

# St. Gerard Parish Strategic Plan

## SPIRITUALITY

### **Goal:**

Elevate the degree of Spirituality within our Parish Community

### **Objectives:**

Offer programs to enhance Spiritual growth to all age groups within our Parish.

Increase participation of the laity in promoting, conducting and attending programs designed to improve Spirituality.

Engage more parishioners in the work of ministries now offered by St. Gerard Parish.

### **Strategies:**

1. Develop a program that instructs and encourages personal prayer, family prayer, and participation in the sacraments and Mass.  
Who: Parish Council Adult Education Committee  
When: June 2010
2. Convene an Adult Education Planning Conference among Fr. Jim, Fr. Joy, Director of Religious Education (DRE), and core parishioners to plan a more active adult education program that will include opportunity for lay instructors.
  - a. Offer one adult faith formation class and one general enrichment class led by laity.
  - b. Prepare a web based adult education module with a limited need for formal class time.Who: Fr. Jim, Parish Council, And Adult Education Committee  
When: Jan 2010
3. Develop a structured program to inform, invite and involve all youth of our Parish in our weekend liturgies.  
Who: Mary Camp and DRE  
When: Jan 2010

4. Host Life Teen at St. Gerard throughout the year, to promote St. Gerard's Parish support and participation.  
Who: Parish Council Youth Committee and DRE    When: December 2009
  
5. Begin a structured program such as Renew to facilitate small faith sharing groups among our parishioners that includes interaction between older and younger parishioners.  
Who: Fr. Jim  
When: March. 2010
  
6. Combine School and PSR activities when ever possible and include families.  
Who: Mary Camp and DRE  
When: November 2009
  
7. Select a section of scripture for focus and build a comprehensive means of exploration across school curriculum, liturgy, and Parish offering for spiritual growth.  
Who: Fr. Jim  
When: September 2010
  
8. Work with other parishes to offer citywide programs focused on Spiritual growth.  
Who: Parish Council Adult Education Committee  
When: May 2010
  
9. Adapt or prepare an education series on the meaning of Stewardship.  
Series should cover a broad range of ages, youth to senior, and be offered in a variety of media.  
Who: Stewardship, Adult Education and Youth Committees  
When: March 2010
  
10. Develop a Faith in Action program for young people with dynamic speakers; present to PSR and St Gerard School students on Sundays and LCC on Monday.  
Who: Parish Council youth Committee  
When: September 2010

11. Reinstitute the Middle School Lifeteen program.

Who: Parish Council Youth Committee

When: October 2010

12. Make the intercessory prayer chain more visible. Invite inactive Catholics to participate as a first step back.

Who: Parish Council

When: September 2010

# OUTREACH

**Goal:**

St. Gerard's Parish programs reach out to all within the Lima, Allen County Community.

**Objectives:**

Build St. Gerard's parish pride through our heritage and reach out to share our time and talents with those who are in need or want.

Utilize Community wide resources to develop programs, initiatives, social events and enrichment opportunities.

Provide structured opportunities for parishioners' involvement in outreach programs.

**Strategies:**

1. Organize a parish youth council to identify attractive programs and adapt them to St. Gerard.

Who: Parish Council

When: Feb. 2010

- a. Develop outreach events targeting young people, middle school aged students.
- b. Offer parish play days during the summer to Lima Catholic youth allowing use of gym, fields, and play areas for fun.
- c. Evaluate the positive offerings currently in place for Catholic youth compare with the best programs available, learn and improve.
- d. Provide a structured opportunity for young adults to engage in community service.

Who: Parish Council

When: May 2010

2. Develop a family night enrichment program, meal, and structured activities for children, adult enrichment.

Who: Stewardship committee (Adult enrichment team)

When: Feb. 2010

3. Network with community providers to host appropriate community programs at St. Gerard facilities.
  - a. Identify and emulate attractive programs in place at other Christian institutions
  - b. Identify and implement a significant community outreach initiative. Involve a broad cross section of the parish in serving this initiative

Who: Stewardship committee (Evangelization Committee)

When: April 2010

4. Begin a parish involvement effort with a goal of attracting every parishioner to participate in an activity beyond sitting in a pew at a Sunday liturgy
  - a. Utilize parishioners with appropriate skills and aptitude to offer enrichment classes to the community.
  - b. Develop a wider parishioner base for service and evangelism utilizing a volunteer coordinator.
  - c. Involve parishioners to broaden the parish prison ministry.
  - d. Invite RCIA candidates to become active in the parish and actively assist them to become involved in ministries.

Who: Stewardship committee (Evangelization Committee)

When: April 2010

5. Utilize our strong St. Gerard Catholic Legacy & traditions as a start up point for community outreach.
  - a. Commit to support of multiple Redemptorist missions over the next 10 years
  - b. Develop a history of the north end of Lima focusing on its Catholic heritage. Leverage that effort to build community pride.

Who: Parish Council

When: March 2010

6. Weave the concept of stewardship into parish strategic elements of outreach by publicizing the gifts of time and talent offered by many parishioners
  - a. Prepare and staff a booth at the festival identifying the causes supported by the festival. Offer information to those interested in learning more about the parish
  - b. Publicize parish activities and initiatives

Who: Stewardship committee

When: April 2010

7. Provide professional guidance and recruit energetic parishioners to reach out to inactive Catholics.

Who: Evangelization Committee

When: June 2010

# Leadership Development

## **Goal:**

Assure the strength of St Gerard Parish through active, effective, trained lay leaders of the parish

## **Objectives:**

Increased participation of parishioners in areas of leadership such as lay, youth, spirituality, financial, etc.

Utilization of current pool of talent within the parish: dedicated parishioners, mentors, elder parishioners, current leaders; to serve as the foundation for the leadership program structure.

## **Strategies:**

1. Identify parish leadership positions and skill sets required to fill those positions  
Who: Current parish leaders, Fr. Jim  
When: January 2010
2. Build a strong blueprint for lay leadership in the parish, which will be endorsed by Fr. Jim. [One that establishes clear boundaries and accountabilities]  
Who: Fr. Jim  
When: April-June 2010
3. Establish a structured process to develop new, strong leaders.  
Who: Parish Council Subcommittee > Leadership Development Committee  
When: March 2010
4. Identify Champions for strategic planning elements; utilizing a broad cross section of the parish  
Who: Leadership Development Committee  
When: April/May 2010

5. Develop succession plans for leadership roles in all key parish volunteer organizations; encourage rotations of key leadership positions

Who: Leadership Development Committee

When: May 2010

6. Recruit St. Gerard candidates to attend citywide leadership programs such as Allen-Lima Leadership, Care Academy

Who: Leadership Development Committee

When: Sept 2010

# Financial

**Goal:**

Ensure the financial stability of St Gerard Parish.

**Objectives:**

Actively pursue available revenue opportunities as a means of subsidizing current funding sources to maintain financial stability.

Develop and maintain a focused financial plan that is routinely shared with the members of the parish.

**Strategies:**

1. Establish a Development Committee from a cross-section of parishioners to review and pursue current funding alternatives, while developing new options.

Who: Pastor and Parish Council

When: February 2010

2. Revisit the automatic account withdrawal program for Sunday Collections and present to the Finance Council. If deemed feasible, begin implementation strategy by January 2010.

Who: Business Manager

When: November 2009

3. Develop a high-level 5 year financial plan with potential funding opportunities.

Who: Finance Council

When: January 2010

4. Develop potential funding options to provide additional parish operational resources.

Who: Development Committee

When: May 2010

5. Develop a plan to promote time and talent aspects related to the Festival in order to maintain volunteer levels and bring fresh ideas to the table.

Who: Festival Committee and Stewardship Committees

When: April 2010

6. Develop a legacy appreciation program that recognizes veteran parishioners and promotes planned giving.

Who: Development Committee

When: June 2010