

ST. CLARE CATHOLIC CHURCH *Strategic Plan*

"We are all bound to work in the vineyard where God is the Vintner. We have all been given our little vineyard, but the way in which we cultivate it is of great importance for the prosperity of our neighbor's vineyard... In fact all our vineyards are a part of the Lord's great vineyard, the Holy Church, and we are all bound to work here too."

— ST CATHERINE OF SIENNA

Ministry Effectiveness

Vibrant and effective ministries and programs are vital to the life of a parish. They connect our parishioners to the church as well as to one another as one body of Christ.

We learned from the surveys conducted in March of 2015 that parishioners are interested in ministries that focus on Faith Formation, particularity for youth and young adults. Fr. Tim Nondorf has also recognized the need for the parish community to become more involved in the Liturgy. Father sees the importance of an environment that is welcoming to all who worship and all who wish to further engage in the life of the parish.

KEY STRATEGIC INITIATIVES

Liturgy

Parishioner involvement in the Liturgy is the pinnacle from which all other ministries will flourish and thrive. Celebrating our faith through the Mass is how we live a life that is Christ centered. In order to have meaningful liturgy, several ministries—both seen and unseen— are necessary and must come together.

VISION

St. Clare Liturgical Ministries strive to include participation from all parishioners. As we move forward, the parish will work to strengthen our Liturgical Ministries by encouraging greater parishioner involvement. Strengthening our liturgical ministries will provide parishioners with a rich and effective Christ centered liturgy that will enhance the celebration of our faith through the Holy Mass. St. Clare Parish will also provide a place of worship that embodies and reflects our rich cultural diversity represented in our surrounding community.

ACTION STEPS

1. Grow and ensure greater participation in key areas such as Extraordinary Eucharistic Ministers, Lectors, Greeters, and Altar Servers. We will also continue to build our Music Ministry, Women's Guild, Children's liturgy of the Word, Homebound Ministry and Prison Ministry, Sacristans, Ushers, and Arts & Environment.
2. Improve parish communication to ensure that parishioners are aware of volunteer opportunities for our Liturgical Ministries.
3. Improve training for all Liturgical Ministries.
4. Direct outreach under the direction of Fr. Tim Nondorf to invite parishioners to become involved.
5. The parish will begin utilizing 'Ministry Scheduler' as a means of tracking and scheduling various ministries related to Liturgy.
6. Ensure each liturgical ministry has adequate resources to meet its needs.
7. Utilize scripture to encourage parishioners to bring their individual talents to the Church.
8. The parish will continue to encourage, promote and support prayer and devotional groups.
 - a. Conduct a feasibility study to determine the demand for the expansion and/or creation of ministries for both our growing Hispanic and Filipino communities.
 - b. Parish will continue to offer a monthly liturgy specifically for our Filipino communities.
 - c. Effective August 1, 2015, the parish will celebrate a monthly Spanish Mass.
 - d. Collaborate with nearby parishes to discuss a region wide study on how we can meet the needs of our ethnic communities.

Children's Faith Formation (Pre K- 5th grade)

Families with children in our parish deserve to be properly formed in the faith. Parents should be respected as their children's primary catechists and the spiritual leaders of their families. Formation should be provided for all family members. It should be relevant, engaging, accessible, and affordable.

VISION

Faith Formation for children will center on fostering a lifelong relationship with God the Father, Jesus Christ, his Son, the Holy Spirit, and the Church. Children will learn Catholic prayers and faith traditions. They will also be prepared for Reconciliation, Eucharist, and Confirmation. Parents will be provided training and resources to support their children's spirituality and formation in the Catholic faith as well as their own so they can properly lead their families while growing in faith.

ACTION STEPS

1. Class size in faith formation shall be 15-18 students per class.
2. Parent sessions/groups/workshops/bible study, etc. will be offered every time children's faith formation or Sacramental preparation is offered.
3. Classes for catechist certification will be offered at St. Clare every year.
4. Over time, all catechists for Sacramental preparation (First Reconciliation, First Communion, and Confirmation) will be certified. All other catechists will either be certified or working toward certification.
5. Online opportunities for families to enrich their faith will be offered starting in 2017-2018.
6. Opportunities for service and volunteer activities will be incorporated into the curriculum.
7. Parish will conduct a study regarding the feasibility of reducing the cost of all parish faith formation classes by 2019-2020.

Youth Ministry (6th-12th grade)

Teenagers are not only the church of the future--they are the church of today. St. Clare seeks to invite every teen in our parish boundaries into a relationship with Jesus and empower them to be Disciples of Christ, to engage teens in the life and leadership of the parish community, and to foster the personal and spiritual growth of each teen.



VISION

Youth Ministry classes for youth in grades 6-12 will center on building a relationship with God the Father, Jesus Christ, his Son, the Holy Spirit, and fostering Catholic community among youth and their families. Parish youth will have opportunities for spiritual growth and continued formation in their Catholic faith. Our ministries will encourage their growth as disciples and active Christians in prayer, scripture, liturgy, and community. Emphasis will be placed on retaining Confirmation students, involving Catholic teens and their families, and reaching out to teens who are unaffiliated with any church.

ACTION STEPS

1. A team of at least 20 adults will be recruited and formed to be youth ministers/mentors for youth in order to meet and have answers to the challenges to their faith that exist in our world today.
2. Over the next two years, the parish will conduct an aggressive outreach effort targeting 6th and 7th grade students to enlist in various Youth ministry programs.
3. Over the next two years, five new high school youth ministry opportunities will be developed at St. Clare, coordinated by
- volunteers with the support of the Coordinator of Youth Ministry based on the needs of the students.
4. A ministry that provides support to parents of teens will be developed using a small faith community model.
5. The parish will implement interesting activities that are attractive to teens that build their faith and encourage participation in their faith life.
6. The parish will research other parish programs to find best practices.



Young Adult Ministry

Young adults are a gift to the church and their active participation in parish life is extremely important for the present and future health of our parish. St. Clare seeks to welcome and encourage young adult members to be actively involved and take on leadership roles in the parish.

VISION

Create a vibrant program for 18-30 year olds within the parish.

St. Clare strives to be open and welcoming to young adult members. We desire to work alongside young adults to help them discern their gifts and talents, and understand how God’s plan works in their lives. We are also aware that our young adult community has much to offer the parish as a whole. We welcome the vibrancy and creativity that the involvement of our young adult community will bring. St. Clare is committed to supporting a variety of relevant and worthwhile opportunities for young adults to grow in their faith, serve others, and follow the call of Christ.

ACTION STEPS

- 1. A young adult ministry planning team will be formed. It will be made up of young adults and resourced by a staff member.
- 2. Leadership training will be provided to support the various programs.
- 3. A young adult discernment retreat will be held in the parish on an annual basis.
- 4. An effort will be made to connect young adult leaders from the deanery for possible regional events or ministries.

Adult Faith Formation

One of the greatest gifts we are given by God is the gift of our faith. Being a good steward of the gift of faith requires us to intentionally form our faith from cradle to grave. Helping adult Catholics to grow in their faith, to develop their spiritual life and to increase their knowledge of the Church, is vital to having a thriving parish.

VISION

A robust adult faith formation program will be developed in the parish for all adults. Faith formation opportunities will include but not be limited to teachings on church doctrine and traditions as well as small, faith sharing groups centered around Catholic curriculums on various topics that are deemed of interest to adult parishioners.

ACTION STEPS

- 1. Parish will host the Called and Gifted workshop. Upon its completion, the parish will form small faith sharing groups for prayer and reflection.
- 2. Parish will host a series of focus groups to determine best topics and method of delivery for faith formation offerings for adults.
- 3. The parish will dedicate staff resources to coordinate faith formation programs for adults. Staff will ensure that the offerings are available, effective and attractive.
- 4. The parish will consider providing child-care so that parents may participate in adult faith formation opportunities.
- 5. Parish will offer online “self study” opportunities by 2017-2018.
- 6. Parish will offer studies, programs and events that will attract people to participate.

Hospitality

Hospitality goes well beyond making people feel welcome or at home. Hospitality builds a sense of community and unity amongst our parishioners. From making people feel welcome at Mass to creating social events that bring our faithful closer together, hospitality unifies our Catholic community here in Roseville.

VISION

Create an environment within the parish community where all parishioners feel a welcoming sense of Catholic unity. Through our ministries as well as our social events, we will strive to be a more inclusive faith based community that welcomes all. A culture of hospitality will also lead to greater parishioner involvement in regard to the many aspects of parish life.

ACTION STEPS

1. Expand our "greeter" base at Mass.
2. Improve our "New parishioner" and "Returning Parishioner" welcoming committee.
3. Examine our current social events and ensure that we create greater awareness for participation for everyone. Ensure that our social events are appealing to a greater variety of audiences such as young adult, various ethnic groups, and families.
4. Parish will consider dedicating space directly outside of the church to offer hospitality after all masses.

AWARENESS

Communication

The purpose of the Catholic Church is to continue the work of Jesus Christ. Communicating the Word of God is the central mission of the Church. A more communicative Church means a more missionary and pastoral Church. Parish ministries are intended to make this communication effective, while the ministry itself should be at the service of all other ministries.

VISION

The vision of Awareness is to embrace new styles of communication including verbal, digital, print and social media to strengthen and revitalize the format in a manner that reflects and glorifies Jesus Christ. At the heart of the church, communication should be vibrant and effective, as well as received and understood by all age groups.

ACTION STEPS

1. Analyze current means of communication
2. Determine future needs of communication
3. Create greater awareness of Social Events
4. Create greater awareness of Ministry work
5. Develop information card to update parishioners data
 - a. Collect data from parishioners
 - i. Mass
 - ii. Mailings
 - iii. Online
6. Implement use of My Own Church software
7. Introduce online activities
8. Ensure communication has a minimum 2 week lead time for effectiveness.
9. Connect with new parishioners to help them get involved.
10. Implement the use of technology.





Evangelization

Evangelizing is bringing the Good News of Jesus into every human situation and seeking to convert individuals and society by the divine power of the Gospel itself. At its essence is the proclamation of salvation in Jesus Christ and the response of a person in faith, which are both works of the Spirit of God. Mathew chapter 28 verses 18 – 20 says, “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.”

VISION

Connect the people to our Lord, Jesus Christ through witness, living the faith and sharing--spread the Good News of Jesus. Members of the Church understand that it is their mission to evangelize, not just the clergy or people who work in ministry for the parish/diocese.

ACTION STEPS

1. Create awareness around Evangelization.
2. Explore renewal efforts to deepen the faith of parishioners.
3. Help parishioners to understand Gospel messages and proclaim the Gospel to others.
4. Provide development programs
 - a. Building personal relationships with Christ
 - b. Building personal relationship with the Church
 - c. How to live a moral life
 - d. How to pray and read scripture
 - e. Performing charitable works and helping others
 - f. How to detach from prejudices, preferences and personal opinions
 - g. Reaching out to others
5. Start to plan for the eventual Ministry Awareness Campaign in the fall.



A CALL TO BE GOOD STEWARDS

Volunteerism

Our Catholic community is made vibrant by fostering a community that brings all of our parishioners together. An effective and proven way to accomplish this is through our volunteer efforts. Volunteers bring our many ministries to life. Without a reliable group of volunteers, our ministries simply will not flourish. When parishioners volunteer, they also feel more connected to the Church. It is important that parishioners are given an opportunity to find a ministry in order to share their talents and become entwined in the life of the Church.

VISION

St. Clare parish will have an effective and reliable core of volunteers that will administer to the abundant ministries and programs of the parish. The intent is to build a greater sense of community through volunteer efforts.

ACTION STEPS

1. Better communicate the needs of the parish and make volunteer opportunities more readily accessible.
2. Evaluate the current program leaders and determine if we need to re-organize certain groups.
3. Conduct an annual Ministry Fair.
4. Pastor will lead a parish-wide initiative that will call upon staff, ministry leaders and others to recruit more volunteers for our various ministries.
5. Create a better sense of gratitude and express greater appreciation for those who give of their time and talents.
6. Call for Talent- parish will send out an advisory to all parishioners asking for individuals to share their individual talents so that the parish can build a list of potential volunteer opportunities.



Facilities

Since our inception, the parish continues to grow at an impressive rate. Today, there are over 5000 families and this number will most likely double in size over the next 10 years. As Catholics, we are responsible for meeting the needs of the parish today and planning for the future. To date, the parish has accomplished some impressive construction of new buildings. The Morris Center along with the Evangelist Center has allowed the community to have adequate space for many of our ministries and programs. We must continue to plan for future growth and be conscience of the ongoing need for adequate space.

VISION

The parish will maintain strong upkeep of its existing facilities as well as continue to build a community that provides adequate space. The parish will maintain a serene environment that welcomes all and makes good space for worship, learning and community.

ACTION STEPS

1. Facilities Committee will project manage the parking lot expansion and other immediate campus projects.
2. Parking lot expansion- by spring of 2016 (tentative), the parish will add an additional 220 spaces for parking. Within the design of the parking lot, the parish will consider incorporating an outdoor basketball court and playground.
3. Stations of the Cross- it was Fr. Foppiano's vision that the parish construct an outdoor area for Stations of the Cross. We hope to begin the planning for the construction of the outdoor Stations of the Cross in the spring of 2016 (tentative).



4. Prayer Garden- several years ago, a group of parishioners envisioned a dedicated space on parish grounds to construct a rose garden. We will task our facilities committee to help bring that vision to fruition.

Fiscal stability and oversight

We are called to be good stewards of the blessings and treasures that God has entrusted to us. Today, we enjoy the fact that we are well positioned from a financial perspective. Through the generosity of our parishioners, we have enough resources to meet all of our financial obligations while also saving for the future. Each month, the parish pays towards the debt we have incurred as a result of the construction of the Church, Morris Center, and the Evangelist Centers.

VISION

The balance on our loan today is approximately \$3,340,500.00 as of 06/30/2015.

We remain focused on reducing our debt substantially so that we can invest those dollars into much-needed programs and ministries of the parish. Paying down our current loan obligation will allow even greater financial freedom and allow the parish to redirect our dollars to more programs to better serve the faithful.

ACTION STEPS

1. Evaluate the current Parish Finance Council to ensure that we have the right human resources needed to effectively manage the capacity moving forward.
2. Conduct a parish-wide capital campaign beginning in fall of 2015. Proceeds from the campaign will go towards the following case elements:
 - a. Debt reduction
 - b. Facility improvement- parking lot expansion, Stations of the Cross, and the Prayer Garden
 - c. Support of the diocesan ONE Campaign
3. Parish leadership will conduct an analysis to ensure that all ministries and programs have adequate resources to ensure effectiveness of each program.