

# HOLY SPIRIT SYNODAL CATHOLIC CHURCH PARISH STRATEGIC PLAN

## Goals, Objectives and Policies For January, 2018 to December, 2021

*AFFIRMED NOVEMBER 19, 2017*

- A. GOAL: DEVELOP AND EMBRACE AN IDENTITY THAT EXPRESSES WHAT IT IS TO BE A SYNODAL CATHOLIC CHRISTIANS
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
        - (a) Develop Labyrinth
  2. Objective: Build on our strength of supporting each other within the parish
    - a. Policy: Pastoral: Furnish parishioners with outside resource information that 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: Strengthen the child 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: Strengthen outreach process and program for membership attraction and retention
      - i. Action Item for Outreach and Growth Ministry
        - (a) Provide information nights to the larger community
- 5. Objective: Build awareness of HSSCC as part of the Communion of Synodal Catholic Churches (CSCC)
  - a. Policy: Explore opportunities to develop projects that are shared with other CSCC communities within our Diocese
    - 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: Strengthen existing coalitions
    - i. Action Item for Outreach and Growth Ministry
  - b. Policy: Explore and develop new coalitions
    - 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 in need
    - i. Action Item for Council and all ministries
- 3. Objective: Birth a new SCC community
  - a. Policy: Give spiritual, emotional and financial support to assist the founding of this new community.
    - 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 the Synodal Catholic Church
  - 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 ministry for present and future needs of the parish.
  - 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
  - c. Policy: Encourage participation through membership in CSCC religious communities
    - i. Action item for Clergy

**D: GOAL: STRENGTHEN COMMUNICATIONS WITHIN AND OUTSIDE THE PARISH**

- 1. Objective: Nurture and sustain a culture of mutual listening and dialogue within the parish.
  - a. Policy: Continue to provide timely communication to parishioners
    - i. Action Item for Council
  - b. Policy: Solicit input from parishioners, both formal and informal
    - i. Action Item for Council
- 2. Objective: Develop a Communications Ministry
  - a. Policy: Develop and maintain a program to improve communications, including an electronic presence
    - i. Action Item for Communications Ministry
- 3. Objective: Develop a marketing strategy
  - a. Policy: Strengthen branding of HSSCC
    - i. Action items for Communication Ministry
  - b. Policy: Communicate our brand
    - i. Action Item for Communications Ministry

E. GOAL: DEVELOP A STRONG INFRASTRUCTURE TO SUPPORT THE PARISH

1. Objective: Develop a comprehensive parish financial program
  - a. Policy: Continue to support of a cyclical program of fundraising
    - 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 through the parish budget that will benefit those in need
    - i. Action Item for Council and Outreach Ministry
  - d. Policy: Develop a comprehensive personal planned giving program
    - i. Action Item for Finance Ministry
  - e. Policy: Improve the Parish investment strategy
    - i. Action Item for Finance Ministry
2. Objective: Continue maintenance and improvement of parish physical plant.
  - a. Policy: Continue to build the reserve fund for maintenance and improvement of physical plant
    - i. Action Item for Council

**APPENDIX**  
**Action Items by Ministry**  
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**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
- 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 timely communication to parishioners
- D1b - Solicit input from parishioners, both formal and informal
- E1b - Provide full financial support for delegates to the Synod
- E1c - Develop an incremental proportional giving program that will benefit those most in need
- E2a - Continue to build the reserve fund for maintenance and improvement of physical plant

**Worship Ministry**

- A1a - Continue to incorporate more people for specific roles within the Mass and worship services
- A1b - Develop and celebrate other spiritual experiences
- B2b - Develop use of the “3 Ts” (time, talent, treasure) to assist those in need
- C1a - Develop lay leadership within ministry teams

**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
- B2b - Develop use of the “3 Ts” (time, talent, treasure) to assist those in need
- C1a - Develop lay leadership within ministry teams

**Education Ministry**

- A3a – Strengthen the children’s formation program
- A3b - Strengthen the adult formation program
- B2b - Develop use of the “3 Ts” (time, talent, treasure) to assist those in need
- C1a - Develop lay leadership within ministry teams

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**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
- A5a - Explore opportunities to develop projects that are shared with other CSCC communities within our Diocese
- B1a - Strengthen existing coalitions
- B1b - Explore and develop new coalitions
- B2b - Develop use of the “3 Ts” (time, talent, treasure) to assist those in need
- C1a - Develop lay leadership within ministry teams
- E1c - Develop an incremental proportional giving program that will benefit those most in need

**Clergy**

- B1a - Give spiritual, emotional and financial support to assist the founding of this new community.
- 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
- C2c - Encourage participation through membership in CSCC religious communities

**Communication Ministry**

- B2b - Develop use of the “3 Ts” (time, talent, treasure) to assist those in need
- C1a - Develop lay leadership within ministry teams
- D2a - Develop and maintain a program to improve communications, including an electronic presence
- D3a - Strengthen branding of HSSCC
- D3b - Communicate our brand

**Fundraising Ministry**

- B2b - Develop use of the “3 Ts” (time, talent, treasure) to assist those in need
- C1a - Develop lay leadership within ministry teams
- E1a - Continue to support of a cyclical program of fundraising

**Finance Ministry**

- B2b - Develop use of the “3 Ts” (time, talent, treasure) to assist those in need
- C1a - Develop lay leadership within ministry teams
- E1d - Develop a comprehensive personal planned giving program
- E1e - Improve the Parish investment strategy
- E2a - Continue to build the reserve fund for maintenance and improvement of physical plant