



St. Louis Parish Five Year Strategic Planning Vision Statements Executive Overview

“ENGAGE AND ENERGIZE”

St. Louis Parish is developing a new five year strategic plan. Research was conducted during 2014 beginning with a Staff Retreat in August, a Pastoral Council Retreat in November, and a parish wide values survey in December and January. A second Staff Retreat was held in February of 2015. The Parish Leadership Meeting in April provided yet another opportunity for input around the blessings and needs of our parish community.

The seven person Strategic Planning Committee included Paula Wickersham, Ali Schoos, Nancy Diaz, Tony Julien, Fr. Gary Zender and Bill and Gina Haines. We utilized all of the information that was gathered, and through discernment, prayer, and discussion, put a strategic plan together that establishes goals for our parish based on what our parishioners have said they want.

The overall message the Strategic Planning Committee gleaned from all of this was a desire to **“Engage and Energize”** our parish. As a community of faith, we have a desire to deepen our spiritual life with God, deepen our connection with our fellow parishioners, and become a parish of stewardship and social justice. We want to broaden our understanding of “stewardship” to reflect our time and talent as much as our financial obligations.

The committee established eight central goals to drive our efforts over the next 5 years. All goals are intended to create an **“Engaged and Energized”** focus. We have provided samples and suggestions; derived from all the input we received, as to how to accomplish these goals in the full report. It will be up to the many commissions, committees, and church and school staff to decide how to actually implement these goals.

The 8 areas of focus include:

- 1. Communications**
- 2. Community Building**
- 3. Formation**
- 4. Social Justice and Outreach**
- 5. Spirituality**
- 6. Stewardship**
- 7. Facilities**
- 8. Resources**

We are recommending the Pastoral Council ask every committee, commission, and all staff to look at this document, and provide feedback regarding the goals, and also the actual activity that each group believes it can/will do to see the global goals achieved. We recommend that the opening and closing prayers that the Strategic Planning Committee used, also be used in your discernment process. The pastoral council and Fr. Gary will finalize this document.

We recommend the Pastoral Council review and update the Parish Mission Statement as needed, to reflect our new strategic plan and mission.

Thank you to everyone who has been involved in this process. Let us continue to pray for our growth as a people of God, and to spread the message of Jesus Christ in the world.

1. Communications

Reaching out to the parish community about the efforts and opportunities for engagement by parishioners is a critical element in building and engaging our faith community. The ways in which people seek information is changing. We must build a multi-tiered communication strategy that engages parishioners in ways they prefer to communicate.

2. Community Building

We will encourage and build a stronger community of parishioners who can share God's love with each other, every time we meet. We will create an atmosphere within St. Louise that is welcoming and engages people in the parish community using a combination of spiritual and social related events designed to bring parishioners together. We will provide opportunities to meet new people, create new friendships, break down barriers, and assist in fulfilling our goal of St. Louise becoming a stewardship centered parish.

3. Formation

St. Louise will focus on the formation of all members of our family through their entire lifespan; embracing all ages and all diverse ethnic backgrounds represented in our community. This will be accomplished by evaluating current programs and creating new programs to address the desire that parishioners have to grow in the knowledge and joy of our faith. The evaluation of our faith formation programs will have a goal of increasing the use of technology and expanding availability of program content to ensure that we have the best programs possible.

4. Spirituality

As a unified church, we must represent a community alive with the Holy Spirit, full of love, joy, hope, and mercy. We need to respond to the deepest yearnings of the human heart, developing communion with God, reflecting that the center of our being is Jesus Christ by placing God in first in all things.

We will grow together in faith through prayer, sacraments, and service. We will promote a greater depth of spirituality in our parish community, where parishioners will find the means to develop a closer relationship with God and each other, and to foster a greater desire to be Disciples of Christ in the world.

5. Social Justice and Outreach

Develop an all-encompassing structure for parishioners to become involved in social justice issues and outreach opportunities within our community. This should include one-time opportunities, ongoing activities, annual missions, mission trips, and one comprehensive program the entire church family can support. It should include opportunities for multigenerational, multiethnic and school participation.

6. Stewardship

Design a series of events whereby the parish transitions to a community built upon stewardship. Special emphasis should be placed upon education around stewardship of talent and time. Although financial resources are needed to meet our obligations and live out our parish mission, we need to change the perception that stewardship is only focused on asking for money.

7. Facilities

Provide a facility structure for the entire parish to carry out its mission allowing each parishioner to connect with God and God's people as discerned throughout our retreat and survey input processes. Reevaluate the Master Building Plan so that it supports the spiritual and physical needs of our dynamic parish. It must meet the current demands of parish programs and allow for the expansion of new programs over the next 20 years. Construction of the Master Plan should be completed in no more than 2 phases by 2025.

8. Resources

We need to ensure that we have the right number of staff and volunteer resources in place to address all the needs of our parish community and its vision for the future. We will develop leaders that want to empower God's baptized to fully live out our call of service in the church. Address increases in staff and determine the right mix of collegiality, skills and leadership styles to facilitate new programs and further empowerment of volunteers.

For reference the full parish survey analysis can be found at:
http://www.stlouis.org/media/1/25/St_LouiseSummary2015.pdf