

# A ROAD MAP FOR 2024: *Strategic Plan*



St. Paul, Minnesota

## MISSION Statement

Empowered by the Holy Spirit, the Catholic Community of St. Pascal Baylon follows the mandate of Jesus Christ to proclaim the Good News and works to bring about the Kingdom of God in the East Metro area. We accomplish this by celebrating prayerful liturgy and providing faith formation for all ages. We enrich our community through hospitality and pastoral care. We respect the God-given dignity of everyone by welcoming their gifts and talents and by working for social justice. (Adopted by the Parish Pastoral Council in June 2016.)

## VISION Statement

St. Pascal Baylon Catholic Church is a parish attuned to and responsive to the needs, hopes, and dreams of our parishioners and neighbors.

## VALUES

As a Catholic community we value:

1. Liturgical celebrations that draw us into prayer and reflection and which inspire us to reach beyond our walls.
2. A universally welcoming community offering hospitality to all.
3. Life-long faith formation that fosters a sense of responsibility, gratitude, and mission.
4. The dignity of all persons by focusing on social justice and charity.
5. Leadership that will draw out and welcome the gifts, talents, and discipleship of the entire community.

# Areas of Focus for Strategic Plan – Goals and Tactics

## 1. WORSHIP AND SPIRITUALITY

*... to increase the full, conscious and active participation of all parishioners in the celebration of the Mass; to encourage the frequent celebration of the Sacraments; and to help all parishioners grow in their relationship with the living God.*

- Maintain full-time pastor as well as liturgical and music professionals.
- Provide engaging music for worship that encourages community participation. Set skill level expectations for liturgical musicians and communicate them clearly.
- Provide for well-formed liturgical ministers (proclaimers, Extraordinary Ministers of the Eucharist, musicians/cantors, hospitality) through initial and ongoing training.
- Maintain and expand parish community involvement in sacramental celebrations: Baptism, Reconciliation, First Eucharist, Anointing of the Sick, and Confirmation.
- Maintain quality liturgical environments that complement liturgical seasons.
- Explore offering other opportunities for communal prayer (e.g., Liturgy of the Hours, Taize prayer, Stations of the Cross).

**Leadership:** Pastor; Pastoral Associate for Liturgy; Pastoral Associate for Music; Pastoral Associate for Faith Formation; Volunteer Coordinator; lead volunteer ministers

## 2. HOSPITALITY AND COMMUNITY-BUILDING

*... to provide a parish environment/ atmosphere in which each member feels that St. Pascal's is their "church home"; to welcome new members and visitors and assure that they feel at home; and to encourage all to help build community through the support and participation in parish and community activities.*

- Provide a welcoming environment within the parish.
  - Encourage parishioners to reach out to others and invite them to parish involvement.
  - Provide written expectations for hospitality ministers and train these ministers periodically.
- Involve parishioners in parish ministries and community activities, beginning with personal invitations from parish leaders, staff, and ministry chairs.
  - Set expectations that parish leaders, parish staff and chairs will personally invite parishioners.
  - Communicate parish volunteer needs appropriately.
- Assign responsibility for volunteer coordination to paid staff (current staff or new hire).
  - Establish a process for inviting/welcoming parishioners.
  - Develop a tactical plan and communicate to all ministry and activity heads; encourage all parishioners to perform at least one act of parish service (time/talent) annually.
  - Require that staff identify ministry needs; communicate throughout the parish.
  - Conduct annual 'time and talent' surveys of parishioners; develop a database of parishioner interests and match parishioner interests with needs.
  - Provide a 'point of contact' for those interested in volunteering.

## 2. HOSPITALITY AND COMMUNITY-BUILDING (continued)

- Cultivate a young adult community of faith and service; consider events, trips, recreation, social, and service opportunities. Evaluate recommendations from the Archdiocesan Synod in 2022 and then develop a parish plan.
- Provide opportunities to connect with neighbors who are not parishioners.
- Welcome neighbors to existing events (e.g., Vacation Bible School, Fish Fries, Festivals, National Night Out, Women's Club, Men's Club - Christmas Tree Lot) and identify new/additional opportunities for neighbors to be present in our space.
- Create and maintain a culture of ongoing assessment of parish activities.

**Leadership:** Pastor and Staff (to set expectations); Pastoral Associate for Faith Formation; Volunteer Coordinator; Parish Council, hospitality ministers/trainers; lead volunteer ministers.

### 3. FAITH FORMATION

*. . . to provide a comprehensive parish formation ministry that helps parishioners (children, youth, adults) to grow spiritually in their knowledge of the Catholic faith, love of God, and love of neighbor.*

- Provide appropriate staff and volunteer support for faith formation and youth ministry.
- Maintain parish-based faith formation and sacramental preparation opportunities for school-aged children, youth, and adults (e.g., RCIA)
- Investigate faith formation opportunities beyond the parish (e.g., cooperation with neighboring parishes, archdiocesan programs).
- Provide and budget for quality Adult Faith Formation events.
- Cultivate a young adult community.

**Leadership:** Pastor; Pastoral Associate for Faith Formation; Adult Faith Formation team; Deacon.

#### 4. PASTORAL CARE

*. . . to provide caring ministries and services to those in need (e.g., those who are ill, hospitalized, grieving, or experiencing family crises) and to assist in long-term situations, especially in which parishioners are no longer able to attend, worship, and pray with the church community on a regular basis.*

- Assign responsibility for pastoral care to a staff person or trained volunteers.
  - Define ministry.
  - Assess practices to maintain parishioner confidentiality.
  - Develop a network of community resources to which parishioners may be referred for professional help.
  - Establish a communication system that helps identify and connect with those in need.
- Communicate information about pastoral care to the parish at large; and raise consciousness to the needs of fellow parishioners.
- Develop recruitment and training programs for volunteer ministers; conduct initial and periodic training, to include:
  - expectations of volunteer pastoral ministers, including recordkeeping
  - need for confidentiality
  - protection of vulnerable individuals (children and adults)
  - legal reporting obligations.

**Leadership:** Pastor; Pastoral Associate for Pastoral Care; trained volunteer minister; trained volunteers.

## 5. STEWARDSHIP

*... to help parishioners be generous stewards who are eager to share their time, talent, and treasure in service to the parish and larger community as a grateful response to God's blessings.*

- Cultivate a spirit of regular giving and personal ownership for our parish through various communications that inform and educate about our shared responsibility for active stewardship.
- Develop a system for recruiting and training volunteers for ministerial opportunities.
- Advertise needs and recruit by writing accurate descriptions of service opportunities (“jobs”), including term expectations.
- Provide a ‘welcome packet’ for parishioners with descriptions of service opportunities and contact information; update/revise ‘welcome packet’ at least annually.
- Extend personal invitations, especially to new parishioners and those currently not involved.
- Develop a process for matching volunteers’ talents with ministry expectations and needs.
- Develop a system for following up on parishioners’ offers to serve and preparing them for ministry.
- Commit the parish to the responsible stewardship of its resources:
  - Continue to identify various sources of income for the parish, in addition to ongoing parishioner contributions.
  - Prioritize ministries/staff/finances.

**Leadership:** Pastor; Volunteer Coordinator; ministry coordinators/lead volunteer ministers; Business Administrator; Parish Pastoral Council; Finance Council.

## 6. SOCIAL JUSTICE AND CARING

*... to cultivate and support a spirit of Christian discipleship among parishioners so that we fully support the Church's seven themes of Catholic Social Teaching. These are:*

- Protecting the life and dignity of the human person
- Call to Family, Community, and Participation
- Human Rights and Responsibilities
- Supporting the Poor and Vulnerable
- Ensuring the Rights of Workers and the Dignity of Work
- Solidarity with our Neighbors
- Care for God's Creation

*We carry out this mission by:*

- Providing ongoing formation about the Church's themes of Catholic Social Teaching and how these can be applied in our communities
- Engaging with our communities to support our Catholic Social Teachings by helping to respond to the material needs of our communities, working to support laws and regulations that equitably support us all, and providing education and training.
- Communicating and evaluating the caring projects to which the parish to which we have committed and to which we may commit.
- Exploring opportunities to cooperate with neighboring organizations and ecumenical efforts within the East Side of St. Paul.

**Leadership:** Pastor; Pastoral Associate for Pastoral Care; Pastoral Associate for Faith formation; Social Justice and Caring Committee; Volunteer Leaders.

## 7. COMMUNICATION

*... to foster a parish community that is ~~4~~well informed about all aspects of parish life and ~~2~~ is able to provide input to parish leadership and receive timely feedback.*

- Develop and make available a parish-wide communication plan that identifies all communication vehicles and strategies for their use.
- Solicit parishioners' contact information and maintain a parishioner opt-in online directory.
- Identify strategies to make known and accessible those who lead and serve within the parish.

**Leadership:** Pastor; Communications and Office Manager; ministry coordinators/lead volunteer ministers.

## 8. FACILITIES USAGE AND MAINTENANCE

*. . . to operate, maintain, and upgrade facilities to meet current and future parish needs.*

- Maintain the existing long-range building plan for maintenance of all parish facilities. Include security and liability issues and the future of contiguous properties.
- Establish a contingency budget for emergency repairs and improvement.
- Identify parishioners and others able to provide professional services to the parish.

**Leadership:** Pastor; Business Administrator; Director of Facilities and Maintenance; Finance Council; Parish Council.