



## **Overarching Goals**

### **Active Involvement**

Realizing God's gifts and His call to each of us, we, as members of St. Vincent de Paul Catholic Church, are actively involved and committed to strengthening our parish community.

### **Love Our Neighbor**

We embrace Jesus' message to serve the poor and vulnerable of our parish, our local community and the world by establishing a coordinated program to educate our parishioners in the principles of Catholic Social Teaching and provide a broader variety of opportunities for individuals and families to participate in Pastoral Care, Outreach, and Advocacy.

### **Know and Celebrate the Catholic Faith**

St. Vincent de Paul Catholic Church will foster a culture of enthusiastic participation in and knowledge of our Catholic Faith. Parishioners will gain an appreciation for Catholic life, culture, theology and tradition, and willingly choose to celebrate in the Mass and the other sacraments.

### **Leadership Development**

St. Vincent de Paul Catholic Church has a strong intentional process of leadership identification and development that supports the parish Core Values, Mission, Vision and Overarching Goals.

### **Communication**

St. Vincent de Paul Catholic Church has a comprehensive, collaborative strategy that effectively conveys the targeted messages of the parish and the ministries to the parishioners and local community. Efforts also provide non-threatening and creative methods to obtain feedback from the parishioners such that strategies and processes can be enhanced and improved. Ministries work collaboratively to explore innovative ways to develop the best methods, timing, and content, not only to deliver the intended message, but also to empower targeted stakeholders. There is no activity that parish communication efforts do not touch. Best practices are easily shared across all ministries.

(See expanded Overarching Goals on the following pages.)

# Active Involvement

## Overarching Goal

Realizing God's gifts and His call to each of us, we, as members of St. Vincent de Paul Catholic Church, are actively involved and committed to strengthening our parish community.

## Vision

We are excited to share our gifts with each other. We provide opportunities to use these gifts to build a sense of unity, responsibility and commitment with each other, as we give glory to God.

## Expected Outcomes

- Parishioners are personally encouraged in how and where to use their gifts.
- All parishioners feel welcomed and engaged.
- Parents actively participate in the mass with their children and prioritize the sacraments of Baptism, Eucharist, and Confirmation in their children's spiritual development.
- All ministries continually engage members through active communication.
- Parishioners feel the parish is an important part of their lives.
- Parishioners support the Core Values, Mission and Vision of St. Vincent de Paul parish.

## Indicators for Success

- Participation of families and individuals in worship and parish activities increases year over year.
- The number of volunteer appreciation gatherings and acknowledgement of service increases year over year.
- There is a 5% increase year over year in new parish member volunteers.
- There is increased participation in Faith Formation and sacramental programs by a meaningful percentage each year.
- There is a 10% increase year over year of parents with children in our school and Faith Formation programs that volunteer for parish ministries.

## Related Critical Issues

- Building Community
- Communication
- Growth (in parishioners)
- Leadership Development
- Mass Attendance
- Ministry for All Ages
- Parent Participation
- Reinforcing the Catholic Faith
- Social Justice
- Youth

# Love Our Neighbor

## Overarching Goal

We embrace Jesus' message to serve the poor and vulnerable of our parish, our local community and the world by establishing a coordinated program to educate our parishioners in the principles of Catholic Social Teaching and provide a broader variety of opportunities for individuals and families to participate in Pastoral Care, Outreach, and Advocacy.

## Vision

A vibrant culture of Social Justice permeates our parish making St. Vincent de Paul Catholic Church an acknowledged leader and model in the area of Social Justice in the Twin Cities.

## Expected Outcomes

- Our parishioners enthusiastically accept that we are called, as disciples of Jesus Christ, to follow the principles of Catholic Social Teaching to serve and advocate for the poor and vulnerable in our parish, our local community and the world.
- There is a diverse range of opportunities in Pastoral Care, Outreach and Advocacy that are readily available through, or are supported by, St. Vincent de Paul Catholic Church.
- Creative communication methods are successful in raising the awareness of parish volunteers as well as the vulnerable in our local community as to the availability of opportunities through our parish.
- Families and individuals choose to be actively involved in Pastoral Care Ministries, Outreach Ministries and Advocacy Programs.
- New parishioners state that they are drawn to St. Vincent de Paul Catholic Church because of our stand and expectations toward Social Justice.

## Indicators of Success

- Year over year there is an increase in the number of people in need who are served by the direct actions of St. Vincent de Paul Catholic Church parishioners.
- Year over year there is an increase of 20% in the number participating in Social Justice Programs (for at least the first 4 years).
- St. Vincent de Paul Catholic Church is acknowledged for Social Justice Programs from outside organizations (e.g. Catholic Charities, newspapers, etc.)
- 100 people complete the JustFaith program at St. Vincent de Paul Catholic Church in the next 5 years.

## Related Critical Issues

- Ministry for all Ages
- Parent Participation
- Reinforcing the Catholic Faith
- Youth

July 22, 2009

# **Know and Celebrate the Catholic Faith**

## **Overarching Goal**

St. Vincent de Paul Catholic Church will foster a culture of enthusiastic participation in and knowledge of our Catholic Faith. Parishioners will gain an appreciation for Catholic life, culture, theology and tradition, and willingly choose to celebrate in the Mass and the other sacraments.

## **Vision**

St. Vincent de Paul Catholic Church parishioners confidently articulate their faith, are more deeply engaged in their parish, and eagerly seek to meet the ongoing needs of both their parish and the broader community. In addition, St. Vincent de Paul Catholic Church has a reputation as an engaged Christian community, built on the knowledge of the faith, and which openly welcomes new members.

## **Expected Outcomes**

- Parishioners are living their faith through the celebration of the Mass and the Sacraments.
- Parish members are excited to be engaged in activities that develop their understanding of the faith (Bible Study, Faith Formation programs, etc.)
- Parents take a leading role in their child's Catholic education.
- Members know and support Catholic values and demonstrate them in daily community life.
- All members of our parish community understand that the way to salvation is through Jesus Christ.

## **Indicators of Success**

- Our mass attendance increases 5% annually for the next five years.
- The decline in sacramental participation is reversed within two years.
- Our Faith Formation programs increase participation by 5% annually for the next five years.
- Faith Formation classes start on time each fall, because there are more than enough willing teachers.
- There is a high level of interest and participation in leadership development programs.

## **Related Critical Issues**

- Building Community
- Communication
- Leadership Development
- Mass Attendance
- Ministry for All Ages
- Parent Participation
- Social Justice
- Youth

July 22, 2009

# Leadership Development

## Overarching Goal

St. Vincent de Paul Catholic Church has a strong intentional process of leadership identification and development that supports the parish Core Values, Mission, Vision and Overarching Goals.

## Vision

St. Vincent de Paul's mission is supported and guided by servant leadership that is inspiring, mission directed, and results-oriented. With a collaborative spirit, leaders throughout the parish structure (committees, commissions, councils and staff) seek to achieve the Overarching Goals and common good of the parish.

## Expected Outcomes

- Parishioners understand and embrace their responsibility to contribute talent to develop and maintain a strong parish through strong leadership.
- An ongoing system for recruitment, training, recognition and spiritual nourishment of leaders, led by the Pastoral Council, Leadership Development Team, and supported by staff is established.
- Leaders communicate and collaborate in achieving annual and long term goals.
- A leadership development process is implemented that encourages youth participation.

## Indicators for Success

- Leaders represent the various demographic and cultural aspects of the parish.
- Leaders continue to grow and serve in various leadership roles.
- Feedback from leaders evoke a positive experience.
- Pastoral Council evaluates that the leadership structure is prepared to address opportunities and challenges as they arise.
- A growing number of parishioners are interested in participating on commissions and councils.
- Youth are participating in leadership programs.

## Related Critical Issues

- Building Community
- Communication
- Leadership Development
- Youth

July 22, 2009

# Communication

## Overarching Goal

St. Vincent de Paul Catholic Church has a comprehensive, collaborative strategy that effectively conveys the targeted messages of the parish and the ministries to the parishioners and local community. Efforts also provide non-threatening and creative methods to obtain feedback from the parishioners such that strategies and processes can be enhanced and improved. Ministries work collaboratively to explore innovative ways to develop the best methods, timing, and content, not only to deliver the intended message, but also to empower targeted stakeholders. There is no activity that parish communication efforts do not touch. Best practices are easily shared across all ministries.

## Vision

The Core Values, Mission, and Vision of St. Vincent de Paul Catholic Church are ingrained in everything we do. Ministries are energized by the outpouring of response to their efforts. Parishioners feel a greater sense of connection to each other and their parish, ensuring that a closer knit and well-informed community is developed.

## Expected Outcomes

- New innovative methods of two-way communications are developed.
- Parishioners feel a greater sense of empowerment and engagement.
- An energized culture of collaboration grows among the parish ministries.
- Parishioners know who to go to for assistance.

## Indicators of Success

- Annual parish survey tracks progress toward goals and targeted initiatives.
- The number of changes to programs based on parishioner feedback is tracked and published.
- Number of hits on our parish website increases 20% year over year.
- Town Hall Meetings continue and attendance increases, year over year.
- Parishioners not only become aware of new programs through our communication channels but participation increases quickly.

## Related Critical Issues

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July 22, 2009