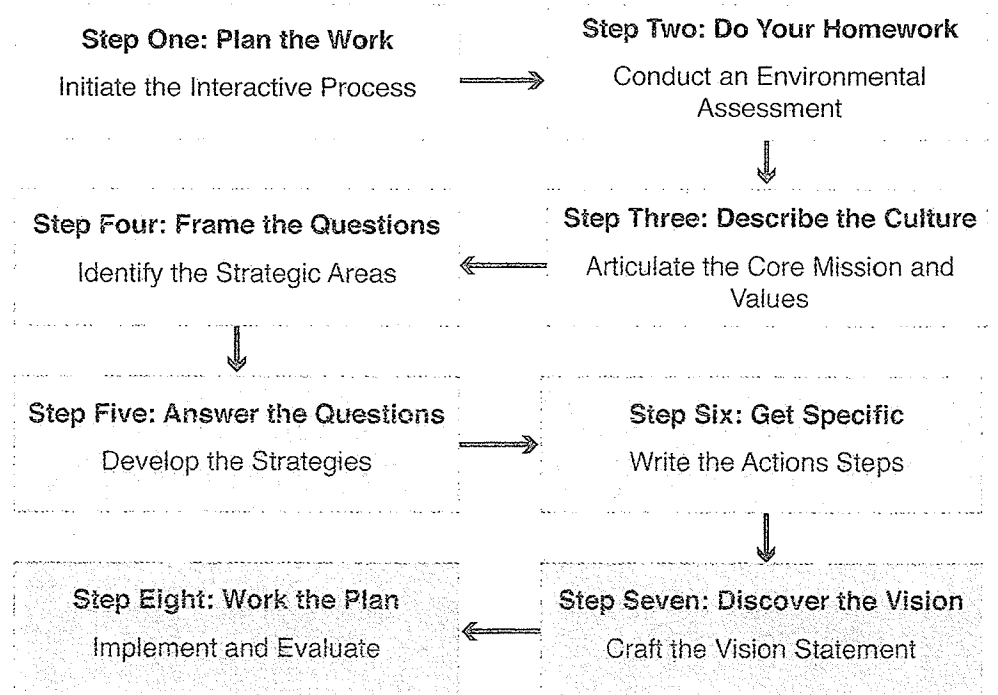


Chart 16: The Ebener and Smith Strategic Planning Model

Called to make the world better

We are all co-creators in a shared vision. ... the vision question is this:

If we accomplish this strategic plan...

if we live out our mission,

address our strategic issues, pursue our strategies, and take these action steps,

how is the world a better place?

Strategic Planning

“Strategic planning is the formal process that allows an organization to come together and assess the external environment, evaluate the internal workings, and plan accordingly.

Organizations have an ongoing need to be revived, restored and reborn as an organization. External change is constant. Therefore, internal response to these changes must be proactive and vigilant. The internal response is our strategy.

Strategic Planning: An Interactive Process for Leaders by Dan R Ebener and Frederick L. Smith 2015

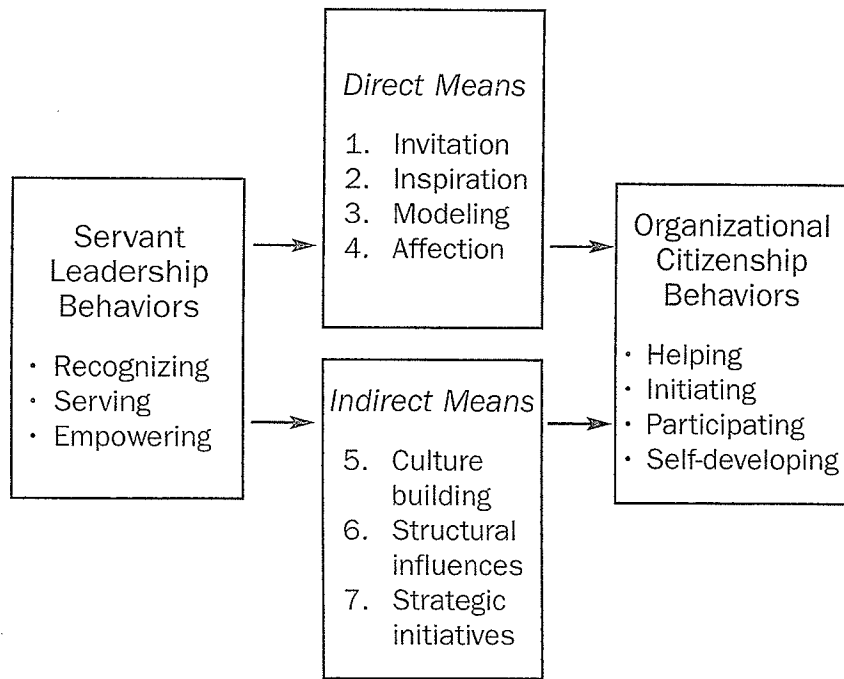


Figure 11. Linkages among Servant Leadership and Organizational Citizenship Behaviors

Leader Behaviors

- a. Recognizing: Leaders affirming the gifts and talents of the members; showing appreciation for the work of parishioners; sending thank you cards and notes; acknowledging the efforts of parishioners from the pulpit or in the bulletin; expressing thanks.
- b. Serving: Leaders offering humble assistance with menial tasks in the parish; giving credit to others and taking blame themselves; putting the needs, interests, and ideas of others ahead of one's own; willing to admit mistakes or change one's mind about the ideas of others.
- c. Empowering: Leaders clearing the obstacles to enable members to fully participate; developing parish structures that increase the likelihood that others will get involved; building capacity by teaching, inviting, and supporting the members of the parish; encouraging parishioners to take initiative on their own; being supportive of the projects, ideas, and initiatives of parishioners;

Member Behaviors

- a. Helping: Members providing informal assistance to each other, or to leaders, or to the parish (in a less formal way than "participating"); building a sense of community and teamwork by working collaboratively and cooperatively together; welcoming new members; responding to the informal requests for help.
- b. Initiating: Members taking action on their own, without waiting for parish leaders to tell them what needs to be done; presenting new ideas about what the parish needs to do; launching new parish initiatives that are led by laypeople; stepping up to take leadership on a project, program, or commission.
- c. Participating: Members getting involved in any of the nine areas of ministry; being active in the life of the parish (in a more formal way than "helping"); attending parish functions; joining parish programs; receiving the sacraments; contributing financially to the parish; being actively involved in parish commissions.

Leader or Member Behavior

- a. Self-developing: Members or leaders taking responsibility for their own personal growth and development; attending programs or trainings that make that person more qualified for parish ministry; developing one's own spirituality; training other members of the parish to take their place in ministry.