2018

OUR LADY OF LOURDES PARISH

3-5 Year Strategic Plan

“I came so that they might have life and have it more abundantly.”

John 10:10
Our parish community and our many ministries, including our amazing parish school, are thriving and filled with a joyful spirit. In order to stay that way, we need to have a clear vision for our future, with a clear set of goals to work toward together. Over this past year, I have been working with your Pastoral Council, School Commission and Parish Staff, with the assistance of Elizabeth Furrer, a consultant for the Archdiocese of Seattle, to develop a set of goals and priorities for the next 3-5 years. By reading this report, you will find out what we came up with. Some of these goals pertain mainly to the parish community, some are mainly about our school, and some pertain equally to both. You will find all of them listed together in this report, because we are ONE community in faith, and we will, now and always, be in this TOGETHER.  

Fr. Woody

2018 Pastoral Council Members

Joan Heimbigner - Chair, Janet and Vivian Dias, Amie Lenzi, MaryBeth Buck, Jean Rigney, Kathy Horn, Greg Repman, Tyler Huck, Pat Desormeaux, Jim Potter

2018 School Commission Members

David Bottoms- Chair, JonAlan Page, Esteban Delgadillo, Kelly Graeme, Michelle Belkot, Connor Savage, Becki Hundt, Vikki Pynenburg, Laura Mancuso, Malena Whitehouse, Matthew Ellis
With reflection, hard work and prayer, the Pastoral Council was able to create a new mission statement for the Parish. **Encounter Christ by living our faith, serving the community, and supporting each other.** This new mission statement reflects our Catholic faith community here at Our Lady of Lourdes. It acknowledges our Parish as a Sacrament, our Parish as a Servant and our Parish as a Community. We are a people living our faith by serving others and caring for each other.

The next step of the planning process involved creating a viable Vision Statement that parallels our Mission Statement. **We strive to be Sacrament, to be Servant, to be one family united in Christ.**

The Pastoral Council participated in a brainstorming session with the help of Elizabeth Furrer, a consultant for the Archdiocese. What follows was a starting point to assess the needs and hopes of our Parish.

**School Mission**
Our Lady of Lourdes Catholic School prepares our graduates for a rich spiritual life, academic excellence, creative pursuits, and compassionate service in our changing world.

**School Vision**
Inspiring our world through faith, education, and service.
CORE VALUES
- Support
- Integrity
- Family
- Giving
- Caring for those who can’t care for themselves
- Welcome – inclusion
- Getting along to the point of not avoiding conflict
- Social Justice (school, services, food bank)
- School/Education
- Faith
- Authenticity
- Readiness/Availability/Willingness
- Love
- Compassion

WHAT TO ACHIEVE
- Total Involvement
- Increase engagement
- Increase income
- Increase Mass counts
- Improve communication
  - Scrub/update list
  - Data management
- Monitor progress toward plan
- Evaluate activities: prune & cut what doesn’t work
- Youth Group – continue to keep inspiring
- Cater to a group/activity for older groups
- Engage more school families (not them & us, but together)
- Look for opportunities to collaborate school/parish
- Continue improved communication about school activities/news
- Students are the future of our church/leaders

HOW TO CAPITALIZE ON WHAT WE HAVE:
- Focus on 2nd level engagement
- Welcome – Inclusion
- Zero in on what road bumps are
- Authenticity – Engage ourselves more
- Social justice – continue but can’t expand so it doesn’t become too diffuse
- Keep balanced – build a structure that works (Planning process in Council as an example)

ROAD BLOCKS:
- Catholic in church – but not outside in the community
- The other 80% may not hold the same values
- Try, but can’t make it work
- Hard to break-in

OUTRAGIOUS DREAMS:
- Updated physical building
- School prospers and would not be the same
  - Think regional
  - Share resources with other schools
  - ALL of Vancouver
- Collaboration with other parishes
- Destination parish
  - Liturgy, faith formation
  - Total social engagement
- Get a huge capital donation
- How to balance family feel with growth
- New science wing at school
- Gym in the middle
- Solar
- Living roof
- Underground parking
- More inviting spaces
- Front of church on Franklin Street
- Church looks like a church
- Large baptismal font
- 500
- Social Hall joined with church
- Performing arts center
- Social service area
- New fancy kitchen

CUSTOMER BASE:
- Geographically bound
- Others – intentional community
- People already coming
- 4 Mass times:
  - Saturday – older consistent
  - Sunday 9 – school families
  - Sunday 11 – non school families, faith formation, multicultural
  - Sunday PM – People working way back in & intimacy

HOPE TO SEE:
- Multigenerational
- More young people
- Young adults
- Multi-cultural
Parish

STRENGTHS:
- Welcome and friendly
- Supportive pastor – outreach to parishioners
- Service & outreach to community
- Advocates for Catholic Education
- Living examples of living our faith

WEAKNESSES:
- Few Adult opportunities & not much interest when opportunities are offered
- Old, aging facility/obscure location
- Volunteers
  - Sometimes not enough
  - Reluctance to commit to events in the future
- Lack of retention of families after kids graduate
- Divided demographics (young & old)

OPPORTUNITIES:
- Outreach ministry
- Physical location
- School/Young families
- St. Vincent de Paul/Garden
- Home bound ministry
- Good finances

THREATS:
- Time and money commitment outside of parish
- Drawn to other churches
- Changing age demographics
- Community demand for pastoral resources
- Personal Goals

School

STRENGTHS:
- Environment
- Parents, Teachers, Staff (Longevity and Quality)
- Pool of Talent/Resources
- Superior Academics/Good Technology
- Tight Community
- Good Family Involvement
- Large Property
- Location
- Seton Catholic HS
- Programs
- Growth mindset culture

WEAKNESSES:
- Department Driven
- Process Driven
- Communication
- Financials - Reports/Budgets/Funding
- Aging facilities
- No Gym
- Electronic documentation, archiving
- After school care

OPPORTUNITIES:
- Parish-School relationship
- Parent Involvement
- Community partners
- Partnership between CYO and VPS
- Improve relationships with sister Catholic schools

THREATS:
- Governmental Policies
- Facility shutdown, backup plan
- Wages
- Heating system
- Security - fencing
- Our cost and other private and public schools
- Outdated technology
Hospitality

“Do not neglect hospitality, for through it some have unknowingly entertained angels.”

Hebrews 13:2

Parish Goals:

• Provide information every weekend about the opportunities available and how to follow through.

• Reinstitute nametag Sunday the first weekend of every month.

• Host “Welcome” dinners 4 times yearly.

• Create 4 dedicated teams for Valley Homestead.
School Goals:

- Reduce supplies and resources budget by 10%.
- Locate 4 continuing revenue streams of at least 50K each to raise staff salaries.

“For if a man does not know how to manage his own household, how can he take care of the church of God?”

First Timothy 3:5
SERVICE

“As each one has received a gift, use it to serve one another as good stewards of God’s varied grace.”

First Peter 4:10

Joint Goals:

• Develop “Sister Parish” in Latin America so school/parish can have international service opportunities.

• Schedule three service opportunities for entire Lourdes Community.

• Develop whole family ministry to visit homebound. (Parish goal)
Parish Goals:

- Explore with Spiritual Life and Worship Commission what worship aids are available to improve adoration experience.

- Develop a weekly faith day on Thursdays that includes School Mass and intergenerational faith formation. (Joint goal)

- Hold faith retreats for men and women.

- Renew and evaluate worship opportunities to increase attendance.

“God is Spirit, and those who worship him must worship in Spirit and truth.”

John 4:24
They are to slander no one, to be peaceable, considerate, exercising all graciousness toward everyone.”

Titus 3:2

**Joint Goals:**

- Communicate to and invite parishioners to school based service opportunities one time each month.
- Appreciate volunteers publicly by publishing a monthly list of achievements in the bulletin and website and eblast.
- Communicate volunteer opportunities for school families in the parish by advertising in the Messenger and using an active phone tree.
- Create an insert/flyer about school/faith happenings at OLL to provide parish families once a month in bulletin. (School)
- Create focused brochure about benefits of working at OLL School to recruit & retain faculty and staff of quality. (School)
- Provide more opportunities for adult catechesis.
Parish Goals:

- Market Youth Group including a kick-off social for all youth.
- Increase attendance in High School Youth Group
- Develop calendar, Marketing Plan, & events for High School Youth Group.

“And he gave some as apostles, others as prophets, others as evangelists, others as pastors and teachers, to equip the holy ones for the work of ministry, for building up the body of Christ.”

Ephesians 3:11-12