

St. Anthony's Catholic Church
Strategic Planning Goals and Strategies – Final Jan 2011

GOAL 1: Sustain the level and quality of our parish's ministries.

1. Assessment - Establish a Parish Program Review to be completed annually (Pastoral Council)
2. "Environmental scanning" – Discover and share best practices found outside our parish to sustain quality in our essential parish ministries –ongoing (Key Staff/Volunteers)
3. Expand parishioner volunteerism - Continually invite/involve all parishioners across all communities into volunteer roles throughout parish life –ongoing (Ministry Coordinators, Councils, and Committee Chairpersons)
4. Ensure sufficient resources to sustain parish ministries. Ongoing (Both Councils and Ministry Coordinators)
5. Establish and encourage Whole Family Catechesis to involve more than just the individual in the ongoing and life long process of Faith Formation and Faith Sharing. (Both Councils and Ministry Coordinators)

GOAL 2: Achieve financial sustainability.

1. Weekend Collections –ongoing (Administrative Council)
 - a. Set weekly goals to facilitate monitoring; conduct Parish Offertory Program annually in October/November (Pastor, Admin Council Reps)
 - b. Educate the parish to the importance of financial support (Adhoc)
 - c. Increase participation in weekly contributions ("Sunday Envelopes/Electronic giving")
 - d. Increase stewardship (Reactivate Stewardship committee)
2. Rentals – Annually (Administrative Council)
 - a. Periodically review rental policies
 - b. Ensure rental rates are consistent with fair market value

3. Fee for Service – ongoing (Parish Staff, Admin Council, and Pastoral Council)
 - a. Assess the purpose of the fee/stipend
 - b. Regularly review and assess the fee schedule
4. Event Fundraisers – ongoing (Pastor and Fundraising Committee)
 - a. Review process, procedures, and policies for conducting fund raising events; recommend to Administrative and Pastoral Councils based on specific criteria:
 - i. Fundraisers shall be approved for budget enhancement to benefit a specific group or project;
 - ii. Ensure purpose to be community-building , fellowship building, and evangelizing as well as stewardship/financial;
 - iii. Assure event to be self supporting
 - iv. Establish Chair hand off process/succession plan
5. Gifts/Grants/Trust – ongoing (Pastor, Stewardship Committee, Admin and Pastoral appointees to the board of directors)
 - a. Develop strategies to cultivate and solicit major gifts
 - b. Develop goals for restricted major gifts
 - c. Develop specific cultivation and solicitation plans
 - d. Establish parish Trust
 - e. Introduce and implement the Archdiocese Capital Campaign (5 years 2011-2016)
6. Contingency Fund – (Administrative Council)
 - a. Maintain contingency fund policy as part of the annual budget process
7. Budget Guidelines – (Budget Committee)
 - a. Budget guidelines will be researched, written and included as part of the Parish Budget

GOAL 3: Enhance internal and external communication to convey essential information and facilitate timely decision-making.

1. Reporting – Establish simplified, accurate reporting systems between Pastoral Council, Admin Council, and Parish – ongoing (Ministry coordinators, Councils, Pastor)
2. Assessment - Annual joint planning/status review of parish strategic plan, following Pastoral Council's program reviews – Twice a year January & July (Pastor, Admin. Chair, Pastoral Chair)
3. Policies - Standardize operating procedures for facility use, sacraments, and volunteerism – (Staff and Admin Council)
4. Communications - Continually monitor our communication methods for effectiveness to the Parish as a whole, and improve communication between the Anglo and Hispanic communities. Establish quarterly Listening Sessions for the Parish at large. (Pastor, Staff, and Pastoral Council)
5. Prepare, educate, and successfully transition St Anthony's to use of the New Edition of the Roman Missal scheduled for introduction on the First Sunday of Advent, November 27, 2011. Prepare parishioners not only for the reception of the new text, but to engage in reflection and study about the Mass and the Eucharist. (Liturgy Committee, both Councils, Staff, and Pastor)

GOAL 4: Increase the visibility of our Catholic identity and mission within the parish and the broader community.

1. Create a Communications Committee for outreach, public relations, publicity, etc. – (Pastoral Council)
2. Maintain and improve virtual outreach via parish website and social media– (Pastor, web site coordinator (Diana Wuertz))
3. Explore ecumenical, inter-religious, and/or secular opportunities for parish participation and higher profile in our community – Ongoing (Staff, Councils, and Ministries)

GOAL 5: Ensure physical maintenance and upkeep of the parish campus within an atmosphere of anticipated parish growth, increased parish use, and increased costs.

1. Maintain a space and use inventory – Biannually (Admin Council)
2. Create and maintain campus master plan – (Pastor, Business manager, 1 or 2 Admin. & Pastoral Council designees)
3. Develop and maintain a deferred & current maintenance plan annually (Pastor, Business Manager, & Admin. Council)