

**St Paul Parish 2016-2021 Five Year Pastoral Plan
2018 Year End Report**

1. 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 2018.

- No changes in plan focus areas or management are recommended for 2019 with the exception of
 - The addition of Safety and Security to the areas of value for the Baseline Continuance focus area.
 - The addition of adding the 4th year focus area of the diocesan Five Year Plan (You Shall Know Them by Their Fruits).
- 51 Metrics were collected for 2018 which result in three years of data which will be evaluated for trends, items of interest, and whether goals should be set for any of the metric categories
- The school 5 year plan remains separate and independent, but coordinated with the parish plan.
- All of the assessments and associated recommendations from the 2017 End-of-Year Report are reviewed in this End-of-Year Report and either added to, closed out, modified and/or continued

2. Accomplishments and associated assessments and recommendations.

- a. Plan Implementation, Management, Promotion and Awareness.
 - i. 2018 Assessment: Throughout 2018, the plan was successfully implemented and managed by the implementation team, adequately promoted, and parishioners made aware of plan activities.
 - ii. 2018 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 2018 End-of-Year Report through pulpit announcements, web and bulletin inserts and a year-three bookmark (gold in color) to be inserted into the original 2015 foldout pamphlet.
- b. Interface with execution of the School 5 Yr Plan:
 - i. 2018 Assessment: The Implementation Team established a permanent team linkage to the school SAC to insure continuation of the successful integration of the separate school Five Year Plan with the parish's. Multiple school events (e.g. Veterans Day Concert, Living Saints) were advertised for parish-wide participation. School students were actively involved in parish daily Mass liturgies.
 - ii. 2018 Recommendations:
 1. Establish school marketing and enrollment target goals
 2. Ensure increased parish-wide awareness of and encourage participation in appropriate school events (e.g. Science Fair)
 3. Annually summarize and document progress made towards School 5 Yr Plan goals.

- c. Faith Formation Nights: There were four Parish Faith Nights and four Parent Faith Formation Nights during 2018.
 - i. 2018 Assessment: 2018 attendance was good and feedback concerning effective support of family faith formation was positive.
 - ii. 2018 Recommendation: continue hosting these events throughout 2019 and beyond.
- d. Communications Committee: The school Communications Committee was active throughout 2018 but the parish-wide committee that was not started.
 - i. 2018 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.
 - ii. 2018 Recommendation: Recruit a permanent leader and begin Communications Committee activities as soon as practical in 2019.
- e. Metrics: Collection of 2018 data is complete, resulting in three years of data.
 - i. 2018 Assessment: all metrics collected are valid and complete a third year of data. A general first look summary revealed no significant trends over the three years of data collected, but several items of interest were noted. With three years of data, it is now appropriate to determine if a target goal should be established for any of the metric categories.
 - ii. 2018 Recommendations: A more detailed analysis will be completed by the Five Year Plan Implementation Team in consultation with parish ministries and results (to include implementation recommendations) will be forwarded to the Pastoral Council and Pastor by the end of 2019
- 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. 2018 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. 2018 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 enforced plan focus areas. The next retreat is scheduled for Apr 7, 2019 and will be conducted by Fr Larry Brennan.
 - 1. 2018 Assessment: n/a (no retreat held)
 - 2. 2018 Recommendation: The parish should consider Lenten Retreats to occur every other year
- h. Parish Smart Phone App The number of parishioners who downloaded the app increased from 177 (at the close of 2017) to 291 (at the close of 2018).
 - 1. 2018 Assessment: The app has received favorable feedback from users as a successful use of new communications technology to support the parish mission.
 - 2. 2018 Recommendation: continue to promote adoption and use of the app and charge the Communications Committee to assist the parish staff in keeping app content up-to-date.
- i. Mail Chimp. The frequency of this blast email application was increased during 2018.

- i. 2018 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 above 800, indicating a continued level of parish interest in this type of communication.
 - ii. 2018 Recommendation: continue to promote use of this service and offer assistance to the staff from the Communications Committee. 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. 2018 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. 2018 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. 2018 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. 2018 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.
 - c. Baseline Continuance.
 - i. 2018 Assessment.
 - 1. Baseline Continuance continues to be a priority and the areas of value are still appropriate, except for the lack of (outside of the school) a Value to cover a comprehensive organized approach for dealing with incidents caused by environmental or human-caused emergencies.
 - 2. Mail Chimp and increased use of professional graphic imagery on the web site was effective in promoting the Baseline Continuance focus area.
 - ii. 2018 Recommendation. Retain Baseline Continuance as a primary focus area with the same areas of value extant in 2018 except for the 2019 addition of a new area of value called Safety and Security. Establish a parish-wide Safety and Security Committee to complement the existing school committee, which will continue as currently composed. Bring in professional consultants as needed to support safety and security activities.
- 4. Societal Influences. The 2018 list did not change from 2017
 - a. 2018 Assessment. All are still relevant.
 - b. 2018 Recommendation. Retain all of the 2018 list.
- 5. Diocesan 5 Yr Plan Focus Area Assessments and Recommendations.
 - a. Forming Communities of Missionary Disciples (overall focus of all five years)
 - i. 2018 Assessment. Moderately successful in promoting. This focus area promoted several times in weekend intercessions, homilies and multiple bulletin articles. This focus area continues for the remaining years of the diocesan plan, so we can build on promoting it during succeeding years.

- ii. Recommendations: Continue with intercessions and bulletin articles and add selected Mail Chimp, web site and smart phone app exposure
- b. Gathered and Sent.- Community Evangelization (2018 diocesan Focus Area for year 3 of the Diocesan 5 Year Plan)
 - i. 2018 Assessment: Moderately successful in promoting via commentaries in weekly bulletin and homilies. The Fall Festival was advertised to the community and had good attendance in spite of the weather and relocation inside. Christmas and Easter services had the typical two times attendance than a normal weekend.
 - ii. 2018 Recommendation: None, this Focus Area was introduced in 2018. 2019's Focus Area will build on it.
- c. You Shall Know Them by their Fruits (2019 diocesan Focus Area for year 4 of the Diocesan 5 Yr Plan). A good tree cannot bear bad fruit, nor can a rotten tree bear good fruit. Every tree that does not bear good fruit will be cut down and thrown into the fire. So by their fruits you will know them. (Mt 7:18-20)

Goal: For the parish to live this Christ-centered discipleship, rooted in the Mass and Baptismal Identity, and to actively discern the fruits being born or identify the efforts that have not born fruit that must be re-evaluated

Recommendations: The 5 Yr Plan Implementation Team will evaluate effectiveness of the overall plan to date to determine any areas that are missing and/or need improvement

Approved by Msgr Jaeger and the Pastoral Council May 2019