

Saint Luke Catholic Church

Temple, Texas

Strategic Plan

2015 – 2020

Revised as of June 23, 2015
to reflect Fr. James' input



“The parish is the presence of the Church in a given territory, an environment for hearing God’s word, for growth in the Christian life, for dialogue, proclamation, charitable outreach, worship and celebration.”

--Pope Francis

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"Transforming people one at a time is the heart of God's plan for the world."

--Matthew Kelly, *The Four Signs of a Dynamic Catholic*



Mission

***Led by the Holy Spirit,
we are a joyful community of disciples
growing in faith, love and service.***



Vision

*Centered in the love of Christ,
we are on a journey of transformation to:*

- *Awaken to the promptings of the Holy Spirit,*
- *Become intentional disciples,*
- *Share our God-given gifts and talents,*
- *Serve as a welcoming home for the lost and weary,*
- *Love and honor each person as a child of God, and*
- *Carry forth God's message.*

All this we do by the grace of God – and for His glory!



Strategic Objectives
and
Supporting Goals

"If you are what you should be, you will set the world ablaze."

- St. Catherine of Sienna

The Sunday Experience

Strategic Objective:

Create a joyful, meaningful Sunday experience that leads parishioners and visitors to enthusiastically carry forth the love of God to others each remaining day of the week.

Among the many activities of a parish "none is as vital or community forming as the Sunday celebration of the Lord's Day."

--Blessed John Paul II

Specific Goals in Support of this Objective:

(to be developed by Parish Ministries)

Input to be Considered in Developing Goals:

- The Eucharist is the sum and summary of our Faith.
- Develop an accessible and **(inspiring or inviting)** weekend experience, meet people where they are, with the focus from the perspective of "The Lost."
- Provide a "welcoming" atmosphere to include all members of a Host Team so the focus can be on God.
- Liturgical music, manifested in the gift of song, should assist worshipers to grow in their discipleship. Music should be progressive solemnity connecting music to the liturgical action.
- Engage people, young and old, to move from **a consumer culture (passive faith)** to a **participating culture (active faith)**.
- The Homily is the number one place that connects "The Lost" and challenges all church members.

Tap into Talents

Strategic Objective:

Tap into the God-given talents of parishioners to create a more engaged community capable of achieving great things for the glory of God.

Specific Goals in Support of this Objective:

(to be developed by Parish Ministries)

Input to be Considered in Developing Goals:

Ministries: Create a welcoming environment in which everyone is encouraged to actively participate and share their talents.

- Know one another by learning their story, their interests, and their talents
- Identify the talents and interests needed by each ministry
- Invite people to participate with a personal invitation
- Create a spiritual environment that is warm and welcoming

Pastor: Preach Jesus' message of love and service

- Encourage everyone to use their talent as taught in the Gospels
- Celebrate the talent of each unique person

Serve the Community

Strategic Objective:

Be recognized throughout Central Texas as a vibrant, caring community that anticipates and responds to needs of all of God's creation (i.e., human, environmental), from within our own parish to the larger world.

Specific Goals in Support of this Objective:

(to be developed by Parish Ministries)

Input to be Considered in Developing Goals:

Words from Pope Francis in "The Joy of The Gospel"

- "We need to be convinced that charity 'is the principle not only of micro-relationships (with friends, with family members or within small groups), but also of macro-relationships (social, economic, and political ones.'", page 103
- "All of us, as Christians, are called to watch over and protect the fragile world in which we live, and all its peoples.", page 107
- "We must never forget that the planet belongs to all mankind and is meant for all mankind", page 96
- "We are not simply talking about ensuring nourishment or a 'dignified sustenance' for all people, but also their 'general temporal welfare and prosperity.' This means education, access to healthcare, and above all employment, for it is through free, creative, participatory and mutually supportive labor that human beings express and enhance the dignity of their lives.", page 97

Input from "Listening Sessions"

- "Charity begins at home." Serve our own parishioners well: the sick, the poor, et al.
- A highly visible "project of love" (garden for hungry was one example mentioned); Desire to be a more loving church
- LOVE OF ALL: outreach programs; Teach all Catholics to live the works of mercy – faith in action; More service and mission projects
- Greater pro-life efforts – sending groups to prolife rallies, etc., more service opportunities as a parish – missions, etc.
- Provide transportation for those who have no way to get to mass. (Concerted effort to bolster current program with more helpers)
- More community; Have more social, fun, and entertaining events; Meals after all Masses
- Provide more inclusive atmosphere (ex: Asian group exists at St. Luke's, how can we be sure they and other groups feel a part of overall parish?)
- Increased coordination, outreach, and networking between young adults not just in the Temple area, but with other young adults in other parishes. There are not many practicing, young adult Catholics in today's world.
- Free Catholic Education

Foster the Faith

Strategic Objective:

Enrich the spiritual journey and provide solid grounding in the Catholic faith, with formation opportunities for all ages throughout each week.

Specific Goals in Support of this Objective:

(to be developed by Parish Ministries)

Input to be Considered in Developing Goals:

The following come from the various group/individual responses to the Listening Sessions and may be best addressed initially from the pulpit in homilies and during retreats:

1. Interior conversion
2. Secularization
3. Cafeteria Catholicism
4. True Presence in the Eucharist
5. Materialism
5. Clarification of Church's position/doctrine on various issues

Overall themes are more inclusiveness, openness to change, clarification of doctrine/teachings, continue/enhance adult/Keysis/youth educational programs, and inclusiveness/welcoming image for the parish.

To "Foster the Faith" we need to "change our individual hearts" to be open to evangelization of others through our lives and actions.

Every ministry can "Foster the Faith" by asking themselves "Would Jesus be smiling at me for my efforts in His ministry? Would Jesus want to work beside me?"

Ministries could use all available social media and audiovisual resources such as video screens in the narthex to show a short highlight of various ministries after masses, including how to join/volunteer services.

The same audiovisual/social media resources could be used to provide basic doctrinal information including availability of classes.

Small faith groups should continue to be emphasized and expanded.

Communication: The Key to Community and Commitment

Strategic Objective:

Enhance communication efforts, utilizing various forms of media and technology, to build community and commitment to our mission and vision.

Specific Goals in Support of this Objective:

(to be developed by Parish Ministries)

Input to be Considered in Developing Goals:

Two Ways to Communicate:

1. God's Message
 2. St. Luke's Parish Message
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1. God's Message: All over the outreach responses. Very broad, but focused on discipleship, evangelism, teaching God's word, Teaching LOVE, acceptance, and Catholic Rituals/Rites
 2. St. Luke's Message: Focused on reaching out to the disenfranchised, allowing youth to have more say, better/more choir involvement, Social Media presence, directory, Adult formation, be "Jesus to the least of them" - homebound, young families, divorced members, prison,

Build the Future

Strategic Objective:

Anticipate, and address, the physical building, human capacity, educational and other needs to keep Saint Luke Parish vibrant, drawing in new members of all ages, for future generations.

Specific Goals in Support of this Objective:

(to be developed by Parish Ministries)

Input to be Considered in Developing Goals:

Buildings

- Expand building capacity to offer additional programming for children and youth.

Human capacity

- Employ a ministry coordinator to help organize and provide leadership and oversight of the numerous ministries at St. Luke.
- Establish goals for ministries...and evaluate effectiveness at least annually.
- Provide an avenue for ministry leaders to communicate....monthly/quarterly meetings, newsletters.

Education

- Coach families: how to be leaders of their family; how to live a Catholic family life.
- Teach parents how to encourage their children's faith.

Drawing in New Parishioners

- Non-practicing Catholics
- Increase coordination, outreach, and networking between young adults not just in the Temple area, but with other young adults in other parishes.
- Implement Each One, Reach One.
- Support for divorced Catholics
- *Facilitate/provide more faith based social events*

Addenda:

Internal and External Research

Committee Members

Internal and External Research

The Saint Luke Strategic Planning Team's internal and external environmental scans included the following:

- Five members participated in the Diocese of Austin's "Listening Session" in Waco, February 6, 2014.
- Following this "Listening Session" model to gather input around two primary questions (Current Trends /Concerns of the World in Which We Live; Three Wishes to help St. Luke's Parish Nurture and Deepen People's Catholic faith), the team facilitated a total of eight such sessions within our parish during Spring 2014. Some were "open" sessions for any and all parishioners to choose from; others were "targeted" at groups during their regular meetings. These "targeted" sessions included the Keysis youth group, the Men's group, the "YAMs" (Young Adult Ministry), and the Pastoral Advisory (PAC) and Finance Councils, as well as the Parish Staff.
- Reading several books, such as:
 - *The Joy of the Gospel* by Pope Francis
 - *The Four Signs of a Dynamic Catholic* by Matthew Kelly
 - *ReBuilt*
- Reviewing the Diocese of Austin's Pastoral Plan.

Committee Members

Invoking the Holy Spirit for guidance each step of the way, the following Saint Luke parishioners spent hours reviewing and discussing current trends, concerns, and possibilities; followed by hours of wordsmithing mission and value statements, and drafting strategic objectives:

- Kathy Brandner
- Mary Jo Dovale
- Stephen Hanlon
- Mary Lynch
- Sylvia Maedgen
- Craig Wilson
- Susan Wilson

Additionally, the following parishioners were instrumental in laying the groundwork for this effort by beginning a strategic planning process a few years in advance of this latest rendition:

- Carla Clardy
- Andy Dehart (former parishioner)
- Mary Jo Dovale
- Mary Lynch
- Sylvia Maedgen
- Kathy Rasmussen