

**OUR LADY OF GRACE CATHOLIC CHURCH STRATEGIC PLAN**

<b>Priority 1</b>	<b>PARISH PARTICIPATION: To invite all parishioners to a stronger relationship with God through committed involvement in our faith community's worship, ministries, and life.</b>				
<b>Objective 1.1</b>	<b>Increase the level of attendance and full, conscious, active and shared overall participation in the parish.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 1.1.1:	Form a team to develop a plan to enhance our overall weekend worship experience.	12/31/2014	Fr. Tom	Liturgy Council	Fr. Tom
Action Plan 1.1.2:	Form a team to develop a plan to improve our overall welcoming process for new/potential parishioners.	12/31/2015	Fr. Tom	Welcome Committee	Fr. Tom
Action Plan 1.1.3:	Form a team to develop a plan for increasing parishioner participation by 10%.	12/31/2016	Fr. Tom	PAB & Staff	Fr. Tom
<b>Objective 1.2</b>	<b>Increase effectiveness of parish communication in order that parishioners may participate more fully.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 1.2.1:	Develop and implement a consistent model of parish communication in terms of style and content.	12/31/2014	Jake	Staff	Sarah Bailey
Action Plan 1.2.2:	Develop, implement and monitor norms for ministry communications and collaboration.	6/30/2015	Jake	Staff	Sarah Bailey
<b>Priority 2</b>	<b>ADULT FORMATION: To call our adult members to grow in knowing and living their faith as Catholic Christians.</b>				
<b>Objective 2.1</b>	<b>Provide opportunities in the areas of Bible study, social justice, and evangelization for adult formation.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 2.1.1:	Re-establish an active, functioning adult formation council to collaborate with the Adult Formation Director to plan and implement adult formation programs and opportunities as envisioned in Objective 2.1.	3/31/2015	MaryAnn	Fr. Tom	Bill Woods
Action Plan 2.1.2:	Create <u>multiple</u> Bible-study groups to appeal to many groups.	12/31/2015	CAFÉ	MaryAnn	Bill Woods
Action Plan 2.1.3:	Create adult formation programs in the areas of social justice and evangelization with parish groups as designated elsewhere in this plan.	12/31/2016	CAFÉ	MaryAnn	Bill Woods
<b>Priority 3</b>	<b>COMMUNITY INVOLVEMENT: To embrace a more active role in building the reign of God through greater involvement in the wider community and in social justice.</b>				
<b>Objective 3.1</b>	<b>Increase parish interactions with other churches, agencies and organization in the community.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 3.1.1:	Identify the forms of interaction that are most appropriate and viable.	9/30/2016	Justice & Charity	Jake	Kelvin Frye
Action Plan 3.1.2:	Identify the churches, agencies and organizations with which to collaborate.	12/31/2016	Justice & Charity	MGM, Other	Kelvin Frye
Action Plan 3.1.3:	Develop and implement strategies for interaction.	1/1/15-6/30/17	Justice & Charity	MGM, Other	Kelvin Frye
<b>Objective 3.2</b>	<b>Commit as a parish to the ministry of evangelization.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 3.2.1	Form a team to create a plan to bring Catholics who are away from the sacraments back to the Church.	9/30/2015	Fr. Logsdon	Fr. Tom	Michelle Zimmerman
Action Plan 3.2.2	Form a team to create a plan to invite unchurched persons to share in the Catholic faith.	9/30/2016	Fr. Logsdon	Fr. Tom	Michelle Zimmerman
<b>Objective 3.3</b>	<b>Dedicate ourselves, as a parish, to work for social justice in ways that are consistent with Catholic Social Teaching.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 3.3.1:	Determine which issues to deal with over next 3 years.	12/31/2014	Justice & Charity	Staff	Kelvin Frye
Action Plan 3.3.2:	Educate and motivate parishioners to action on the chosen issues, using a "teach as you go" or "teach/reflect/act" model.	6/30/2017	Justice & Charity	Staff, CAFÉ	Kelvin Frye

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<b>Priority 4</b>	<b>FINANCE: To achieve greater financial stability through faith in God's providence and His abundant gifts, enriching our ability to live out our calling.</b>				
<b>Objective 4.1</b>	<b>Implement the model of parish stewardship as described in the pamphlet, "You, God and Money" (YGM).</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 4.1.1:	Catechize all children and youth in grades K-12 of the value of financial stewardship.	5/31/2015	Becky, Frank, Stacy, Jake, staff. Lead needed	Whoever is not lead is support.	Sarah Bailey
<b>Objective 4.2</b>	<b>Increase the number of financially contributing parishioners to 40% of registered households.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 4.2.1:	Study possibility of the use of a professional "increased offertory" campaign.	6/30/2015	Stewardship Council	Finance Council	Anna Kaus
Action Plan 4.2.2:	Determine and implement comprehensive plan for fulfilling objective 4.2	6/30/2016	Stewardship Council	Finance Council	Anna Kaus
<b>Objective 4.3</b>	<b>Develop a three-year and five-year forecast for parish (church and school) finances to be reviewed on an annual basis.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 4.3.1	Develop process.	12/31/2014	Finance Council	School Advisory	Suzy Simpson
Action Plan 4.3.2	Implement process.	5/31/2015	Finance Council	School Advisory	Suzy Simpson
<b>Objective 4.4</b>	<b>Retire parish debt by December 31, 2019.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 4.4.1	Increase participation in Fruitful Harvest by 10% this campaign.	12/31/2014	Fruitful Harvest campaign team	Staff	Fr. Tom
Action Plan 4.4.2	Develop and communicate overall financial vision for parish. <sup>1</sup>	6/30/2015	Fr. Tom	Jake	Fr. Tom
Action Plan 4.4.3	Increase Legacy Society participation by 100%.	6/30/2017	Mike Witka	Fr. Tom	Michelle Zimmerman
<b>Objective 4.5</b>	<b>Build ownership among parishioners by dynamically communicating financial vision, progress and opportunities.</b>				
<b>Action Plan</b>	<b>Description</b>	<b>Due Date</b>	<b>Responsibility</b>	<b>Support</b>	<b>PAB Liaison</b>
Action Plan 4.5.1	Develop comprehensive communication plan re: financial matters.	6/30/2015	Finance Council	Jake	Suzy Simpson
Action Plan 4.5.2	Implement plan developed in 4.5.1.	6/30/2016	Finance Council	Jake	Suzy Simpson

<sup>1</sup>Vision of parish life, embodied in Strategic Plan; Requires \$, Can't be done w/o debt retirement.

**NEXT STEPS:**

1. Staff and Council chairs suggest edits
2. How to determine final draft of 2015 plan?
3. Provide various groups w/ resources, commentary, background, etc.
4. Monitoring - by staff and PAB - how?