

Church of the Transfiguration Long Range Plan

Proposed Mission Statement

We, the Church of the Transfiguration, are a Roman Catholic faith community striving to be a welcoming place for all. Our community is rooted in Catholic tradition, living out the gospel of Jesus in the modern world enlightened by the Holy Spirit. We offer faith formation and spiritual development activities for all ages. We are committed to advocating for peace, nonviolence, and social justice, and to providing opportunities for participating in social ministry outreach programs.

Goal	Activity
CULTURE	
Articulate who we are and who we want to be as a parish	Create a new mission statement for the parish
Grow active membership by expanding welcoming of current and new parishioners	Expand the welcoming of current and new parishioners such as: calling all parishioners once each year, welcoming packets for new homeowners in Pittsford, redesigning the Gathering Area to be more welcoming, re-evaluate Mass times.
Market Our Brand	Utilizing our Mission Statement develop a unique point of difference message/positioning that will be used in all parish messaging campaigns.
Attract a new pastor supportive of our community and its spiritual and cultural demographics.	Explore ways to share Parish Plan with Diocese through the future pastoral selection process
	Explore opportunities for participation of parishioners in the selection process
	Create a parish profile based on fact based 3-5 Year Plan and it's leanings to communicate our culture and mission.
PASTORAL CARE	
Nurture and Grow our Transfiguration Community	Cultivate Small Christian Communities (SCC) within the Transfiguration family
	Create a culture of invitation
	Offer events based on the challenges unique to various life-stages.
Extend and enhance the warm hospitality of our Transfiguration family	Develop plans for reaching out to and following-up with new parishioners as well as those nominally connected with our parish family
	Determine when it is possible and appropriate to include "breaking bread" during faith community gatherings and activities
	Collaborate with the Communications, Culture and Buildings and Grounds sub-groups
Engage teens and young adults as critical members of our parish and encourage their active participation.	With teens and young adults, identify and create opportunities that connect them to our church community as participants and leaders.
	With teens and young adults, identify and create an energized, welcoming community informed by the 2018 Synod on Young People, the Faith and Vocational Discernment
Encourage, affirm, and engage the innate talents, gifts and charisms of	Identify the charisms and talents of our parishioners
	Connect parishioners talents and gifts with pastoral opportunities and need
Provide spiritual nourishment and formation for all seasons of life to meet relevant moral and personal challenges that enhance our personal relationship with Jesus and	Tailor spiritual formation to meet the needs of our parishioners, and based on challenges specific to various stages of life.
	Connect parishioners on our shared spiritual journey
	Collaborate with the Communications sub-group to (better) communicate current and new spiritual formation offerings

Offer spiritual support for families, with a focus on improving children, teens and their families' sense of ownership for spiritual and communal belonging	Invite families in faith formation and sacramental preparation into community.
Support parishioners through the transition to a new pastor	In concert with the Culture sub-group, develop a pastoral identity document that describes the culture of the Transfiguration community.
	Develop and implement strategies to weather life changes, including shifting responsibilities and changing pastors
COMMUNICATIONS	
Use a wide variety of communication processes and channels to deepen awareness of and engagement in church activities, throughout the parish and surrounding community	Expand number of Communication Team Members to better support all future parish communication initiatives.
	Greater engagement across the congregation in communications (e.g. content creation, channel advocacy)
	Enable new communications channels to better engage underserved segments of the parish and community (e.g. youth)
	Develop a more robust communications process to collect, promote and follow-up on parish activities
	Identify and support sub-team communications requirements
FINANCE	
Assure Financial Stability for Transfiguration well into the future. Include planned growth in Savings not currently allocated.	Sustain Operations for 2018/2019
	Coordinate Estate Planning Seminar: Invite an Estate Attorney to give a workshop (weeknight) to discuss Estate planning and specifically charitable bequeaths
	Tithing: Separate Seminar given by Deacon or Priest to review the origins, history, and modern tithing
	Add On Line Giving button on parish website
	Coordinate QCD (Qualified Charitable Donations) & Stock donation tax seminar with Tax consultant
	Incent moderate increased giving of active parishioners - sharing data on Parish donations
Establish platform for ongoing "health of the parish" (Financial & Other) messaging	Secondary to Communications Sub-Team
	Financial message woven with Parish Programs update
	Finance Sub-team to provide updated data for message. Timing of messaging TBD
BUILDINGS AND GROUNDS	
Ensure our facilities are safe, useful and accommodating for all parish activities	Develop and maintain a comprehensive assessment of the grounds, structures, buildings, building contents and equipment.
	Develop long-term capital expenditure plans
	Develop annual maintenance expenditure plans.
SubTeams	
Culture - Ron & Martha Jodoin, Gerry Gacioch, Sue Gangemi, Vivian Mundschau, and Ryan Realbuto	
Pastoral Care - Kim Fluet, John Balzano, Margie Benza, Elizabeth Brent, Anne Gallagher, Meg Kastner, Emily Miller, Janice Powalski, Victoria Rippel, Sue Wallace, Nancy Zinn	
Communications - John Hennessy, Doug Brayer, Joey Campagna, Marilyn Steane, Pat Vallely, Rose Volker, Nancy Wahl	
Finance - Diane Carroll-Yacoby, Mike Goonan, Maureen O'Connor	
Building & Grounds - Rich Gangemi, Roger Brandt, Karl Hamann, Mike Kirwan, Rob Kozarits, Sandi Lazzaro, Luca Torcia, Gary Volker	