

St. James the Apostle Roman Catholic Church



PASTORAL PLAN

2021 - 2026

Mission

Rooted in the Catholic Faith, in order to build up the reign of God, the mission of St. James the Apostle Catholic Church is to live out the message of Jesus Christ by worshipping God by serving the world.



www.sjtac.org

From our pastor

My Dear Parish Family,

I truly understand that we are a family. I can feel it and experience your love and warmth. I thank you so much for considering me a part of your family. I started off this New Year with high hopes and expectations. It was difficult for me to leave St. Lawrence Martyr Parishioners because they had been my home for the past 10 years, but the warm welcome and acceptance from St. James Parishioners gave me comfort and peace. Your faith, commitment and witnessing life are an inspiration to me, and I am truly blessed to be a part of this wonderful parish and to serve you. I see that most of you consider St. James as your extended family. Thank you so much for your prayers, support, and great love.

I was hopeful and looking forward to meeting you all and getting to know you one by one. I got only a few weeks to serve and celebrate Mass with you and then the outbreak of Covid-19 interrupted all our plans. I think of you daily and pray for you in my personal prayers as well as during the Mass. I try to connect with you and get to know you by calling to wish you well for your birthdays and wedding anniversaries. This is my humble way of thanking you and letting you know that I think of you as your priest. During my routine calls many of you have told me how much you miss St. James parish.

Within a few months I learned that this parish is a well-organized one. We have so many efficient and productive committees. I went through the draft of our Pastoral Plan and I am really impressed with the Pastoral planning team. They have put together and summarized the ideas, dreams, and plans of our parish in the long run.

As I commend this new pastoral plan to your reflection and prayer, I am asking for your full cooperation and help. I honestly believe that our beautiful facilities and blessing should help us to move on to a higher goal that is our spiritual growth and ultimately our desire to love God and love our neighbor. We move forward, despite the struggle of Covid-19, as one parish family, as people of prayer and service, a people who are filled with a true Christlike love and service for all. What I look forward to is the spiritual growth of our families, youth, and children.

Many of the goals and objectives are based on the observations and the current reality in our parish. We know how our parish life changed within a few months and we do not know what the future holds for us or what new challenges we may face. As a result, it may be necessary to edit, revise or update this plan as we move forward. The Staff, Pastoral Council and Finance Council will conduct periodic reviews to ensure that the plan is still relevant to the lives of our parish. This plan is our guide to living out our Vision. To succeed, it will require the commitment, energy, and partnership of ALL the parishioners that make up our parish. I ask that each of us reflect upon our God-given gifts and talents as we implement this Plan, then, pray and discern a program or activity that best fits your gifts - and make a commitment to a ministry. I believe that our parish will grow stronger through the relationships we build with each other and God in fulfilling our Vision and Mission.

I pray for God's blessing on this Plan, as well as on each of you. Together we will fulfill the goals of this plan and continue loving as Christ loves, serving as Christ serves. May St. James the Apostle, our patron, continue to intercede for us.

Rev. Binoy Akkalayil Lucka, O.S.S.T

History of St. James the Apostle Catholic church

The original site was donated by Susan and Mary Mankiewicz two sisters, who were members of a well-known pioneer family. One thousand dollars accomplished the job of building the Mission with the help of donated labor. It is said that 300-400 people attended the fundraising events sponsored by the church. Over \$50,000 was raised to be used toward the purchase of land and construction of a church building.

St. James was not the first church in Las Vegas, but it was the first Mission. St. Joan of Arc, which was started thirty-two years earlier, furnished St. James with its original altar, pews and vestments. There are many different opinions as to when the building was built. Some say 1937, 1940 or 1942. The lumber was donated; the labor of love was performed by many to build St. James the Apostle Church.

Fr. Flahive was the first pastor of the Mission. In 1947, Fr. Theodore Van Skee became pastor. Fr. Donald Carmody took charge of the mission in its fledging year before it was a parish church. During the period of the 40's and 50's social and geographical changes were making drastic upheavals. The Westside was expanding. The Union Pacific Railroad donated two railroad gang houses to the little Mission for a church building.

An extensive building program was started, and the original church grew in size to seat 275 people. In 1952 Fr. John Kenny was pastor. From 1958-1960 several temporary pastors took charge of St. James. Father Devlin in 1960-1966; then Fr. Buel, and Fr. Shallow. In 1968 Fr. Ben Franzinelli, Monsignor, came to St. James. In 1975 Msg. Ben and Fr. Louis Vitale opened the first Franciscan Center and brought the Franciscan Friars to the community. Fr. Vitale invited the Franciscan Sisters to become involved in the community.

Three Friars came to St. James in 1976: Fr. Frank Busimato, Bro Robert Brady and Bro Barry Stenger. This same year the St. James Gospel Choir was formed under the direction of Anthony Thomas. Susan Briare continues this ministry today. Fr. Barry Stenger became Administrator of St. James in 1979.

Sr. Deborah Lockwood joined St. James the same year as Pastoral Associate and developed many helpful outreach programs for children. Her diligence coupled with patience and understanding of the African American culture initiated the African American observance of Kwanzaa. During her stay, she established the bi-monthly lunch program for St. Vincent, and an excellent religious Education program. Deacons Josh Alves, Peter Gutierrez, James Marek, and Tim Byrnes joined us to serve the parish.

Father Brian Flynn became pastor after Father Barry Stenger, followed by Father Michael Blackburn. The Franciscans gave up the pastoral responsibilities of St. James and the church administration was handed over to the Diocese. Since then we have had Father Robert Puhlmann, Father John McShane, Father Henry Salditos, Father Anthony Hughes, Father Ronald Zaroni, Father James Jankowski, Father Lijo Abraham, O.S.S.T and currently, Fr. Binoy Akkalayil, O.S.S.T.

PROCESS

The success of any Catholic initiative requires us to seek God's grace. During this initiative, we requested God to provide us the strength, courage, and wisdom in fashioning the future of St. James The Apostle Catholic Church per His will. The St. James Parish Strategic Plan is our collective response to the call of the Holy Spirit. Parishioners have responded to the invitation to develop a parish plan that offers a vision for fulfilling our mission to know, serve and love God. This plan unifies the parish around a shared vision, mission, goals and objectives. The plan challenges us to use our individual gifts and talents to achieve the stated goals, build on the successes of the past, and look forward to the challenges of the future. Our strategic plan seeks to deepen our unity as a parish to support our mission.

The parish strategic plan has been evolving over many months and is a living document. The first step was taken back in August 2019, when data was gathered through surveys, meetings with the presidents/chairpersons of all the church organizations and the development of a SWOT analysis.

After gathering the data from other various sources, the members of the Strategic Planning Committee began a prayerful discernment of the information. The members evaluated the data with the goal of determining where we were as a parish, where we wanted to go and the best strategy for getting from here to there. This document is the fruit of that collaborative work.

The framework of the parish strategic plan consists of five overarching pastoral priorities. These five pastoral priorities define who we are as a parish and the direction the Holy Spirit is leading us. The plan provides a spiritual context for each pastoral priority.

As part of our roadmap/implementation plan development our next step is to discuss tasks and activities that our various parish ministries may perform to support and promote our goals and objectives. Our final step in the development process is to encourage our parishioners to share their comments and suggestions with the parish council members through email or written comments that can be placed in the church suggestion box.

The success of this plan depends on each person in the parish. Each of us has the sacred obligation to return to God a portion of our time, talent and treasure as an expression of our gratitude, a profession of our faith and a demonstration of our belief that our gifts and talents are important and necessary for the building of God's Kingdom.

The 2021 St. James Parish Strategic Plan provides a comprehensive roadmap for the future of this parish. The plan offers a vision for our future and establishes clear goals and objectives for achieving that vision. Though every strategic plan is a work in progress, we are pleased to offer this plan at this moment in the life of our parish.

St. James needs your prayers as we move forward into an uncertain future, but a future with great opportunities. Most critical, however, is continued reliance on the Holy Spirit. Alignment with God's will is the crucial factor as we move forward together building and supporting our spiritual home and family.

SWOT ANALYSIS

***The responses in this analysis were taken from information gathered from focus groups and surveys of St. James parishioners**

| STRENGTHS | WEAKNESSES | OPPORTUNITIES | THREATS |
|--|---|---|---|
| Music Feeding the homeless Unity Diversity Religious Education Youth Outreach Community Participation Prayerful Helping those in need Welcoming Only revival in the state Church history | Lack of youth involvement Resistance to change Feelings of isolation Communications Location Choir getting old Lack of Altar Servers Nothing for youth No program for young adults Lack of space Doesn't take care of sick members Combine Mass activities Lack of volunteers No daily mass Follow up with visitors Constant request for funds | Recruit people Additional combined masses Saturday mass Home Bible study 5 th Sunday Children mass Explain importance of parish life Remain prayerful Youth ministry, activities & celebration Have Alpha Guide Kids in CCD to attend mass Leadership Teach history of Church/Catholic doctrine Recruit from new high school Choir do more outside performances | Aging population Lack of Youth program Lack of additional masses Inconsistency in priests Not understanding the Church doctrine Identify those that left the church Grow church in spirit Lack of volunteers Lack of space Resistance to change Technology Need more evangelization Groups working together |

PARISH PROFILE 2019-2020

| | |
|---|-----|
| Estimated Catholic Population-Persons | 600 |
| Estimated Catholic Population-Families | 350 |
| Average Sunday Mass Attendance-Persons | 275 |
| Average Sunday Mass Attendance-Families | 190 |
| Number of families registered in Parish | 294 |
| Baptisms (all)-up to one year | 1 |
| CCD Students-Elementary | 39 |
| CCD Students-High School | 11 |
| Marriages-Catholic | 2 |
| Confirmations | 9 |
| First Communions | 7 |
| Deaths (six years and older) | 10 |

Parameters & objectives

PARAMETERS

We will take a fresh look at all we are doing as a parish and nothing will be exempt as long as it follows the teaching of the Church.

STRATEGIC PLANNING OBJECTIVES

- 1. To provide our pastor with sufficient support from staff and member volunteers so that together we may minister to the spiritual health of the parish.**
- 2. Make effective communication a priority so that parish life is shared among all members.**
- 3. Make available opportunities for all members to be involved in sacramental preparation and spiritual guidance.**

- 4. Welcome guests and invite them to share in parish life and mission.**
- 5. Maintain strong relationships with the community outside our parish especially with neighboring churches.**
- 6. Deliver a weekend worship experience that is vibrant, inspiring and challenging with the help of our fabulous Gospel choir**
- 7. Encourage all members to support the parish with time, talent, and treasure as they are able.**
- 8. Communicate the Catholic Church's long history and rich traditions of advancing human growth and well-being.**
- 9. Make evangelization part of our parish life.**
- 10. Develop a shared leadership structure among pastor, staff and members to address the current and future needs of our parish.**
- 11. Maintain a fiscally sound parish supported by all parishioners and continuously upgrade the facility as needed.**

ACTION PLANS

- I. PARISH LIFE AND SPIRITUAL GROWTH**

- II. COMMUNICATION AND EVANGELIZATION**

- III. MINISTRY, OUTREACH AND VOLUNTEER LEADERSHIP**

- IV. FACILITIES/FINANCIAL MANAGEMENT STRATEGY PLAN**

I. PARISH LIFE AND SPIRITUAL GROWTH

Goal: To increase weekly mass attendance and membership at St. James

Strategies:

| Do What | Who | When |
|--|--------------|-----------|
| 1. Reach out to those who have been away from the parish | Parishioners | Ongoing |
| 2. Perform head count at Sunday Mass | Welcomers | 2020-2021 |
| 3. Develop “New Parishioner” welcome packets | Parishioners | 2021 |
| 4. Host “Welcome” breakfasts | Parishioners | TBD |
| 5. Invite new members to register | Parishioners | Ongoing |
| 6. Encourage each parishioner to bring one other member | Parishioners | Ongoing |

Goal: To nurture the family faith journey

Strategies:

| Do What | Who | When |
|--|--|---------|
| 1. Form small group house meetings for the purpose of engaging in spiritual reflection | Evangelization committee, spiritual enrichment | TBD |
| 2. Develop a young adult and youth ministry | Parishioners | TBD |
| 3. Facilitate Marriage Enrichment/ Marriage Encounter Programs | Clergy, Volunteers | Ongoing |

Goal: To assist the faithful in their spiritual growth

Strategies:

| Do What | Who | When |
|---|----------------------|---------|
| 1. Start First Friday Eucharistic Adoration | Parishioners | 2021 |
| 2. Start a Weekday evening Mass (with a novena devotion to St. Michael of the saints Patron saint of cancer patients) | Clergy, Parishioners | 2021 |
| 3. Establish a practice of praying the Rosary after the 8am Mass | Parishioners, priest | TBD |
| 4. Provide retreats/ revival | Spiritual enrichment | Ongoing |
| 5. Provide opportunities for prayers for the Persecuted Christians | Parishioners, priest | TBD |
| 6. Encourage participation Bible Study | Parishioners, | Ongoing |
| 7. Recruit new members for the music ministry | Choir | Ongoing |

Goal: To strengthen the bonds of fellowship in our community

Strategies:

| Do What | Who | When |
|--|---|--------|
| 1. Organize various social events such as: parish picnics, donuts and coffee Sundays, breakfast with Santa, Easter egg hunts, etc. | Parish Life Committee, Knights of Peter Claver, Knights of Columbus | TBD |
| 2. Organize events that celebrate the various ethnicities in our parish such as Black History Month presentations | Parishioners, Parish Life Committee | Yearly |

II. COMMUNICATION AND EVANGELIZATION

Goal: To increase attendance at St. James by making our presence known in the community and actively sharing our faith.

Strategies:

| Do What | Who | When |
|---|---|---------|
| 1. Improve our Website and Social Media | Communication/Evangelization Committees | Ongoing |
| 2. Develop printed material for outreach such as: small brochure (trifold) of information about our parish, bookmarks, T-shirts, pens, etc. | Communication/Evangelization Committees | Ongoing |
| 3. Offering house visits, blessings, pet blessings | Clergy | Ongoing |
| 4. Distribute leaflets and trifolds during events like fish fry, Gospel Jazz Brunch, Thanksgiving/Christmas food basket distributions, etc. | Communication/Evangelization Committees, Outreach Committee | Ongoing |
| 5. Purchase a subscription to the FORMED.ORG or similar website for the parishioners to use | Parishioners | TBD |
| 6. Organize small groups to go and sing Christmas Carols to the homebound | Choir/Priest | TBD |

III. MINISTRY, OUTREACH AND VOLUNTEER LEADERSHIP

Goal: To provide opportunities for all parishioners to actively participate in ministries.

Strategies:

A. New Ministries

| Do What | Who | When |
|--|---------------------|---------|
| 1. Establish a Homebound ministry | Parishioners | Ongoing |
| 2. Establish a Bereavement ministry | Parishioners | Ongoing |
| 3. Establish TLC/ The Lasting connection | Parishioners/Priest | TBD |
| 4. Establish a SIT/ Persecuted Christians ministry | Parishioners/Priest | TBD |

| | | |
|--|---|------|
| 5. Establish an Emergency Medical Team | Parishioners (*medical training required) | 2021 |
|--|---|------|

B. Existing Ministries of Outreach

| Do What | Who | When |
|---|--------------|---------|
| 1. Recruit more volunteers for our sandwich making ministry | Parishioners | Ongoing |
| 2. Recruit more volunteers to help distribute free lunches to our neighbors | Parishioners | Ongoing |
| 3. Encourage more participation in the Nevadans for the Common Good | Parishioners | Ongoing |
| 4. Recruit more volunteers to help with assembling and distributing Thanksgiving and Christmas food baskets | Parishioners | Ongoing |

IV. FACILITIES/FINANCIAL MANAGEMENT STRATEGY PLAN

Goal: To Maintain a fiscally sound parish supported by all parishioners and continuously upgrade the facility as needed.

Strategies:

A. Identify and Address Facility Maintenance and Improvements

| Do What | Who | When |
|--|---|-------------|
| 1. Establish Facility Committee/ Ground Crew: to utilize the talents and experience of parishioners with maintenance and skilled trade experience. | Parish council, Business Manager, Finance Council, Priest, Parishioners | 2021 |
| 2. Conduct a feasibility study regarding how we can expand our facility: CCD students classrooms, Imani Hall for fellowship, storage space. | Facility Committee, PC, FC, Office Staff, Priest | Within 2021 |
| 3. Redo church floors, sanctuary, hall & lobby | Facility Committee, B. Manager | TBD |
| 4. Enlarge outside signage with lighting | Facility Committee, B. Manager | TBD |
| 5. Paint the church as needed | Facility Committee, B. Manager | TBD |
| 6. Conduct assessment of air conditioning/ heating | Business Manager, Priest | Ongoing |
| 7. Institute security measures | Security Committee, Business manager, priest, FC, PC | Ongoing |

B. Financial Stability and Management

| Do What | Who | When |
|---|--------------------------|------------|
| 1. Pay off outstanding balance of land debt | Parishioners, FC, Priest | 2020- 2021 |
| 2. Develop plans to assist financial stability including, but not limited to: encouraging online giving, organizing fundraising events, establishing further collections. | Parishioners, FC, Priest | Ongoing |