

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

Feb 7, 2017

1. Executive Summary: The Five Year Plan was developed and implementation started in 2016 to support the parish in affecting changes that best serve our mission. The plan helps the parish to stay current and relevant while focusing on our Catholic Faith. Since this was St Paul's first formalized pastoral plan, a major part of the first year effort was spent on documenting all aspects of the parish and institutionalizing the pastoral plan process. Although the St Paul Catholic School will retain the separate Five Year Plan that it has had in the past, it will now be linked to the new parish-wide plan. Several parish activities throughout the year emphasized the various themes that the plan presented: the three parish themes (Family Faith Formation, Increased Participation in Parish Life, and Baseline Continuance in accordance with Parish Areas of Value); the two diocesan themes (Forming Communities of Missionary Disciples and Living Your Baptismal Identity); and the 2016 Extraordinary Jubilee Year theme (Year of Mercy). A team of parishioners was formed to implement the plan and to ensure linkage of the parish and diocesan pastoral plans. The team developed several 2016 baseline metrics associated with the plan that can be analyzed to meet goals set by the Pastoral Council for succeeding years of the plan implementation. The Pastoral Council considered the 2016 baseline year of the plan to be successful and will start 2017, the second year of the plan, with an assessment of the focus areas, metrics, and societal influences to determine any changes that may be needed for succeeding years of the plan.

2. 2016 Accomplishments and associated Assessments and Recommendations

- a. St Paul's first parish-wide 5 Year Pastoral Plan was developed, implemented and institutionalized. It has explicit links to the Diocesan Pastoral Plan (DPP)
 - i. Assessment: Schedule and content goals for year one were met.
 - ii. Recommendations: Continue implementation and plan maintenance along general lines established in the baseline year.
- b. Parish 5 Yr Plan promoted in bulletin articles, from the pulpit, a fold-out brochure distributed to parishioners with explicit references to DPP, and explicit outreach meetings to most ministries and parish organizations.
 - i. Assessment: For a first time effort, promotion of the plan throughout the parish was acceptable.
 - ii. Recommendations: 1) by leveraging the experience gained during production, distribution and communication associated with the first time/first year effort, the Implementation Team and parish leadership should intensify plan promotion during year two. 2) Make parishioners aware of changes to the baseline plan, metrics and the final end-of-year report through pulpit announcements, web and bulletin inserts, and a year-one bookmark to be inserted into the foldout pamphlet.
- c. An Implementation plan was published and an Implementation Team formed. Team dual hatted as parish and diocesan team
 - i. Assessment: The team has been successful in rolling out and institutionalizing the plan in accordance with the Implementation Plan
 - ii. Recommendations: Continue the remaining elements of implementation and institutionalization and retain the current team.
- d. Parish Faith Night Program started that invites entire families to structured meetings to support Family Faith Formation and Increased Parishioner Involvement (parish level) and Baptismal Identity (DPP) themes. Sept meeting subject was The Liturgical Year and Dec meeting subject was Advent. Very good attendance with over half being of school age.

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- i. Assessment: The concept and two sessions were very successful
 - ii. Recommendations: Continue with the remaining two sessions and repeat in succeeding years.
 - e. Articles of Organization of parish-wide Communications Committee drafted, which explicitly calls for future relationship-outreach to the diocese. Coordination with the existing School Communication Committee leader begun. Agreement made that a single committee could serve both the school and non-school parts of the parish.
 - i. Assessment: The prioritized Articles of Organization fill a significant parish need
 - ii. Recommendations: Continue coordination with the School to move to a parish-wide committee that will start work by the end of the first quarter of 2017.
 - f. 42 Metrics developed to assess baseline year (2016) performance of the parish mission and vision (and by analysis of linkages, to the DPP). Pastoral Council will determine which of these baseline metrics should be maintained and which should be changed as future goals.
 - i. Assessment: All metrics collected for the 2016 baseline are valid and a starting point to determine trending for the remainder of the 5 Year Plan
 - ii. Recommendation: 1) Collect the same metrics for 2017 as for 2016 and for the 2017 end-of-year report, assess any observable trending and any appropriate action to put in place for following years. 2) For 2017, emphasize increasing the number of parishioners who adopt the new parish smart phone app and FORMED
 - g. Two reports delivered to Metro South Deanery of progress of St Paul 5 Yr Plan (including linkage to DPP).
 - i. Assessment: Deanery reports require little effort and are useful products to keep neighboring parishes up to date on St Paul efforts and encourage parallel efforts at other parishes
 - ii. Recommendations: Regular deanery reports to continue with goal of exchanging best-practices and acting on any partnering opportunities that present themselves
 - h. 2016 Lenten Retreat moderator asked to incorporate 5 Yr Plan and DPP themes.
 - i. Assessment: Moderator did incorporate some of the plan themes
 - ii. Recommendations: 1) Request moderators of future retreats to incorporate some of the plan themes. 2) Plan to hold a Lenten Retreat every other year, beginning in 2018.
 - i. Bible Study of St John's Gospel directly supported importance of DPP theme of Missionary Discipleship
 - i. Assessment: Good example of how an established parish activity could support selected 5 Yr Plan or DPP themes, although the subject choice was not made explicitly because of the plan.
 - ii. Recommendations: The Implementation Team should use this as an example to work with parish bible study groups in how 5 Yr Plan themes could be used as criteria in the choice of succeeding subject areas. The team should also suggest that bible study group leaders emphasize how 5 Yr Plan plan themes could be emphasized throughout the course of each study.
 - j. A Parish Smart Phone App was purchased and activated for St Paul.
 - i. Assessment: This app was purchased late in the calendar year, so assessment will be deferred to the 2017 end-of-year report.
 - ii. Recommendations: The parish should aggressively promote the adoption, use by parishioners, and use/population by as many parish ministries/organizations as possible during 2017
3. Parish 5 Yr Plan Focus Area Assessments and Recommendations.
- a. Family Faith Formation

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- i. 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. Recommendations: 1) Retain this as a primary focus area, 2) Continue the Parish Faith Night activities with continued emphasis on family-wide participation. Encourage planning for follow-on sessions to start later in 2017 after the two remaining currently planned 2017 sessions. 3) encourage incorporation of Family Faith Formation themes whenever possible in the St Paul School Five Year Plan and associated activities. 4) Incorporate Family Faith Formation themes in homilies whenever possible.
 - b. Increased Participation in Parish Life
 - i. 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. Recommendations: 1) Retain this as a primary focus area, 2) Use the 5 Yr Plan metrics to monitor levels of participation and add level of effort for any area that shows weakening trends throughout the five year period of the plan. 3) Look for innovative ways to attract entry level participation of parishioners in parish activities beyond weekend liturgy. Make this a priority in the initial startup of the Communications Committee, since there are many social media methods that can invite and involve people without the heavy level of continuing commitment associated with many traditional forms of activity involvement.
 - c. Baseline Continuance (of on-going parish activities, in accordance with the eight parish areas of value)
 - i. Assessment: Continues to be a priority and the areas of value are still appropriate.
 - ii. Recommendations: 1) Retain this as a primary focus area, 2) Since startup of the Communications Committee will be a priority in 2017, and Communication is one of the eight areas of value, the expanded (parish-wide) committee should be charged with using modern communications methods to promote parish activities in ways most receptive to all the various demographics of the parish, 3) Retain for 2017 the eight areas of value described in 2016, 4) Conduct a review of sacramental marriage in the context of specific demographics in the St Paul geographic area. Provide appropriate resources to parishioners that address typical questions that arise regards sacramental marriage in today's culture.
4. Societal Influences 2016 list: Media Influence, personal isolation and loneliness, family/peer lack-of-support, gender issues, science and faith, religious abandonment, evangelization challenges, religious freedom, wealth gaps.
- a. Assessment: All are still relevant.
 - b. Recommendation: Retain all of the 2016 list for 2017 and add Civic Involvement and Responsibilities.
5. Diocesan 5 Yr Plan Focus Area Assessments and Recommendations.

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- a. Forming Communities of Missionary Disciples (overall focus of all five years):
 - i. Assessment: Moderately successful in promoting. This focus area promoted several times in weekend intercessions and multiple bulletin articles. This focus area continues for the remaining five 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. Baptismal Identity (2016 focus area):
 - i. Assessment: Moderately successful in promoting. This focus area promoted several times in weekend intercessions and multiple bulletin articles.
 - ii. Recommendations: none. This focus area introduced in 2016. 2017's focus area (Centered Sunday Liturgy) will build on it.
- c. Centered Sunday Liturgy (2017 focus area).
 - i. Recommendations: Implement a weekly face-to-face lectionary-based commentary on upcoming weekend liturgy along with a short "takeaway" to disseminate via Mail Chimp and the smart phone app.
- d. Jubilee Year (2016-Extraordinary: Year of Mercy; 2017: none declared):
 - i. Assessment: We successfully promoted this theme in multiple bulletin articles and homilies. Six parishioners attended the diocesan Year of Mercy pilgrimage to Italy. One of the parish bible study groups distributed a Magnificat book for Year of Mercy reflections.
 - ii. Recommendations: None. This focus area terminated with the Nov 2016 end of the Year of Mercy and a new Jubilee Year has not been announced for 2017.

APPROVED BY MSGR JAEGER FEB 7, 2017