

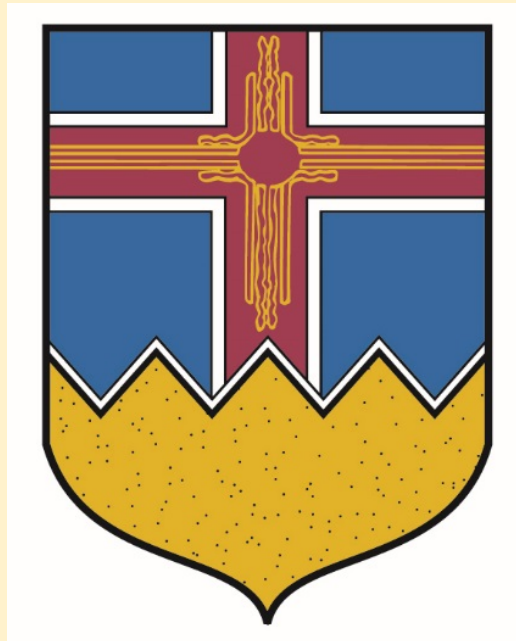
Roman Catholic Diocese of Las Cruces

Diocesan Pastoral Priorities

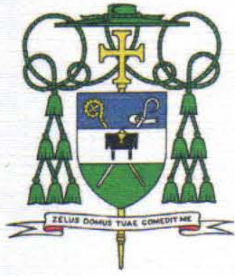
Growing in the Qualities of an Engaging Church

Stewardship

Parish Self-Study Guide 2016-2017



*Holy Spirit guide us, renew us, and strengthen us
as we journey together as the people of the diocese.*



Roman Catholic Diocese of Las Cruces

Most Rev. Oscar Cantú
Bishop

July 2016

Greetings and Blessings to the Faithful of the Diocese of Las Cruces,

“What do you possess that you have not received?” This was a question St. Paul posed to the Corinthians (1Cor4:7). I remember the first time I actually reflected on this question, and realized that I have *nothing* that I did not receive! First of all, life. Life is a gift. Health. Health is a gift. Intelligence, skills, etc. Yes, I develop my intelligence and skills, and maintain my health, etc. But all that I have can be traced back to a gift. What about my job? I work hard for the money I earn. It’s mine. Yes, I am employing gifts and talents, which I developed, but they were first given to me. Given to me from whom? God.

What, then, is the proper response to a gift? Or many gifts? Gratitude. That is what God desires in response to His many gifts to us: gratitude. It is important that gratitude be expressed in words and gestures. First, because our beneficiary is God, the proper response is prayer of thanksgiving. In fact, that is exactly what “eucharist,” the word we use for Mass, means. Eucharist means thanksgiving. And so the celebration of the Eucharist is an expression of thanksgiving to God first of all for His giving us life, love, grace, and salvation in His Son, Jesus Christ. Secondly, we thank him for his particular gifts to us: family, health, talents, work, etc.

Worship is the primary response to God’s graciousness and generosity. When we realize that all that we are and have is a gift, our entire life becomes a response of gratitude. Our work becomes a work of gratitude. Caring for our family becomes a work of gratitude. Caring for our health, our community, our environment, our Church – all become works of gratitude. It is of particular importance to care for the works of the Church, as this is how the Gospel is preached, the sacraments are celebrated, and works of charity and justice are carried out.

I ask that during this Year II of development of our Diocesan Priorities, we all reflect on how we express our gratitude to God for His many gifts to us. I invite us as well to commit, if we haven’t already, to a return of time, talent, and treasure to our family, Church, and community in gratitude to God.

Let us pray for each other, that this may be a year of grace for all of us!

Yours in Christ,

Most Reverend Oscar Cantú
Bishop of Las Cruces

1280 Med Park Drive • Las Cruces NM 88005-3239 • 575-523-7577 • FAX 575-524-3874
ocantu@dioceseoflascruces.org

Pastoral Priorities

In 2015, Bishop Cantú promulgated these diocesan priorities to guide us, the faithful, to build up the Body of Christ that is the Church here in southern New Mexico.

Year 1 (July 2015-June 2016): *Evangelization and Liturgy*

Year 2 (July 2016- June 2017): *Stewardship*

- Parish Self-Assessment and Follow-up Plan
 - July: Distribution of Parish Self-Study Guides
 - August-September: Parish Completes Assessment
 - September-October: Parish develops 1-2 SMART Goals and an implementation plan for the *pastoral priorities*.
 - November-May 2016: Implement plan to achieve the SMART Goal
 - May: Evaluate SMART Goals to determine how effectively they were achieved.
 - June: Submit to the Diocese a *Best Practice* the parish has developed in Stewardship, which will be shared with other parishes.

Year 3 (July 2017-June 2018): *Pastoral Care of Families*

Year 4 (July 2018-June 2019): *Faith Formation*

Year 5 (July 2019-June 2020): *Youth and Young Adult*

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PARISH SELF-STUDY GUIDE

Assessment Tool:

The *Parish Self-Study Guide* serves as a tool to assist you in assessing your parish in the priority area of *Stewardship*. In the following pages, stewardship and the principles of stewardship will be explained. Following the explanations will be a list of questions called “Take a Pulse” Stewardship Review” to help your parish assess how it has implemented these principles.

SMART Goals:

Once you have assessed your parish in the area of stewardship, using the assessment responses as a guide, develop a **SMART goal** for improvement in one or two aspects of stewardship. **SMART Goals** are:

Specific: Well defined! A specific goal has a much greater chance of being accomplished than a general goal. To set a specific goal the five “W” questions need to be answered:

- Who:** Who is involved?
- What:** What will be accomplished?
- When:** Establish a time frame.
- Where:** Identify a location.
- Why:** Specific reasons, purpose or benefits of accomplishing the goal.

EXAMPLE: General goal: Provide training for Readers.

Specific goal: To have the Word of God proclaimed with ardor, St. Mary Parish provides three-hour training for new readers twice a year - in February and in September.

Measurable: Concrete criteria for measuring progress toward the attainment of each goal you set.

With the example specific goal, there are three concrete areas for measurement - three-hour training; twice a year; and the number of new readers.

Agreed Upon: Stakeholders, such as, the parish staff, pastoral council and finance council, will define the goals and reach a consensus. The goals will be attainable when all parties agree to its importance and are willing to work towards its achievement.

Realistic: The goal represents an objective toward which you are both *willing* and *able* to work. EXAMPLES:

Unrealistic goal: To deepen our parishioners' relationship with God, our parish will quarterly sponsor a 3-day mission, offered twice a day by a nationally acclaimed spiritual director.

Realistic goal: To deepen our parishioners' relationship with God, our parish will sponsor a 3-day mission during Lent, offered twice a day by a well-known spiritual director.

Time-Based: A goal should be grounded within a time frame. With no time frame tied to it there is no sense of urgency. However, if anchored within a timeframe, a mindset is put into motion to begin working on the goal.



Pastoral Priority: Stewardship

What is Stewardship?

"Where your treasure lies, there is your heart also."(Mt. 6:21) This was Jesus' message to the large crowds that gathered in Galilee. In explaining that one cannot serve both God and money simultaneously, Christ implored those about him to seek first the "treasures in heaven." Today, given the emphasis on materialism in modern society, this notion of Christian sacrifice is no less significant.

Stewardship is a demonstration of our love for the Father, Son and Holy Spirit. It is a personal response to Jesus' call to share with one another the many gifts and graces entrusted to us. Adapted from an Old Testament tradition known as tithing, stewardship is the practice of sharing a percentage of our time, our talents and our treasure with others through God's Church.

In stewardship, we are asked to take a more active role in our parish by volunteering our time and talent. We are also asked to examine our weekly income to consider giving five percent of our treasures to our Parish, one percent to our Diocese - and four percent to be shared among other worthy charities, including national and international special church collections. Such planned giving heightens the spiritual fulfillment of our sacrifices by making them a pervasive and fulfilling aspect of our daily lives.

Like the disciples who chose to follow Jesus' path, trusting completely in God will bring us nearer to Him. As a result, we will have a clearer understanding of God's presence in our lives and the peace that comes with His promise to provide for each of us.

In addition to the *Parish Self-Study Guide* provided here, there are other excellent resources on stewardship available to our parishes. Please refer to the resource table at the end of this section.

Susan Roberts, Director Development, Stewardship and the Foundation of the Diocese of Las Cruces, has taught stewardship for twenty years. Please call the development office with any questions about implementing the stewardship program in your parish. The development office has a stewardship manual, and can offer sample documents for your use. The Catholic Diocese of Charleston, for example, has a wonderful example titled *Building up the Kingdom Today*.

Resources for Stewardship

Stewardship: Disciples Respond-A Practical Guide	International Catholic Stewardship Council
Parish Stewardship Program - Program Manual	Diocese of Las Cruces, Development Office
Children's Stewardship Manual	International Stewardship Council
How to Present A Ministry Fair Stewardship Programs for Children and Youth	Rita McCarthy Swartz; Sheed and Ward 1.800.333.7373
Stewardship – A Parish Handbook	C. Justin Clements; Liguori Publication 1.800.325.9521
Sixty-Second Stewardship Sermons	Charles Cloughen, Jr., The Liturgical Press 1.800.858.5450
Sharing Treasure, Time & Talent A Parish Manual for Sacrificial Giving or Tithing	Joseph M. Champlin, The Liturgical Press 1.800.858.5450
Sharing the Ministry	Jean Morris Trumbauer, Augsburg Fortress 215.951.6709
International Catholic Stewardship Council	www.catholicstewardship.org
The Office of Stewardship and Mission Advancement	www.catholic-doc.org/stewardship

Ministries Directly Related to Stewardship Efforts

This is a partial listing of suggested ways to enhance the stewardship effort in your parish. To obtain an expanded list, please contact the development office.

- Outreach Tithe Group – empowers parishes to make “the leap of faith”
- Establishing a Ministry Data Base – shows which ministries are truly involved, growing, and become defunct
- Young Adult Education – sponsor “Gift Workshops” for those in Confirmation process, newly confirmed, or teens.
- Educational Materials – write a series of articles for websites, parish newsletters on ways to be a good steward.
- Welcoming Ministry/Newcomer Welcome – create a group whose sole purpose is to be a welcoming voice to the parish family
- Long Range Planning – name the parish goals and plan for them.
- Marketing Group – look at how to deliver the stewardship message, beginning with parish logo.
- Children's Stewardship Education – develop a Mother's Group, a Children's Newsletter, designing children's envelopes for stewardship.

Introduction to Stewardship

Stewardship – the word “comes from an Old English expression “sty ward,” which meant “the keeper of the pigs.” Eventually, the expression came to refer to anyone who had responsibility for the estates or properties of another.

Stewardship in the religious sense is described by The National Catholic Stewardship Council in this way: *“Man's grateful and obedient response to God's redeeming love, expressed by the use of all resources for the fulfillment of Christ's mission in the world.”*

True stewardship resides in the practical recognition that we are not the masters of our possessions. Everything we have - the gifts of nature, of grace, and material goods - are received because of God's love. It is our responsibility to use these favors from God not only for our own benefit, but to also use them to further His interest and the spiritual and secular welfare of all humankind.

Stewardship is a call to a different way of life requiring the sharing of all gifts from God, our time – our talent – and our treasure - for the betterment of all.

The following are principles which guide this understanding of stewardship as a different way of life.

Principle 1: Stewardship is an act of service to God and all mankind

To be a steward of our God-given graces and gifts, we must perform acts of service to God directly as well as to Him through humankind. This system provides the most logical means of showing appreciation for the blessings He has given us. Christ himself gave us the best example of what it takes to be the **perfect steward**. In Mark's Gospel (10:45), Jesus is quoted as follows, *“The Son of Man has not come to be served but to serve - to give his life in ransom for the many.”*

Humberto Cardinal Medeiros, speaking at the First International Stewardship Seminar in Rome, October 1973, had this to say about acts of service and stewardship, *“The Lord's bounty has been widely distributed and so must be widely dispersed. Yet, how many of us fail to take stock of the blessings a good God has bestowed upon us; how many TALENTS are buried unused, how many swallowed up in our comfort, our leisure, our laziness and our satisfaction! If we are not asked for more than we have, we are surely asked for what has been given. In addition, every service must be rendered...conscious of His grace, aware of His presence, accepting His help and ready to receive His judgement. This is stewardship of the Lord....”*

Principle 2: Stewardship encompasses everything in life

Once we accept the precept that **all** gifts and graces are received from God, we then must use them as God's stewards. We cannot accept only those gifts that we feel may fit our personal desires or life patterns. To be followers of Christ is a full-time vocation; therefore, we must emulate His example. Every aspect of our lives affords us opportunities for Christian stewardship involvement.

The teachings of Christ tell us that stewardship involves all of life, not just selected parts of it. Divine grace, mental capabilities, manual dexterity, artistic talent, parenthood, wealth, natural resources, social responsibilities, obligations of family, community, government and justice - and even life itself - all are God-given. In the true perspective of stewardship, these are recognized with gratitude as gifts bestowed by a loving God, to be used in a manner that will acknowledge His ownership and our temporary use.

Principle 3: Stewardship is inspired by our Love of God and for His People

Stewardship can be defined as "the vocation of a Christian." As a vocation, it has basic elements of purpose, action, and reaction. The National Catholic Stewardship Council lists these elements as simply: time - talent - and treasure.

To the individual committed to the total spirituality of stewardship as a vocation, these elements are defined as follows:

Time - the "catalyst" in which the individual applies his talent and treasure throughout the day, out of love for Christ and the salvation of mankind.....within the family, the parish, the community and other areas of action.

Talent - the "tools" of Christian action that are summarized in the following: God-given grace, moral values and judgements; natural endowments of physical aptitudes, intelligence and will; inherited endowments of family situation and material wealth.

Treasure - The "rewards" of action and inter-action within the vocational endeavor: Sanctifying grace; life; unification of body and soul, material assets and wealth.

When we are properly motivated by a love of God and for His people, our stewardship vocation becomes an integral part of our lives. The sharing of our God-given time, talents, and treasures then has great religious significance as an ingredient of our salvation.

Principle 4: Stewardship is reinforced by regular participation in the Liturgical Life of the Church

If we are to be effective in our service to God and His people, our stewardship must stem from the liturgical worship of the Church. For it is here that we find the divine motive, the word of faith and the grace necessary to be **good stewards**. Regular attendance at liturgies provides the Christian steward with the proper mental attitude and strength of purpose.

In his book, *Stewardship, A Call to a New Way of Life*; Father Hugh J. O'Connell, C.S.S.R. reminds us - "...it is chiefly in Church worship that the sense of community is developed and sustained which will make Christians conscious of their responsibility to others. In the liturgy, Christ renews His own total self-giving to the Father; He unites the Church to Himself and dispenses the grace of redemption. Liquorian Books, 1969

Through liturgical worship, the Christian Steward takes the grace, zeal and power she or he receives into the everyday world where he strives to perpetuate the mission of Christ by his own example, by word and by deed.

Principle 5: Stewardship requires the virtuous use of time

To the Christian steward motivated by the love of God and love for His people comes the practical understanding of time. The Christian steward recognizes that each instant of the day is God-given, and further recognizes that the use of this time for God need not be confined to liturgical formality but should be applied to Christian living throughout the day. In Saint Paul's First Letter to the Corinthians, (10:31), we are told: "The fact is that whether you eat or drink - whatever you do - you should do all for the glory of God."

A simple promise upon awakening each day that every minute of the day will be dedicated to a love for God and His people and a simple prayer of thanksgiving at the close of each day provides the guidance for utilizing time in a Christian sense all day long. These simple acts establish the framework for stewardship actions in our every deed

Principle 6: Recognizing the opportunities for Stewardship

In God's Stewardship plan, each individual is given certain talents and abilities to be used in His service. There should never be a question of how or when these talents will be used, for the opportunities are many. The real question is this: "Will we use them?" The opportunities to employ our talents are not confined to direct involvement in the universal community of the Church. They also reach into the community of humankind. These opportunities can be classified them as: Individual, Organized, and Everyday. Individual Opportunities: Here the steward strives for personal spiritual growth through prayer and individual service to others. She or he daily communicates with God in a prayer of thanksgiving and for guidance. The steward learns to recognize the

opportunities to respond to human needs through personal acts of aid and comfort to the poor, ill, aged and to those who are grief-stricken, oppressed and destitute.

Organized Opportunities: There are many organized opportunities for the good Steward to use his or her talents. For example, the parish, the diocese, the missionary structure of the Church offer many opportunities for good stewards to use their talents.

- The parish community - serve in a variety of roles, as a reader, an usher, a catechist, by becoming involved in any of the numerous ministries of the parish.
- The diocese and the missionary structure of the Church - Catholic Charities, St. Vincent de Paul Society, Catholic Relief Services, missionary programs, blood donor appeals, assistance programs for the elderly, handicapped and the ill, diocesan service programs and appeals, and other specific endeavors.

Everyday Opportunities where we find the finest opportunities to put the principles of Christian stewardship into effect in practical situations. This is our everyday world of work and leisure. As we go about our work, it is our responsibility to set an example of love and respect for everyone to emulate. A good steward also always accepts the responsibility of respect for God-given natural resources.

The practitioners of stewardship carry the grace and power they receive from their faith everywhere. They constantly strive to transform their world into a place where God's purpose is fulfilled.

Principle 7: Stewardship recognizes that all the treasures we amass are from God and are to be used to His Glory

The seventh principle of stewardship deals with sharing material wealth. If we believe that both time and talents are God-given gifts, then it follows that the fruits of these two favors, our treasure, is also God-given.

As Christian stewards, we recognize that treasure is a reward of Christian life. Specifically, that the accumulation of sanctifying graces and material wealth results from the application of God-given time and talent.

Therefore, it is important to understand the spirituality of stewardship of treasure. It is giving back to God a portion of what He has blessed us with.

Money, wealth and possessions in any amount are tremendous blessings when they are made a part of God's plan. Mindful of our recognition that all we are and have belongs to the Master, Christian stewards know that assets such as these cannot be excluded from the total gift of ourselves to the Master. We fully realize that assets represent the products of God's gifts of time and talent, are ours to use, and represent a trust from the true Owner, God. In a strict sense of stewardship, they should be used entirely to the glory of God to meet the spiritual, physical and temporal needs of ourselves, and our families, and for the betterment of humankind, with the same spirit of love in which they are received from God.

From the earliest centuries of our Church, the offering of gifts was integrated into the liturgy of the Mass thereby making it an active part of the worship service. Then, the gifts consisted of bread, wine and other so-called staples offered to God. Some were used in the sacrifice of the Mass and the balance returned for the support of the Church and its priests and for distribution to the poor.

Today in the Church, the same act of worship continues. We offer to God gifts that are the results of the use of our time and talent. The offering is one dimension of the total offering of ourselves. *"It is important to note that the gifts brought by the faithful are offered first of all to God. God then accepts a part of these goods for the sacrifice. The rest He gives back for the support of the Church and its ministers and for the poor."* (Rev. Hugh O'Connell, C.S.S.R)

Principle 8: Stewardship's ultimate accountability

It is inconceivable to believe that when one is entrusted with any form of worldly or spiritual management privilege, that there will not be some form of accountability attached to that privilege --the greater the responsibility, the greater the accountability.

Management in the usual sense, concerns itself with the use of time, talent and treasure for this life only. In the stewardship sense of the Scriptures, it goes beyond the time of this world into eternity. It is in the spiritual sense that our stewardship of God's gifts should always be considered.

In His teachings, Christ has provided the guidelines for action in exercising the gift of management or stewardship. In a number of ways, He has taught the prudence of preparedness for accountability, and has revealed the nature of judgement that will be faced.

- Matt. 25:21 - *"Well done! You are an industrious and reliable servant. Since you were dependable in a small matter, I will put you in charge of larger affairs. Come share your master's joy."*
- Luke 6:38 - *"Give and it shall be given to you. Good measure pressed down, shaken together, running over, will they pour into the fold of your garment. For the measure you measure with will be measured back to you."*
- Luke 12:16-21- *"There was a rich man who had a good harvest.' What shall I do?' he asked himself. 'I have no place to store my harvest. I know!' He said. 'I will pull down my grain bins and build larger ones. All my grain and goods will go there. Then I will say to myself: You have blessings in reserve for years to come. Relax! Eat heartily, drink well. Enjoy yourself.' But God said to him, 'You fool! This very night your life shall be required of you. To whom will all this piled-up wealth of yours go?' That is the way it works with the man who grows rich for himself instead of growing rich in the sight of God."*
- Matt 25: 31-46 The final judgement

"Stewardship is not something about which we can say: 'take it or leave it,' the stakes here are nothing less than salvation and eternal life. When we walk away from stewardship, we walk down hill and the end is exterior darkness. When we embrace it - then we make Christ live again among us, then through the Son do we glorify the Father." Humberto Cardinal Medeiros

Principle 9: Parish stewardship goals and objectives

Vatican II states: *"The Parish brings together the many human differences found within the boundaries and draws them into the universality of the Church."*

The Parish is the visible focal point of our faith, the channel God has chosen to give us His special graces through the sacraments. It is a forum where we gather as a community to give witness to Christ.

Inherent with this identification as a community of God, is a responsibility to join together in support of common goals. In order for the goals to be understood by all, it is necessary for the membership to know the mission of the community and subscribe to its creed. Thus each parish should develop a well thought mission statement with stated values and goals to assist the faithful in fulfilling the mission.

Principle 10- Stewardship and Church support

The basis for stewardship is the recognition of membership in the Mystical Body of Christ, in the People of God, is. As such, the faithful do not work for the Church or give to the Church as though it were something outside themselves. **We are the Church; we are the Mystical Body of Christ; we are the People of God.**

The faithful enjoy the inexpressible privilege of sharing in the faith and in the divine life brought by Jesus Christ. At the same time, however, one must recognize one's personal responsibility to promote the welfare of the whole Church, the Body of Christ, of which the faithful are members. This realization will transform the faithful's whole attitude toward the support of the Church, and enable them to give time, talent, and treasure to the work of God with a sense of joy and generosity and consecration greater than they have ever known before. The faithful then give not merely out of a sense of duty, but because we love God and His Church.

In summary, the practice of stewardship as it relates to the support of the Church demands:

- Humility, thankfulness, faith and love, sacrifice
- A spirit of unity – a sense of personal responsibility

Each one must seize all opportunities to live stewardship. Some say: "If only our Church would do this or that." We are the Church! In the spirit of loyalty to Christ and concern

for others, each of us must live up to our own responsibility and fulfill our own personal vocation.

Sacrificial Giving

To “sacrifice” means to “make sacred.” Through sacrificial giving, we “make sacred” the works of our daily lives. We offer God, upfront, a gift of the fruits of our labor. It also means to go without something we truly value for the sake of something greater still.

The “first fruits” described in the Bible put the needs of the church first rather than giving to God what is remaining.

A model for sacrificial giving is to prayerfully consider offering one’s gifts in this proportion:

- sacrificing 5% of wages to the parish,
- 4% to charities
- 1% to the United in Ministry Annual Appeal.

“I ask you one thing: do not tire of giving, but do not give your leftovers. Give until it hurts, until you feel the pain.”
Mother Teresa

"Take a Pulse" Parish Stewardship Review

Please circle the number that is closest to where your parish is for each task:

1. Nothing has been/will be done
2. Plans made, but not yet implemented
3. In progress of implementation
4. In place for less than 1 year
5. Fully in place for 1 or more years and making measurable progress.

1. Prayer (Spirituality/Gratitude)

Low

High

Implement Eucharistic Adoration at some level	1	2	3	4	5
Include stewardship themes in the Prayers of the Faithful (gratitude, service)	1	2	3	4	5
Install a "Book of Blessings" in church for people to write why they are grateful	1	2	3	4	5
Provide witness talks/reflections periodically by parishioners who are stewards of Christ's life and love	1	2	3	4	5
Give homilies with stewardship themes regularly emphasized	1	2	3	4	5
Ensure uplifting and inspirational music at all Masses	1	2	3	4	5
Encourage prayer (provide prayer resources, reciting a stewardship prayer together at	1	2	3	4	5
Begin and end all parish meetings and functions with prayer	1	2	3	4	5
Schedule an annual staff and ministry stewardship retreat, or parish mission	1	2	3	4	5
Establish a parish prayer chain in both email and phone format	1	2	3	4	5

Total Score _____

2. Formation (Planning/Education/Communication)

Formed and commissioned a parish stewardship commission/council, not reporting to the Finance Council, and it meets no less than six times annually	1	2	3	4	5
Establish and follow an annual plan ensuring year-round stewardship activities and communications	1	2	3	4	5
Insert stewardship articles and quotes in the bulletin monthly	1	2	3	4	5
Hold annual ministry awareness activities for parishioners	1	2	3	4	5
Bless and commission ministers/volunteers annually	1	2	3	4	5
Provide methods for and encourage electronic giving	1	2	3	4	5
All parishioners receive envelopes if not donating electronically	1	2	3	4	5
Include stewardship education in RCIA, young adult, and all Religious Ed programs	1	2	3	4	5
Thank/show appreciation for donors, ministers/volunteers on a frequent basis	1	2	3	4	5
Include photos and articles on parish stewardship activities in the newsletter	1	2	3	4	5
Send staff and ministers to International Catholic Stewardship Council or other stewardship conferences and events for ongoing formation, networking and access to helpful resources	1	2	3	4	5

Total Score _____

3. Welcoming/Hospitality for All

Low

High

Train and schedule greeters at every Mass to welcome people by name	1	2	3	4	5
Provide regular hospitality after all Masses to develop fellowship	1	2	3	4	5
Staff a parish information table after all Masses to answer questions	1	2	3	4	5
Send cards commemorating special events (birthdays, baptisms, etc.)	1	2	3	4	5
Implement an effort such as <i>Catholics Come Home</i> for inactive Catholics	1	2	3	4	5
Provide ample accessible parking and seating in Church	1	2	3	4	5
Install proper signage so people can easily find their way around the facility	1	2	3	4	5
Extend office hours if necessary to meet parishioner needs	1	2	3	4	5
Answer the phone with a live voice rather than a service/machine	1	2	3	4	5
Offer easily accessible registration for new parishioners	1	2	3	4	5
Welcome all new parishioners in some formal way with parish materials	1	2	3	4	5

Total Score _____

4. Service (Sharing)

Share parish resources of time, talent and treasure lovingly, in justice with individuals in need (Angel tree, St. Vincent de Paul Societies)	1	2	3	4	5
Share parish resources of time, talent and treasure lovingly, in justice with local/diocesan community (Jail ministry, other outreach)	1	2	3	4	5
Share parish resources of time, talent and treasure lovingly, in justice with National/worldwide communities (mission trips)	1	2	3	4	5
Demonstrate the parish is a good steward of creation by recycling, taking part in environmental activities					
Demonstrate the parish is a good steward of vocation by regularly holding	1	2	3	4	5
Demonstrate the parish is a good steward of faith by participating in collections for outreach, worldwide efforts	1	2	3	4	5
Hold an annual opportunity for commitment of time, talent and treasure	1	2	3	4	5
Sponsor community days of service for outreach and assistance	1	2	3	4	5
Return a percentage of income to charities (not incl. spec collections)	1	2	3	4	5

Total Score _____

Parish Name _____

Date Completed _____

Completed by _____

Next Review Date: _____

SMART GOALS WORKSHEET

Priority: _____

Specific: What exactly do we want to accomplish? (who, what, when, where, why)

Measurable: How will we know when we have reached this goal?

Agreed Upon: Have we come to a consensus that this a parish goal? Was anyone who is impacted by this goal not included in the development of the goal? How will we include them going forward?

Realistic: Are we willing and able to work toward this priority? What resources or partnerships to we need to have to achieve this goal?

Time-Based: When will we achieve this goal?

This goal is important because: _____

SMART GOALS WORKSHEET

Priority: _____

Specific: What exactly do we want to accomplish? (who, what, when, where, why)

Measurable: How will we know when we have reached this goal?

Agreed Upon: Have we come to a consensus that this a parish goal? Was anyone who is impacted by this goal not included in the development of the goal? How will we include them going forward?

Realistic: Are we willing and able to work toward this priority? What resources or partnerships to we need to have to achieve this goal?

Time-Based: When will we achieve this goal?

This goal is important because _____



Diocese of Las Cruces
2016-2017 Pastoral Priority
Stewardship Prayer

Good and gracious God,
giver of every ability,
of every possession,
of life itself.

Bless us with the grace
to receive your gifts gratefully,
care for them wisely,
and share them generously.

May our giving back of our time,
talent and treasure
build up your kingdom here on earth
and give you glory and praise.

We ask this through Christ our Lord,
who by his life modeled for us
true stewardship.

Amen.



Diocese of Las Cruces
2016-2017 Pastoral Priority
Stewardship Prayer

Dios bueno y clemente,
Dador de toda habilidad,
de todos los bienes y de la vida misma.
Bendícenos con tu gracia
Para recibir tus dones con gratitud,
Para cuidar de ellos sabiamente,
Y para compartirlos generosamente.
Que nuestro tiempo,
talento y tesoro que ofrecemos
Construyan tu reino aquí en la tierra
Y te den gloria y alabanza.
Te lo pedimos por Cristo nuestro Señor,
Quien por medio de su vida nos reveló
la verdadera corresponsabilidad.
Amén.

Acknowledgements

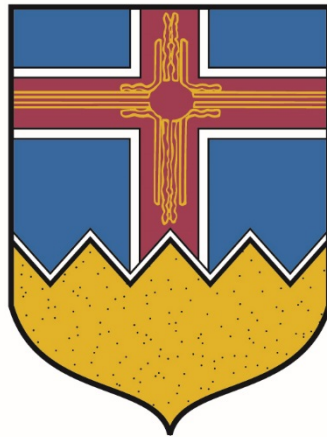
The Diocese of Las Cruces' Stewardship Office would like to thank Bishop Cantú for his inspiration and guidance.

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Roman Catholic Diocese of Las Cruces



1280 Med Park Drive
Las Cruces, New Mexico 88005
www.dioceseoflascruces.org