

# **Saint Luke Catholic Church**

**Temple, Texas**

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## **Strategic Plan**

### **2015 – 2020**

**As of August 2, 2018**

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*“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:***

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

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



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***Strategic Objectives  
and  
Supporting Goals***

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*"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:**

1. Provide adequate tools and resources to ensure that all liturgical ministries are equipped to model and facilitate a welcoming and meaningful Sunday experience.
  - a. Develop a job description for the Liturgical team.
  - b. Develop a job description for the Music ministry.
  - c. Review the existing Host Team job description and make any necessary enhancements.
2. Ensure that all Masses are accessible and can accommodate parishioners and visitors with disabilities and special needs.
  - a. Assess listening devices and replenish or replace.
  - b. Develop a method in which the listening devices can be made readily available to the parishioners.
  - c. Evaluate and retain seating for Mass and ensures that adequate areas are reserved for accessibility by those in need.
3. Engage worshippers, providing a joyful and inviting atmosphere in which they will fully participate in the Mass.
  - a. Liturgical music should be congregational and assist worshippers to grow in their discipleship.
  - b. The availability of journals for notetaking during the Homily should be considered.
  - c. Expressing Christian charity toward all worshipers.
  - d. Let all worshippers know that they are welcome.

4. Call to repentance and forgiveness.
  - a. Let all worshippers know they are Children of God and are unconditionally loved.

### **Input to be Considered in Developing Goals:**

- The Eucharist is the sum and summary of our Faith.
- Develop an accessible and attractive 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 worshippers 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 to a participating culture.
- 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:**

1. Provide an opportunity for each parishioner to fully participate in the life of the church.
2. Ensure that each parishioner is extended a personal invitation to participate in a ministry at St. Luke.
3. Encourage all parishioners to share their time, talent and treasure.
4. Develop a process to document how each ministry is working to fulfill the goals of St. Luke.
5. Maintain an active and current list of service opportunities at St. Luke.

### **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).*

### **Specific Goals in Support of this Objective:**

1. Develop job descriptions for home visits, Eucharistic Ministers, transportation, bereavement, services to home bound and nursing home residents.
2. Encourage young families to participate by providing Mother's Day Out, improving the nursery, and building an outdoor play area.
3. Continue to support Family Promise and communicate the service it provides.
4. Continue to live out our mission of Young Adult Ministries.
5. Continue to live out our mission of St. Vincent de Paul and develop ways in which parishioners can help.
6. Continue to live out our mission of Feed My Sheep
7. Foster Catholic education.
8. Partner with other churches in the community.

### **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”**

- 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:**

1. Hire an evangelization coordinator.
  - a. Develop a job description.
  - b. Coordinate all faith formation leaders by holding regular meetings to share ideas to enhance and promote continuity in teaching.
2. Adult and Children’s Faith Formation
  - a. Review/develop job description.
  - b. Increase opportunities for greater faith formation.
  - c. Increase opportunities for students to be more actively involved in mission outreach programs.
3. Assist the catechetical ministry to thrive.
  - a. Through leader’s training.
  - b. Through pedagogy training.

### **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.

# **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:**

1. Spotlight parish programs in the bulletin and website.
2. Identify a director of communications.
  - a. Develop a job description.
3. Use YouTube to promote and communicate about the faith.
4. Use technology to communicate.
  - a. Flock notes
  - b. ListServ

## **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:**

1. Expand Building.
2. Identify a Ministry Coordinator.
  - a. Develop job description.
3. Maintenance.
  - a. Grounds Keeping.
  - b. Building.
4. Storage.
5. Playground.

### **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