

**St Paul Parish 2016-2020 Five Year Pastoral Plan
2019 Year End Report**

Executive Summary: The Five Year Plan was developed and implementation started in 2016 to support the parish in affecting changes to best serve its mission. The plan helps the parish to stay current and relevant while focusing on our Catholic Faith. The plan implementation and management processes that were formulated in 2016 were continued in 2019.

- No changes in plan focus areas or management were recommended for 2019 with the exception of adding the 5th year focus area of the diocesan Five Year Plan (“Go and Teach All Nations”). 53 Metrics were collected for 2019 which resulted in four years of data which will be evaluated for trends, items of interest.
- The school 5 Year Plan remains separate and independent, but coordinated with the parish plan
- All of the assessments and associated recommendations from the 2018 End-of-Year Report are reviewed in this End-of-Year Report and either added to, closed out, modified and/or continued.
- The 2019 Year End Report production was delayed until Sept 2020 due to COVID-19, so 2020 recommendations took COVID influences to the parish into account

Accomplishments and associated assessments and recommendations.

- a. Plan Implementation, Management, Promotion and Awareness.
 - i. 2019 Assessment: Throughout 2019, the plan was successfully implemented and managed by the implementation team, adequately promoted, and parishioners made aware of plan activities.
 - ii. 2020 Recommendation: Retain the Implementation Team and continue plan implementation and maintenance along general lines established in the baseline year. Make parishioners aware of plan metrics, metrics evaluation, and 2019 End-of-Year Report through pulpit announcements, web and bulletin inserts.
- b. Interface with execution of the School 5 Yr Plan
 - i. 2019 Assessment: The Implementation Team continued it’s coordination with the school throughout 2019. Multiple school events (e.g. Veterans Day Concert, Fall Festival) were advertised for parish-wide participation. School students were actively involved in parish daily Mass liturgies. The Colorado Springs Gazette awarded the school Best of the Springs recognition for 2019
 - ii. Progress made towards School 5 Yr Plan goals: not documented due to major school changes implemented for the 2020-2021 school year to be in compliance with pandemic restrictions.
 - iii. 2020 Recommendations: Continue to integrate parish-wide 5 Yr Plan with school planning.
- c. Faith Formation Nights. There were four Parish Faith Nights and seven Parent Faith Formation Nights during 2019.
 - i. 2019 Assessment. 2019 attendance was good and feedback concerning effective support of family faith formation was positive
 - ii. 2020 Recommendation: continue hosting these events throughout 2020 and beyond, at the same rate, with the addition of remote attendance.

- d. Communications Committee: The school Communications Committee was active throughout 2019 but the parish-wide committee was not started.
 - i. 2019 Assessment: Parish leadership continued to support the need for expansion of the school Communication Committee parish-wide, but other priorities continued to delay its startup. A Ministry Coordination Committee will start in 2020 and has some of the functionality of a communication committee.
 - ii. 2020 Recommendation: Delay startup of a Communication Committee until a determination of need can be made based on activity of the new Ministry Coordination Committee.
- e. Metrics: Collection of 2019 data is complete, resulting in four years of data.
 - i. 2019 Assessment: all metrics collected are valid and complete a fourth year of data. An analysis of the first four years of data was postponed to avoid irregularities that could have been introduced by the summer-long temporary location of all liturgies out of the church because of hail damage repair.
 - ii. 2020 Recommendations: The Five Year Plan Implementation Team conduct an analysis of the metrics in consultation with parish ministries and results (to include implementation recommendations) forwarded to the Pastoral Council and Pastor by the end of 2020.
- f. Deanery Reports. One written Report and several verbal reports of progress of the St Paul 5 Yr Plan were delivered to Metro South Deanery meetings
 - i. 2019 Assessment. Msgr Jaeger stated that his verbal summary of 5 Yr Plan activities at appropriate parts of Deanery meetings continued to support inter-parish awareness and availability of models other parishes could adopt if their parish had never produced a 5 Yr Plan
 - ii. 2020 Recommendation: continue to periodically provide St Paul plan activity status to deanery meetings, either verbally or by written summary.
- g. Lenten Retreat. The 5 Yr Plan recommends short parish Lenten Retreats every other year that appropriately enforce plan focus areas. A retreat was held in April 2019.
 - i. 2019 Assessment. The retreat attendance was very poor.
 - ii. 2020 Recommendation: Continue the two year cycle, but for 2021, promote and advertise much more than was done for 2019.
- h. Parish Smart Phone App. The number of parishioners who downloaded the app decreased from 291 at the close of 2018 to 161 at the close of 2019.
 - i. 2019 Assessment: The app continues to receive favorable feedback as a successful use of communications technology to support the parish mission. The decrease in 2019 downloads was expected as the total number leveled out since the introduction of the app in 2016.
 - ii. 2020 Recommendation: continue to promote adoption and use of the app.
- i. Mail Chimp. The number of parishioners who registered for this email service increased by 13 for 2019 over 2018.
 - i. 2019 Assessment: The number of parishioners signed up to receive these weekly emails (often multiple sendings per week with multiple messages per email) remained stable at approximately the 2018 number, indicating a continued level of parish interest in this type of communication.

- ii. 2020 Recommendation: continue to promote use of this service. Also begin using this media to establish and maintain awareness of 5 Yr Plan activities and focus areas to all parishioners.
3. Parish 5 Yr Plan Focus Area Assessments and Recommendations
- a. Family Faith Formation
 - i. 2019 Assessment. This focus area is still very relevant to the accomplishment of St Paul's mission for all souls in its geographical area in light of current cultural and societal trends.
 - ii. 2020 Recommendations: Retain as a primary focus area and encourage and promote integration in activities of all ministries and parish-level participation in diocesan/national/international organizations
 - b. Increased Participation in Parish Life
 - i. 2019 Assessment. This focus area is still very relevant to the accomplishment of St Paul's mission for all souls in its geographical area in light of current cultural and societal trends. The Ministry Coordination Committee set to start in 2020 to increase communication, coordination between all ministries and increase awareness among parishioners for participation. The Faith in Action initiative started in 2019 which directly supports awareness of, and participation in all aspects of parish life.
 - ii. 2020 Recommendations: Retain as a primary focus area and continue to encourage through promoting the time and talent aspects of stewardship in all parish media, activities and homilies. Consistently leverage the Faith in Action theme and initiative in all liturgies and activities. Aggressively support the new Ministry Coordination Committee.
 - c. Baseline Continuance.
 - i. 2019 Assessment.
 - 1. Baseline Continuance continues to be a priority and the areas of value are still appropriate
 - 2. Mail Chimp and increased use of professional graphic imagery on the web site was effective in promoting the Baseline Continuance focus area.
 - 3. Professional consultants assessed the state of parish safety and security and made several recommendations, some of which will be adopted in 2020 and will be further considered. Emergency lockdown and evacuation plans were to be the first initiatives developed in 2020, but put on hold because of the pandemic.
 - ii. 2020 Recommendation. Retain Baseline Continuance as a primary focus area with the same areas of value extant in 2019. Continue to implement safety and security processes throughout 2020 to include appropriate use of professional consultants.
4. Societal Influences. The 2019 list did not change from 2018.
- a. 2019 Assessment. All are still relevant
 - b. 2020 Recommendation. Retain all of the 2019 list.

5. Diocesan 5 Yr Plan Focus Area Assessments and Recommendations.
 - a. Forming Communities of Missionary Disciples (overall focus of all five years)
 - i. 2019 Assessment. Supported by the parish Faith in Action initiative.
 - ii. 2020 Recommendation: Continue with intercessions and bulletin articles and add selected Mail Chimp, website and smartphone app exposure. Continue to support with the Faith in Action initiative.
 - b. Go Forth and Teach All Nations. (2019 diocesan Focus Area for year 5 of the Diocesan 5 Yr Plan).
 - i. 2019 Assessment: There was very little outreach from the diocese to the parish level. However, our parish plan has incorporated the published diocesan focus recommendations across the four years our plan paralleled the diocesan plan.
 - ii. 2020 Recommendation. None. The diocesan 5yr plan was terminated.