

St. Aloysius Church Strategic Plan

I. Mission/Core Purpose

St. Aloysius Parish embraces and nurtures all, inspiring each to act justly, love tenderly, and walk humbly in the love of God.

II. Core Values/Beliefs

The following Core Values are an essential set of authentic, timeless values that define and guide St. Aloysius Catholic Church. These values define who we are as a parish community, not who we aspire to become.

Worship: We value reverent, faith-filled prayer, scripture and worship, reflecting the glory and majesty of God to whom it is offered.

Catholic Traditions: As an Eucharistic community, we value our Catholic Identity, rooted in the teachings of Jesus Christ and of His Church.

Community: We cherish our faith-centered community, a people woven together in Christ. We love and support one another in keeping with Jesus' prayer "that all might be one." (John 17:21)

Embrace: We are dedicated to a sense of belonging through faith-sharing, reconciliation, and the welcoming of all people, especially those in need.

Formation: We value high quality religious education for all parishioners, their children, returning Catholics and those interested in the Faith. Life-long Faith formation provides a deeper knowledge of God and His will for us so that we will grow in faith and service.

Service: We are dedicated to a loving care for the needs of others.

Stewardship: We encourage all members to share their time, talent and treasure in service to God as a way of life.

Family: We cherish and foster the family as the primary unit of society; it assumes personal values of identity, love, commitment, understanding and self-sacrifice for its own sake.

Human Dignity: We respect the inherent dignity of every person, from conception to natural death, for we believe all persons are made in the image and likeness of God.

III. Vision (5–10 year)

St. Aloysius Parish is a vibrant, welcoming community of peace, love and unity as the living body of Christ.

IV. Goals, Objectives and Actions for 2015

Goal 1

To facilitate and encourage active participation in spiritual growth opportunities and programs, individually and in small and large groups, in order to increase understanding of the Catholic faith, encourage Parish and community involvement, and foster a more meaningful, personal relationship with Jesus Christ.

Objective 1

To nurture the spiritual growth and liturgical formation of Parishioners, especially those who serve in liturgical ministries, and provide opportunities for growth in liturgical spirituality.

Actions

1. Schedule an annual retreat for liturgical ministers, and/or a series of events that provide for liturgical catechesis and growth in liturgical spirituality (by October).

Goal 2

To facilitate and encourage active participation in spiritual growth opportunities and programs, individually and in small and large groups, in order to increase understanding of the Catholic faith, encourage Parish and community involvement, and foster a more meaningful, personal relationship with Jesus Christ.

Objective 1

To support a reorganized and revitalized Children's Liturgy

Actions

1. Compose and edit instructional materials for catechists and organizers; select new leadership and catechists for 2013-2014 academic year (by June)
2. Re-launch Children's Liturgy for first Sunday of each month during academic year (in August)

Objective 2

To increase assembly participation in music ministry and music during liturgy; to raise awareness of "sung prayer" as a form of worship and integral part of the liturgy

Actions

1. To brainstorm with current music ministry leaders and interested Parishioners about ways to encourage participation of the assembly in sung prayer during liturgy

2. Reorganize and provide formation for choirs, cantors and other music ministries to promote active participation by the assembly in the sung elements of the liturgy.
3. Host Mandatory Cantor Training
4. Consider adding music/vocal scholars to the choirs to support our music ministry
5. Continue discussions and interviews for choral director

Objective 3

To support a revitalized Stewardship of Ministry that clearly and consistently coordinates volunteer activity (with Community Life; see Objective 1 under Community Life)

Actions

1. Ensure that the coordinator of each liturgical ministry contacts all those who have signed up to serve in a particular liturgical ministry through the Stewardship of Ministry Appeal or by completing a census packet.
2. Schedule regular training sessions for each Liturgical ministry throughout the year (and as needed for individuals) and publicize through Parish publications.
3. Coordination between Worship and Administration Commission to explore computer program to make scheduling volunteers easier

Objective 4

To improve sound system that will improve the assembly's response to the spoken and sung word

Actions

1. Consult a new Sound Technician who will be present at all mass times on a Sunday to evaluate and fine tune the current sound system
2. Consult with an Acoustical Engineer with experience in Liturgical Worship to make recommendations for the overall acoustics of the church building

Goal 3

To have an effective communication program for internal communications to Parishioners, external to prospective Parishioners, and the general public in providing efficient, transparent, and timely information to interested stakeholders. Communication will occur in all appropriate channels available to the Parish.

Objective 1

To have an informational, easily accessible, updated website.

Actions

1. Launch a new point of interest on the home page of the Parish website highlighting current acute volunteer needs in all areas of ministry (in "Help Wanted" ad style).
2. Dedicate a section within the volunteer opportunities area for service needs qualifying as legitimate service hours for teens, particularly those that are repetitive needs.

Objective 2

Create a St. Aloysius centralized Parishioner database to have the most up-to-date information for Parishioners and to annually update on an ongoing basis.

Actions

1. Create formal policy on how database will be updated and information will be used and disseminated to ministries

Objective 3

Develop a communication process that the Parish will use to provide all interested parties with the information process. How information is distributed, and who needs to know about the release prior to distribution, will be provided.

Actions

1. Form communication subcommittee of the Parish council to form the guidelines.

Goal 4

To generate the necessary financial support to fulfill our mission

Objective 1

To remain debt free, consider launching capital campaign building on the success of "Hand-in-Hand."

Actions

1. Organize Capital Campaign when Master Plan is completed

Goal 5

To have newly upgraded, functional, quality facilities that accommodate the various spiritual, educational and social needs of Parishioners.

Objective 1

Develop a master plan that addresses the physical needs of Parish and guides the investment, siting and build-out of future facilities including, but not limited to a new Childcare center, administration building and community center.

Actions

1. Professional firm underway working with parish leadership in developing master plan.
2. Other immediate facility needs?

Goal 6

To witness to the gospel through promoting social awareness, evangelization and outreach to those in need.

Objective 1

Maintain Stephen ministry as a ministry of trained and organized by lay caregivers to provide care to all Parishioners in need with one-on-one Christian care to individuals facing life challenges (grief, divorce, career, financial difficulties, job loss or other life struggles).

Actions

1. Increase the number of care receivers of Stephen Ministry services in our parish and recruit additional care givers as needed
2. Recruit new class of Stephen Ministers and discern new leadership in the next several months so that at least one or two new leaders can be trained prior to 2015 and the 2 year termination of present leaders
3. Promote Stephen Ministry programs throughout our parish and the greater community.

Objective 2

Articulate inter-generational opportunities for faith building through active volunteerism in our Parish as well as in the Baton Rouge community.

Actions

1. Establish a framework whereby currently defined ministry groups and families willing to help outside our Parish can be linked with needy community organizations on an ongoing basis.

Objective 3

Define "Evangelization" and proceed to evangelize throughout all of our ministries, programming and events.

Actions

1. Define the term "Catholic Evangelization".
2. Participate in the Cantera Mission by sending parish ambassadors to Nicaragua and having these ambassadors bring back and implement programs in St. Aloysius Parish and our greater community with our adult and youth programs.

3. Increase participation in Kairos Prison Ministry and discern Kairos Outside ministry to evangelize the hearts and minds of inmates at Angola Prison and their families on the outside.
4. Objectively review our ministries, programming and events to identify opportunities and take steps to evangelize hearts and minds.

Goal 7

To provide seamless opportunities for lifelong growth in love and faith through teachings of the Catholic faith

Objective 1

Explore opportunities for spiritual and educational events addressing different age groups simultaneously for shared "inter-generational learning".

Actions

1. Establish a community-based night of prayer and catechesis to further develop a faith-based spirituality.
2. Establish a Community-based Night of Prayer and Catechesis to Further Develop a Faith-based Spirituality
3. Email Blast an Adult Faith Formation Survey to all parishioners to assess the needs and desires of our parish family

Objective 2

Advance and further define the focus of the Speaker Series Ministry as an instructional parent resource for our Parish.

Actions

1. Create a subcommittee to work in conjunction with St. Aloysius School and develop goals and guidelines that address practical aspects of hosting speakers focusing on child development issues at varying ages as well as issues pertaining to parenting middle and high school youth.
2. Establish annual missions and retreats to reenergize the Catholic Church in our Parish, making the Genius of Catholicism accessible to all ages, thus to live everyday with passion and purpose.
3. ACTS (Adoration Community Theology Service) Begin developing Catholic Traditions, such as sacraments, meditations, and adoration, while trying to form and further personal spirituality as well as the communal spirituality of the Parish through the Guidance of the Holy Spirit.
4. Establish Momnipotent to encompass all mothers to enrich their spiritual lives and the lives of their children and family

Objective 3

Develop methods to assist the Child Care Center incorporate the teachings of the Catholic faith in its curriculum on a regular basis.

Actions

1. Promote a directed Parish ministry to devise and carry out a faith development program specifically formulated for the Child Care Center

Objective 4

Foster a connection between the middle and high school youth of St. Aloysius and Parish ministries other than youth ministries by creating opportunities for inter-generational interaction.

Actions

1. Cultivate the development of positive interplay between ministries by incorporating testimonials from adult ministers into traditional "youth" activities, such as Fall Retreat, Life Nights, etc. in order to increase interest in further ministry involvement.

Objective 5

Maintain enrollment and interest of students moving from Middle School to Junior High School in the Parish School of Religion.

Actions

1. Establish a fact-finding committee to survey the families targeted by Junior High PSR and determine what factors affect whether they continue participation or choose to stop attending PSR activities at this level. Formulate a course of action to address these transitional weaknesses in order to reduce the attrition rate.

Goal 8

To create a welcoming and participative environment that permeates all ministries and fosters a spirit of belonging to build relationships and enhance community

Objective 1

By July of 2013 develop methods that all ministries can use to solicit volunteers through parish wide mediums

Actions

1. Develop standard menu of options for ministries to use to solicit volunteers in order to expand volunteer base – see Goal 3 Objective 1 (are these the same?)

2. Coordinate with communication subcommittee of Goal 5 to expand outreach for volunteer activity.

Objective 2

By July of 2013 create a standard process for each commission to use for collection and reporting ministry activities on a quarterly (or annual) basis.

Actions

1. Form subcommittee (cross council membership) to develop standardized tools for collection and reporting ministry activities (including information regarding volunteer participation)
2. Establish standard reporting timeframes for commission members to collect and report information to council

Objective 3

Conduct annual evaluation of ministry activities to ensure all meet parish priorities and all members of parish have opportunities for community experience.

Actions

1. Form subcommittee (cross council membership) to conduct annual evaluation of ministry activities to ensure all meet parish priorities and all members of parish have opportunities for community experience; ensure linking process is working

Objective 4

By end of 2014 ensure that 100% of new parishioners get personal welcome to the parish and are offered ministry opportunities within one month of joining parish.

Actions

1. Reevaluate Ambassador ministry to ensure they are meeting objective
2. Develop standard reporting to ensure they are meeting objective

Objective 5

Develop standard process for ministries to follow up with volunteers to give some type of recognition

Actions

1. Ministry Appreciation Day (Agenda)
2. Although there was no Ministry Fair in 2014, Worship Commission is planning for scheduling this in 2015

Objective 6

Evaluate and assess parish-wide, inter-generational events that enhance community life

Actions

1. Create metrics for each event for purposes of assessment
2. Assess and develop volunteer coordination for better placement of parish talent within community life activities