

Holy Spirit Synodal Catholic Church PARISH COMMUNITY STRATEGIC PLAN

Goals, Objectives and Policies for January 2014 through December 2017

AFFIRMED NOVEMBER 10, 2013

- A. GOAL: DEVELOP AND EMBRACE AN IDENTITY THAT EXPRESSES WHAT IT IS TO BE A SYNODAL CATHOLIC CHRISTIAN PARISH
1. Objective: Build on our strength of worship
 - a. Policy: Continue to incorporate more people for specific roles within the Mass and worship services
 - i. Action Item for Worship Ministry
 - b. Policy: Develop and celebrate other spiritual experiences
 - i. Action Item for Worship Ministry
 2. Objective: Build on our strength of supporting each other within the parish
 - a. Policy: Pastoral: Furnish parishioners with outside resources than can aid them in their specific needs or concerns.
 - i. Action Item for Community Care Ministry
 - b. Policy: Communal: Expand social activities in order to develop parish and personal relationships
 - i. Action Item for Community Care Ministry
 3. Objective: Promote faith formation
 - a. Policy: Develop a children's formation program
 - i. Action Item for Education Ministry
 - b. Policy: Strengthen the adult formation program
 - i. Action Item for Education Ministry
 4. Objective: Continue to broaden our diversity
 - a. Policy: Expand outreach to a broader spectrum of families and individuals
 - i. Action Item for Outreach and Growth Ministry

- b. Policy: Develop new outreach process and program for membership attraction and retention
 - i. Action Item for Outreach and Growth Ministry

B. GOAL: EXPAND THE PRESENCE OF HOLY SPIRIT SYNODAL CATHOLIC CHURCH IN THE LARGER COMMUNITY

1. Objective: Build coalitions with like-minded institutions and organizations that support our mission
 - a. Policy: Research and discern which organizations are appropriate for partnership
 - i. Action Item for Outreach and Growth Ministry
 - b. Policy: Educate and inform the community of the relevance of partnership to our mission
 - i. Action Item for Outreach and Growth Ministry
 - c. Policy: Form partnerships
 - i. Action Item for Outreach and Growth Ministry
 - d. Policy: Participate in community events as appropriate to our mission
 - i. Action Item for Outreach and Growth Ministry

2. Objective: Deepen and give witness to our Catholic commitment to social justice
 - a. Policy: Seek opportunities to outreach locally and globally
 - i. Action Item for Council and all ministries
 - b. Policy: Develop use of the “3 Ts” (time, talent, treasure) to assist those most in need
 - i. Action Item for Council and all ministries
 - c. Policy: Develop activities and programs to reach others
 - i. Action Item for Council and all ministries

3. Objective: Birth a new CSCC parish
 - a. Policy: Research and discern an area to be served
 - i. Action Item for Clergy and interested and affected parishioners
 - b. Policy: Develop and implement a public relations effort to establish a new parish
 - i. Action Item for Clergy and interested and affected parishioners

C. GOAL: GROW AND DEVELOP LEADERSHIP.

1. Objective: Nurture and call forth lay leaders as envisioned by the governance structure of a synodal Catholic understanding.
 - a. Policy: Develop lay leadership within ministry teams (Community Care, Finance, Outreach, etc.)
 - i. Action Item for Council to create ministry leadership away from Council
 - b. Policy: Further develop leadership among the Council and synod delegates
 - i. Action item for Council to create collaborative teams between Council and ministry leaders
2. Objective: Nurture and call forth ordained ministry for present and future needs according to a synodal Catholic understanding.
 - a. Policy: Support a full-time pastor
 - i. Action item for Council and parish
 - b. Policy: Promote and call forth more vocations to the diaconate and priesthood
 - i. Action item for Clergy and parish

D: GOAL: STRENGTHEN COMMUNICATIONS WITHIN AND OUTSIDE THE CONGREGATION

1. Objective: Solicit input from parishioners and communicate information to them through forums, surveys and other mechanisms in order to strengthen the dialogue between the Council and parishioners
 - a. Policy: Continue to provide Council agendas and minutes to Parishioners
 - i. Action Item for Council
 - b. Policy: Continue to provide a Quarterly letter
 - i. Action Item for Council
 - c. Policy: Continue to promote and hold an Annual Meeting
 - i. Action Item for Council
 - d. Policy: Hold forums and listening sessions
 - i. Action Item for Council

2. Objective: Develop a Communications ministry
 - i. Action Item for Council to update By-Laws with Communications Ministry
 - a. Policy: Internal
 - i. Action Item for Communications Ministry
 - b. Policy: External
 - i. Action Item for Communications Ministry
 - c. Policy: Strengthen our electronic presence
 - i. Action Item for Communications Ministry
3. Objective: Develop a marketing strategy
 - a. Policy: Increase perception of authenticity
 - i. Action Item for Communications Ministry
 - b. Policy: Determine ways to brand Holy Spirit Ecumenical Catholic Church
 - i. Action Item for Communications Ministry
 - c. Policy: Communicate our brand
 - i. Action Item for Communications Ministry

E. GOAL: DEVELOP A STRONG FINANCIAL INFRASTRUCTURE TO SUPPORT OUR CHURCH'S MINISTRIES

1. Objective: Develop a comprehensive parish financial program
 - a. Policy: Develop a cyclical program of fundraising events
 - i. Action Item for Fundraising Ministry
 - b. Policy: Provide full financial support for delegates to the Synod
 - i. Action Item for Council
 - c. Policy: Develop an incremental proportional giving program that will benefit those most in need
 - i. Action Item for Council and Outreach Ministry
2. Objective: Develop a comprehensive personal planned giving program.
 - a. Policy: Educate parishioners
 - i. Action Item for Finance Ministry and outside professionals
 - b. Policy: Develop and obtain tools
 - i. Action Item for Finance Ministry and outside professionals
3. Objective: Purchase a church building

- a. Policy: Establish a future site committee
 - i. Action Item for Council
 - b. Policy: Determine current and future usage needs
 - i. Action Item for Future Site Committee
 - c. Policy: Explore financial options and review potential sites
 - i. Action Item for Future Site Committee
4. Objective: Strengthen operation processes
- a. Policy: Continue maintenance and improvement of the physical plant
 - i. Action Item for Council
 - b. Policy: Improve accounting office procedures and processes
 - i. Action Item for Finance Ministry
 - c. Policy: Improve parish Investment Strategy
 - i. Action Item for Finance Ministry
 - d. Policy: Hire a part-time administrative assistant
 - i. Action Item for Council

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APPENDIX

Action Items by Ministry

Council

- B2a - Seek opportunities to outreach locally and globally
- B2b - Develop use of the "3 Ts" (time, talent, treasure) to assist those most in need
- B2c - Develop activities and programs to reach others
- C1a - Develop lay leadership within ministry teams (Community Care, Finance, Outreach, etc.)
- C1b - Further develop leadership among the Council and synod delegates
- C2a - Support a full-time pastor
- D1a - Continue to provide Council agendas and minutes to parishioners
- D1b - Continue to provide a Quarterly letter
- D1c - Continue to promote and hold an Annual Meeting
- D1d - Hold forums and listening sessions
- D2 - Update Bi-Laws with communications ministry
- E1b - Provide full financial support for delegates to the Synod
- E1c - Develop an incremental proportional giving program that will benefit those most in need
- E3a - Establish a building and usage committee
- E3b - Establish a project finance committee
- E4a - Continue maintenance and improvement of the physical plant
- E4d - Hire a part-time administrative assistant

Worship Ministry

- A1a - Continue to incorporate more people for specific roles within the Mass and worship services
- A1b - Develop and celebrate other spiritual experiences

Community Care Ministry

- A2a - Furnish parishioners with outside resources that can aid them in their specific needs or concerns
- A2b - Expand social activities in order to develop parish and personal relationships

Education Ministry

- A3a - Develop a children's formation program
- A3b - Strengthen the adult formation program

Outreach & Growth Ministry

- A4a - Expand outreach to a broader spectrum of families and individuals
- A4b - Develop new outreach process and program for membership attraction and retention

APPENDIX

Action Items by Ministry

Outreach & Growth Ministry (continued)

B1a - Research and discern which organizations are appropriate for partnership

B1b - Educate and inform the community of the relevance of partnership to our mission

B1c - Form partnerships

B1d - Participate in community events as appropriate to our mission

E1c - Develop an incremental proportional giving program that will benefit those most in need

Clergy

B3a - Research and discern an area to be served

B3b - Develop and implement a public relations effort to establish a new parish

C2b - Promote and call forth more vocations to the diaconate and priesthood

Communication Ministry

D2a - Internal

D2b - External

D2c - Strengthen our electronic presence

D3a - Increase perception of authenticity

D3b - Determine ways to brand Holy Spirit Ecumenical Catholic Church

D3c - Communicate our brand

Fundraising Ministry

E1a - Develop a cyclical program of fundraising events

Finance Ministry

E2a - Educate parishioners

E2b - Develop and obtain tools

E4b - Improve accounting office procedures and processes

E4c - Improve parish Investment Strategy