

SAINT ANDREW

CATHOLIC PARISH



PARISH PASTORAL PLAN STATUS REPORT
December 2018

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FOREWARD

December 2108

God give you Peace!

I am pleased to present to you the second and final update to our three-year Pastoral Plan. This plan is the product of a collaborative effort among the laity, clergy and staff of the parish. It represents an extraordinary outpouring of perseverance, planning and prayer. Clearly, the Holy Spirit is at work within our family of faith!

Over sixty years ago, a group of Spirit-filled people who were united in faith, created our amazing parish and school. Blessed with their insight, energy and devotion, each of us has enjoyed the fruits of their vision, their dedication to loving and serving each other, and their commitment to future generations.

Recognizing the precious legacy with which we are entrusted, it became clear that we needed to plan for the future. Creating the plan involved listening to you individually and collectively, identifying our Values, discerning our Vision of the future, confirming our Mission, defining the Goals to realize the Vision and creating Action Plans to achieve the Goals.

This document demonstrates what we have accomplished since the last update published in September 2016. Although this document is primarily a report on the past, there are hints of new things to come, including new approaches to existing ministries, more frequent collaboration between departments, and new ways to report status in the future.

As noted elsewhere in this document, major changes occurred in the parish over the last two years including a new pastor, new principal, and a change in half of the department heads. This resulted in a formal status report on the Pastoral Plan falling to a lower priority. I would like to thank the friars and the staff, both current and former, for continuing to work toward the goals throughout the years and for patiently providing input for this current update. In addition, I would like to thank the entire Parish Pastoral Council for their review of the concepts, and especially Dr. Matthew Murray for exceptional dedication to the project.

How we reach our goals will change over time, and how we report the results going forward will change. But the goals of Discipleship, Community of Faith, Worship, Ongoing Faith Formation, and Evangelization are firmly rooted in the Bible and will withstand the test of time. To reach our goals will require the commitment, energy and partnership of ALL parishioners. Please reflect on your God-given gifts and talents. Then, pray and discern a program or activity that best fits your gifts and make a commitment to a ministry.

Our parish will grow stronger through the relationships we build with God and each other in fulfilling our Vision.

Sincerely yours in Christ,

Dr. D. D. (Darcy) Sety, Facilitator
Saint Andrew Parish Pastoral Council

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SAINT ANDREW CATHOLIC PARISH PARISH PASTORAL PLAN

INTRODUCTION

This plan is the product of a multi-year (2012-2015) parish-wide effort involving the laity, clergy and staff to collaboratively chart a course to meet the needs of our generation and future generations of Saint Andrew parishioners and Saint Andrew School students. The original plan laid out ambitious goals and objectives over a three year period (2015-2018). This update culminates the entire effort.

The approach used in developing the plan is depicted in the graphic below.

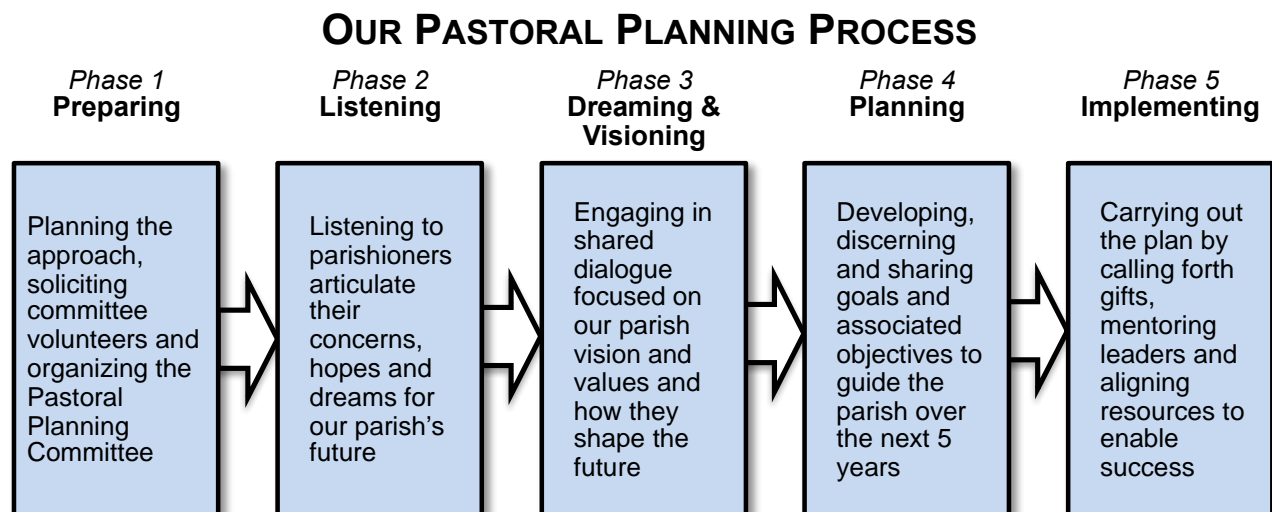


Figure 1 - Our Pastoral Planning Process

At the time of our last update to the parish community in September 2016 we were in Phase 5 of the process: implementing Year 1 of the three year plan. Since then major changes occurred within our parish-- we have a new pastor, a new principal and a 50% change in parish staff department heads. Due to uncertainty associated with such major changes, updating this plan fell to a lower priority. Nevertheless, staff continued to work toward the goals and objectives. On the pages that follow, we recap the Values, Vision, Mission and Goals of our original Pastoral Plan, and then provide an update on the actions taken over the past two years. As you will see, progress continues to be made in all Goal areas. Some of the originally planned actions have been modified in response to changing needs and circumstances. The most visible accomplishments are the completion of Master Facilities Planning, the execution of a capital campaign and the resulting facilities construction.

We are now at the end of the initial 3-year cycle of planning. In September 2018 the Pastoral Council reviewed this planning document and discussed with Father Jim potential uses going forward. We recognized that the listed Parish Goals are scriptural-based and can serve as an enduring guide for future pastoral activities. We recommended that, going forward, we use the one-page summary of Parish Goals (page 5) to categorize and track parish pastoral activities. Periodic updates and reviews of these activities will help parish leaders see how well we are addressing pastoral needs of the parish and help prioritize future actions. Whatever form these future updates take, they will also help the pastor prioritize staff work and, with the Finance Council, align our budget to prioritized needs.

It is our sincere desire that the changes arising from the plan come from our yearning to act with justice, love and respect for each other. Grounded in Christ's Gospel mission and with His divine assistance, may we all walk with confidence together into the future.

OUR PARISH VALUES

Our Parish Values of **DISCIPLESHIP**, **COMMUNITY OF FAITH**, **WORSHIP**, **ONGOING FAITH FORMATION** and **EVANGELIZATION** are consistent with the vision of our patron Saint Andrew and set the foundation for our vision of the future.

DISCIPLESHIP

Discipleship is the process by which Jesus Christ makes us holy and transforms us into His likeness. As disciples we are called to proclaim Christ through our words and deeds.

COMMUNITY OF FAITH

God created us all, no matters one's culture, ethnicity, age, socio-economic status, or past spiritual experience, to live in community rather than alone.

WORSHIP

We are a diverse people who share the liturgy and are unified by God's Word, the celebration of the Sacraments and our Roman Catholic Creed.

ONGOING FAITH FORMATION

Formation involves seeking a life-long commitment to a closer relationship with God, opening our hearts to spiritual transformation given by the Holy Spirit, and being formed as a witness to Christ.

EVANGELIZATION

Evangelization is bringing the good news of the Gospel to all who seek Jesus Christ and leading them into a personal relationship with Him through the Church and the Sacraments He established.

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OUR PARISH VISION

By this is my Father glorified, that you bear much fruit and become my disciples.

John 15:8

According to John's Gospel, "*Andrew, the brother of Simon Peter, was one of the two who heard John and followed Jesus. He first found his own brother Simon and told him, 'We have found the Messiah'. Then he brought him to Jesus.*" (John 1:40-41).

Inherent in our patron's vision was a desire to introduce souls to the Savior.

OUR PARISH MISSION

As Catholics, united in our belief in Jesus Christ and His call to love and serve in charity and justice, the Saint Andrew Parish Family is dedicated to live out His word through celebration of the sacraments, education and evangelization.

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OUR PARISH GOALS

DISCIPLESHIP

- D1 - Establish an effective, lay-centered ministry for parishioners that forms intentional disciples.
(Intentional disciples are those who are readily discerned as having a lived relationship with Christ as evidenced by their participation in the life and mission of the Christian community.)
- D2 - Sustain and examine whether the service provided by the Saint Andrew Food Pantry Outreach can be expanded to effectively close the gap between the need for food and its availability.
- D3 - Ensure the long-term financial stability of the parish and school.

COMMUNITY OF FAITH

- C1 - Become a welcoming, interconnected and engaged Catholic community with Christ at our center.
- C2 - Offer community-building experiences that enable all parishioners to build relationships with each other and with Christ.
- C3 - Effectively communicate with parishioners and the community.
- C4 - Invest in facilities that (1) provide additional seating for worshipers at Mass, (2) enable worshipers to gather outside the worship area before and after Mass, (3) enable the entire parish to come together outside of worship for community activities, (4) support parish ministries, (5) support education and formation of all parish age groups and (6) provide a central location for information for parishioners and visitors.

WORSHIP

- W1 - Increase the appreciation for, understanding of, access to and participation in Eucharistic Adoration.
- W2 - Increase appreciation for, understanding of and participation in the liturgy among parishioners.
- W3 - Expand opportunities for shared prayer and liturgy with members of our Spanish speaking community.

ONGOING FAITH FORMATION

- F1 - Ensure the parish leadership, ministries and their respective roles are widely communicated to the parish.
- F2 - Create an environment where all parishioners grow in knowledge and understanding of our Catholic faith and tradition.

EVANGELIZATION

- E1 - Prepare parishioners for involvement in evangelization by providing seminars and presentations to increase their knowledge and confidence in explaining our faith to others.
- E2 - Reach out to the community and beyond to develop and enliven faith, attracting those looking for a spiritual home.
- E3 - Expand parish service projects locally and outside the local area.

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OUR ACTION PLANS

Action Plans have been established for realizing each of our Parish Goals. The action plan Objectives have been selected to contribute to achieving the goal that they support. Some actions may contribute to the attainment of more than one goal. In such cases, we have chosen to associate the objective with only one goal in the plan.

The Action Plans are carried out through the efforts of ministries, committees, groups of passionate parishioners and our church and school staff. "Advocates" have been identified for each objective. The role of the Advocate is to ensure that the collective efforts of the parish address the action in a timely and effective manner.

Associated with each objective are results and/or comments describing what was accomplished since the last plan update in September 2016. The results and comments help to confirm whether the objective has been fully achieved, partially achieved or not achieved. This information will be used in adjusting our staff plans for the coming year.

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DISCIPLESHIP

D1: Establish an effective, lay-centered ministry for parishioners that forms intentional disciples.

Intentional disciples are those who are readily discerned as having a lived relationship with Christ as evidenced by their participation in the life and mission of the Christian community. Discipleship is the process by which Jesus Christ makes us holy and transforms us into His likeness. As disciples we are called to proclaim Christ through our words and deeds.

Our ongoing programs for forming intentional disciples are the *Rite of Christian Initiation for Adults (RCIA)*, *Sanctus Retreats* (all parishioners), and *RCIA Adapted for Children* (children). Our plan envisions that these programs will continue. *RCIA* and *RCIA Adapted for Children* are well established in the parish. Note that going forward in next year's plan Sanctus retreats will be replaced by CRHP and RCIA is being restructured.

Saint Andrew Catholic School (SACS) continues to offer all students opportunity for shared prayer and to follow Christ through words and deeds.

Objectives	Advocate	Results/Comments
To offer all parishioners an opportunity to build relationships with each other and Christ through <i>Sanctus Retreats</i> .	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> • Sanctus Retreats continued through 2017 to be replaced by CRHP in 2018. • There were 11 Sanctus Retreats and 3 Sanctus Reunions. Over 300 people participated over the three year life of the program. The program was deemed a success and the Sanctus Team members look forward to the CRHP retreats beginning in August 2018.
Offer parishioners opportunities to become involved in parish youth activities.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> • College Mom's Connect met 4 times this past academic school year, twice per semester. An average of 20 care packages was made. • Senior for Senior Bingo met 5 times this past year. • Parishioners sponsored 23 student to attend High School Steubenville Lone Star in Dallas this year with over \$6,000 donated.
To update and modernize the Rite of Initiation of Adults (RCIA)	Faith, Formation, and Evangelization	<ul style="list-style-type: none"> • Adapting to current trends, we will be informing Catholics through a year round RCIA program.
To provide a daily opportunity for SACS students to reflect on Christ's call to follow him through words and deeds.	SAS Faculty	<ul style="list-style-type: none"> • SACS begins each morning with scripture and prayer. Each class begins with a prayer; the Angelus is said together at noon, as well as closing the day with the Divine Mercy and Michael the Archangel prayers. • Once a month the entire campus prays the rosary together. Prayers are offered together on certain Feast Days and for the Saint of the Day. • The rosary is prayed together for special occasions such as World Pro-Life and World Mission Rosary Day. • Finally, to put our beliefs into action, the school participates with Catholic Charities and the Knights of Columbus on service projects throughout the year.

DISCIPLESHIP

D2: Close the gap between the need for food and its availability.

Food Pantry Outreach has been an ongoing ministry of the parish for the past 30 years. It is currently comprised of the following programs: the *Food Pantry*; *Financial Services* providing occasional emergency financial assistance for parishioners; *Holiday Outreach* at Thanksgiving and Christmas (and Easter if funds are available) to provide food, fellowship and gifts; and, *Supplementary Nutrition Assistance Program (i.e., food stamps) Enrollment Assistance*.

Food Pantry Outreach has continued the annual Shut Down Week for training, cleaning and file maintenance initiated in May 2015. During the shutdown in 2017, volunteers participated in annual training as well as a major reconfiguration of the Pantry to be a full "client choice" environment. This means that the Pantry facility was completely revamped to resemble a grocery store where clients are able to take a grocery cart down the aisles and select (within guidelines) the food that their family needs and enjoys. There is a "check out" process at the end of their selection to weigh and record their selections to keep the inventory accurate.

Objectives	Advocate	Results/Comments
Develop and pilot an interactive and entertaining "hunger Games" presentation to increase the knowledge and understanding of parish you in what it means to NOT have sufficient food to meet your family's need.	Food Pantry Outreach	<ul style="list-style-type: none"> This presentation was created and presented at least twice to parish youth by March 5, 2017.
Develop and Print new FPO general information brochure.	Food Pantry Outreach	<ul style="list-style-type: none"> Due to the major changes at the pantry described above, a flyer was created rather than a full blown brochure. Completed by August 2017.
To increase the availability of fresh produce for FPO guests/clients. (Fresh produce is defined as fruits, vegetables, potatoes, or other similar food items that are not canned or frozen.)	Food Pantry Outreach	<ul style="list-style-type: none"> This goal was achieved in coordination with the Tarrant Area Food Bank. Beginning in January 2017, FPO began receiving donations from Sprouts Fresh Grocery Store three times per week. This has provided FPO with a weekly average of 1500 lbs. of produce, baker, dairy, and deli item for distribution to clients.
Make fresh produce available to FPO Clients at each visit	Food Pantry Outreach	<ul style="list-style-type: none"> 10% of food offered is fresh produce. In addition, Tarrant Area Food Bank now offers fresh carrots, potatoes, onions, celery directly from their website and FPO takes advantage of this whenever it is offered.

DISCIPLESHIP

D3: Ensure the long-term financial stability of the parish and school.

The Parish Business Manager, with the staff, develops the annual budget. As part of its normal process, the Finance Council approves the budget, reviews monthly statements, maintains an awareness of projected building and maintenance projects identified by the Building and Maintenance Committee in its project "cost table", continually seeks opportunities for cost saving opportunities in parish operations, and identifies / takes action to mitigate threats to parish financial stability.

Objectives	Advocate	Results/Comments										
To increase the percentage of parishioners using electronic financial giving.	Finance Council	<ul style="list-style-type: none"> The number of people using "Push Pay" increased an additional 29% from 601 to 778. 										
To increase the number of parishioners who financially contribute to the parish.	Finance Council	<ul style="list-style-type: none"> The total number of recorded donor by year is: <table border="1"> <thead> <tr> <th><u>Year</u></th> <th><u># of donors</u></th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>1327</td> </tr> <tr> <td>2015</td> <td>1346</td> </tr> <tr> <td>2016</td> <td>1310</td> </tr> <tr> <td>2017</td> <td>1295</td> </tr> </tbody> </table> 	<u>Year</u>	<u># of donors</u>	2014	1327	2015	1346	2016	1310	2017	1295
<u>Year</u>	<u># of donors</u>											
2014	1327											
2015	1346											
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2017	1295											
To increase "planned giving" from alternate sources (e.g., estates and wills).	Finance Council	<ul style="list-style-type: none"> The Finance Council continues to address an approach to encourage "planned giving" and it is mentioned in most financial communiques distributed to parishioners. It is now included as an ad in the bulletin and as a "tag line" on all Business Manager's email. 										
To achieve a contingency fund that will cover six months of operating costs.	Finance Council	<ul style="list-style-type: none"> A contingency fund of \$1.3M is required to sustain operations for six months. Savings of approximately \$481K were reported for the month ending September 2018. 										

COMMUNITY OF FAITH

C1: Become a welcoming, interconnected and engaged Catholic community with Christ at our center.

The parish established a Welcome Committee in 2014 to extend a warm welcome to all and to invite all to learn about the parish's various ministries as either a way to be served or as a way to serve others through active involvement.

Objectives	Advocate	Results/Comments
To increase the number of parishioners involved in our Welcome Committee.	Welcome Committee	<ul style="list-style-type: none"> Welcome Committee's roles were subsumed into expanded Discipleship Committee with 8 members. The discipleship committee continued with activities through 2017 including the welcome table at Mass and weekly content for the slide presentation before Mass. By the end of 2017 this activity was subsumed into the diocesan level.
To keep parishioners informed of opportunities with the parish to become engaged and share their talents.	General Staff	<ul style="list-style-type: none"> All communities within the parish worked on this objective but all feel that a more concerted, focused effort is necessary in the future. People who are involved in the parish feel it is a very welcoming parish, while those who haven't found their niche yet do not share this sentiment. A new approach is needed.
To increase youth access to adult guidance at the Sunday Night Youth Group meetings and beyond	Youth & Young Adult Ministry	<ul style="list-style-type: none"> 22 youth group sessions were held (Sunday 3-5pm) 6 service projects 3 family pot luck events 4 outside speakers All college mentors shared personal testimony Youth groups began and ended in church Last year's theme: Personal Relationship with Jesus 73 teens registered

COMMUNITY OF FAITH

C2: Offer community-building experiences that enable all parishioners to build relationships with each other and with Christ.

The Faith Formation Team and Retreat Team developed a plan for introducing *Sanctus Retreats* to the parish. During April - June 2015, pilot *Sanctus Retreats* were conducted for parish leadership. Lessons learned from these pilot retreats were incorporated into *Sanctus Retreats* that were opened to all parishioners beginning in August 2015. For more information on *Sanctus Retreats*, see Goal D1. The Youth Ministry is planning for parents and teens to participate in the 2019 March for Life Pilgrimage in Washington, DC.

Objectives	Advocate	Results/Comments
To recommend a standard approach (i.e., protocol) for adoption by all parish ministries that promotes building relationships among parishioners and with Christ through ministry activities and programs.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> • AFFO looks forward to addressing standard approaches and opportunities for community building among parishioners with the Faith Formation Team as a whole. This is a recurring topic of discussion for the Faith Formation Team. Beginning in 2018, the parish adopted the CRHP (Christ Renews His Parish) model. The expectation is a dramatic change in community building among other things.
To bring teens and parents together with similar families from across the nation at the world's largest pro-life event.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> • Planning is taking place for Saint Andrew Parish to be represented by teens/parents at the 2019 March for Life Pilgrimage in Washington, DC. The march is a peaceful, prayerful gathering of pro-life people shared amongst Parents and Teens of our parish community. We will begin at the Washington Monument and walk up Constitution Avenue and end at the Supreme Court Building.

COMMUNITY OF FAITH

C3: Effectively communicate with parishioners and the community.

The parish has a number of channels through which it currently communicates with parishioners. These channels include the weekly bulletin, parish website, parish iPhone app and social media. Originally Flocknote was used but that subscription was cancelled and a free service, Remind.com, was used instead.

Objectives	Advocate	Results/Comments
To enable volunteers to contribute photos and videos of parish activities for use in parish communications.	Communications & Technology Coordinator	<ul style="list-style-type: none"> Created a Parish Instagram (standrewccfw).
To incorporate photos or videos about parish activities in communications with parishioners and others.	Parish General Staff	<ul style="list-style-type: none"> Pictures can be submitted to webmaster@standrewcc.org for editing and approval, will use a temporary DropBox for larger files.
To keep families informed of all youth activities	Youth & Young Adult Ministry	<ul style="list-style-type: none"> Youth Group Happenings and posts are made on Facebook weekly if not daily Weekly email updates are sent to parents of youth group outlining that week's session with photos.
To periodically communicate activity information to high school, middle school, and young adults through respective newsletters for each group.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> Newsletters were sent to each age group detailing upcoming conference and program opportunities as they arose. Flyers with engaging graphic design were created for all programs and events. These flyers were also introduced to the entire parish using the PowerPoint at Sunday Mass and inclusions in the weekly bulletin.

COMMUNITY OF FAITH

C4: Invest in facilities that [1] provide additional seating for worshipers at Mass, [2] enable worshipers to gather outside the worship area before and after Mass, [3] enable the entire parish to come together outside of worship for community activities, [4] support parish ministries, [5] support education and formation of all parish age groups and [6] provide a central location for information for parishioners and visitors.

The Pastor and Pastoral Planning Committee recognized in early 2014 that the Pastoral Plan would contain a facilities element. Because of the lead-time to define a facilities project, conduct a capital campaign and complete construction, action on this goal was initiated in mid-2014. A Master Facility Planning Team (MFPT) was formed in mid-2014. This team documented the state of current facilities, conducted site visits to other parishes, developed financially unconstrained facilities options and developed high level cost estimates for the options. A parish request to establish a capital account with the Diocese Advancement Foundation for master facilities planning was approved. The MFPT was disbanded in early 2015 and a smaller Facilities Planning Core Team (FPCT) was formed to define the facilities option to be used as the basis for contracting with an Architect & Engineer (A&E) consultant. The FPCT drafted a Statement of Work (SOW) and Request for Proposal (RFP) to be used in selecting and contracting with an A&E consultant. In 2017, after years of preparation including iterative design work, the parish approved proceeding with the capital campaign and initiating the significant facility changes for the parish.

Objectives	Advocate	Results/Comments
To fully fund the capital campaign project.	Pastor, Business Manager, Small Committee	<ul style="list-style-type: none"> In July 2016, the Steier Group was selected as fundraising consultant to conduct a feasibility study of capital campaign and in 2017 they became our implementation partner for raising the funds. Having established the Honoring our Legacy /Building our Future capital campaign through the Diocese of Fort Worth, the Steier Group participated through the major fundraising portion of the project. As their involvement lessened and donations increased, a small committee of parishioners was formed to keep attention on this project. Almost the entire goal amount of \$5.2M was pledged in the first year, with more than 50% of that actual collected in 2017. As of 13 November 2018, \$5,272,671 was pledged and \$3,689,682 was collected.
Begin Phase I of the Capital Campaign	Pastor and Business Manager	<ul style="list-style-type: none"> Phase 1A of our Construction Project began with fencing off the parking lot behind the Pastoral Center on APRIL 2, 2018. Ground breaking of Phase Ia of the Capital Campaign was later that month. By the end of November 2018, the new Pastoral Center for parish offices was complete and occupied. The front entrance to the school, with additional security, is nearing completion. The modifications to the church Narthex are nearing completion. Soon parking lots will be completely restored.

WORSHIP

W1: Increase the appreciation for, understanding of, access to and participation in Eucharistic Adoration.

In the past several years, since the original feedback of the Pastoral Planning process was received, the Friars have successfully spent time with each of our youth groups to educate them about prayer time in Adoration of the Blessed Sacrament. *Confirmation Preparation* has included education of candidates by one of the Friars and opportunities to participate in Adoration. This time of prayer has now become a part of the scheduled curriculum for our youth.

Objectives	Advocate	Results/Comments
Expand youth participation in Eucharistic Adoration.	Youth Ministry	We have successfully included information to educate youth and young adults about Adoration of the Blessed Sacrament through the above mentioned areas. Adoration as prayer is now a part of the regular curricula. In addition, parish youth attending Lone Star Steubenville participated in 2.5 hour adoration of the Blessed Sacrament by 4,600 young people.
Recruit additional volunteers to manage adoration (including setup, leading, and closing adoration as well as scheduling adorers)	Music and Liturgy	Rather than have parish volunteers initiate and close Adoration of the Blessed Sacrament a procedure was put in place whereby the priest saying the morning mass would open Adoration and return in the afternoon to close it. Adoration and Holy Hour continues on Thursday evenings from 6:30 to 7:30, managed primarily by parishioners. A new adoration chapel is in the final construction phase at the end of 2018.

WORSHIP

W2: Increase appreciation for, understanding of and participation in the liturgy among parishioners.		
Educate parishioners about the parts of the Mass.		
Objectives	Advocate	Results/Comments
To educate parishioners about the parts of the Mass, encouraging participation and fostering appreciation.	Music & Liturgy/ Faith and Formation	The annual "Walk Through the Mass" presentation will be brought back in 2019 by Deacon Kevin for the entire parish.
To foster greater participation by the assembly in the Mass and Liturgical Ministries.	Music & Liturgy	A volunteer coordinator was put in place to organize over 700 volunteers in the Music and Liturgy area. There are 80 Altar Servers (26 newly trained); 100 Extraordinary Ministers of Communion (19 newly trained), 53 Hospitality Ministers (20 newly trained), 85 Readers (7 newly trained), 80 adult volunteers in music, 70 in children youth music with 10 adults, 47 for Adoration (7 new), 100 Funeral Reception Ministry, and many more in Art and Environment, Baptismal Setup, Deaf Ministry, Funeral Vigil, Prayer Chain, Quinceañera, Sacristy, Wedding Ministry, as well as special occasion meals.
To foster greater understand and participation in the Liturgy amongst the youth of the parish	Music & Liturgy/ Youth Ministry/SAC School	The first Sunday of the month as been set as Service Sunday. High School students assume the responsibility for hospitality at this Mass. There is a seating section reserved for the youth and their family. Every month, uniformed Saint Andrew Catholic School students help to staff one of the masses as readers, altar servers, hospitality ministers, etc.

WORSHIP

W3: Expand opportunities for shared prayer and liturgy with members of our Spanish speaking community.

A unique opportunity presented itself in late 2016: V Encuentro was announced for Sept 2018, to be held at the Gaylord Texan, Grapevine, with the Diocese of Fort Worth as the host. St Andrews jumped into this opportunity fully. The process of Encuentro for Hispanic/Latino ministry has been deeply ecclesial. It is motivated by reading the signs of the times and convened by the bishops, who call the Hispanic/Latino community to raise their voices. In the context of this dialogue among the bishops and the community, we live a spirit of pastoral ministry illuminated by an ecclesiological communion and missionary vocation that seeks to reach out to those who find themselves estranged from the life and vision of the Church. The main objective of the process of the Encuentro is to discern the way in which Hispanics/Latinos respond as Church. The V Encuentro was convened in the context of the New Evangelization and emphasized the importance of involving young, second and third generation Hispanics/Latinos.

Objectives	Advocate	Results/Comments
Establish a St. Andrew Coordinator for V Encuentro	General Staff	<ul style="list-style-type: none"> • Andrew Martinez accepted this responsibility.
Support V Encuentro as fully as possible.	General Staff	<ul style="list-style-type: none"> • St. Andrew parishioners attend and support all V Encuentro planning activities and are participated in the actual event in September 2018.

ONGOING FAITH FORMATION

F1: Ensure the parish leadership, ministries and their respective roles are widely communicated to the parish.		
Objectives	Advocate	Results/Comments
To update parish technology	Technical Communications	<ul style="list-style-type: none"> The parish successfully migrated to IP (digital) phone system, connecting Church and School. IP Security cameras are being installed, unifying security for Church and School.
To make parish leaders more visible to parishioners on campus.	Parish General Staff	<ul style="list-style-type: none"> Name tags were printed for all major ministries. Leaders named were added in Bulletin front page.
To participate in Diocese 50 th anniversary year book	Technical Communications	<ul style="list-style-type: none"> The St. Andrew section of this publication was completely updated. A custom version is now available.
To ensure an accurate, current database of parishioners is maintained	Parish General Staff	<ul style="list-style-type: none"> In late November 2018, the parish migrated to the on-line version of the parish database. Parishioners will eventually be able to securely access and update their own information.

ONGOING FAITH FORMATION

F2: Create an environment where all parishioners grow in knowledge and understanding of our Catholic faith and tradition.

The parish has a number of ongoing programs to aid parishioners in growing in knowledge and understanding of our Catholic faith and tradition. These include the *Rite of Christian Initiation for Adults (RCIA)*, *Catholic Scripture Study* (all parishioners), *Our Catholic Faith Revisited* presented in conjunction with Holy Family Parish (separated Catholics), *Marriage Preparation* (couples seeking to marry), *Fiat Bible Study* (young adults), *Educational Series* presented by Saint Andrew Youth & Young Adult Ministry in conjunction with the TCU Catholic Community (young adults), *Religious Education* (children), *RCIA Adapted for Children* (children), *First Reconciliation Preparation* (children), *First Eucharist Preparation* (children), *Confirmation Preparation* (children), and *Vacation Bible School* (children). These important programs continue during the period of this plan.

Objectives	Advocate	Results/Comments
To increase participation by our Youths in Catholic conferences.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> 23 St. Andrew students participated in Steubenville Lone Star made possible by donations from parishioners. They joined 4600 others in the DFW area at a 3 day weekend packed with opportunity for youth to encounter Christ through prayer, confession, Mass, adoration, lively music and dynamic presentations.
To transition 8 th grade teens into high school faith formation	Youth & Young Adult Ministry	<ul style="list-style-type: none"> 8th grade students will be invited into our high school faith formation meetings beginning in April 2019 to help transition/prepare them for the next school year.
To more deeply involve the families of the RCIA Adapted for Children & Youth in the education and knowledge being taught to the children / youth.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> As part of the scheduled session for the youth, 4 Sunday Masses were scheduled for families to attend with the class. 100% of RCIA Adapted for Children families attended the scheduled Masses. In addition 100% of families had a parent attend a monthly class for youth and parent. (see also F2)
To grow the number of participants in the <i>Catholic Scripture Study</i> program.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> This is always a goal in progress. At least four women's Bible Study classes took place (School Mom's after morning drop off, Monday morning, Monday night, and Thursday morning. Parish men studied the Bible in one of four groups: Saturday morning, Tuesday morning, and two separate groups studied on Tuesday evenings. This represents more than 100 parishioners participating in bible study.
Review and select new curriculum for use by our faith formation classes in Kindergarten through 5 th and the 6 th through 8 th grades home study.	Faith Formation for Children and Youth.	<ul style="list-style-type: none"> January 2017 a curriculum team was formed, February they selected with implementation by May 1, 2017
Implement new curriculum for faith formation classes in grades Kindergarten through 5 th as well as 6 th through 8 th home study.	Faith Formation for Children & Youth	<ul style="list-style-type: none"> 100% of catechists were trained by Sept 2017 and the new curriculum was in use by Sept 6, 2017.
To more deeply involve the families of the RCIA Adapted for Children in the education and knowledge being taught to the children and youth.	Faith Formation for Children & Youth	<ul style="list-style-type: none"> Parents/families were required at 2 retreats, 2 additional Masses and 4 classes. Most parents (but not all) attended as requested. A new approach to Religious Education for children was adopted in 2018 when all formation activity was moved to the new department of Faith, Formation and Evangelization. It is now a family based program where parents are instructed on the lessons to teach their children on a monthly basis. The community gathers monthly for an opportunity to share their learnings, work on faith based activities, and discuss their experiences from the previous month.

EVANGELIZATION

<p>E1: Prepare parishioners for involvement in evangelization by providing seminars and presentations to increase their knowledge of our faith to explain and defend our faith to others.</p>		
<p>A number of ongoing parish programs increase parishioner knowledge and understanding of our Catholic faith and tradition. These include the <i>Rite of Christian Initiation for Adults (RCIA)</i>, <i>Catholic Scripture Study</i> (all parishioners), <i>Our Catholic Faith Revisited</i> presented in conjunction with Holy Family Parish (separated Catholics), <i>Fiat Bible Study</i> (young adults), <i>Educational Series</i> presented by Saint Andrew Youth & Young Adult Ministry in conjunction with the TCU Catholic Community (young adults), and the University of Dallas Catholic Faith and Culture series. These important programs continue during the period of this plan.</p>		
Objectives	Advocate	Results/Comments
Increase participation in opportunities provided for youth to attend faith conferences and rallies such as DCYC, NCYC, regional Steubenville conferences, World Youth Day, and other faith events.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> Conferences attended by our youth this year include: Foundations of Catholicism (middle school), Camp Fort Worth (high school), Steubenville Lone School Retreat Star Conference (high school), Middle School Rally, and high school Lock-In.
Fiat Bible Study for young adults	Youth & Young Adult Ministry	<ul style="list-style-type: none"> Our young adult volunteer leader decided to combine this meeting with Holy Family to reach a larger audience. It now meets at Holy Family.
Share Catholic Faith and Culture	Faith, Formation, and Evangelization	<ul style="list-style-type: none"> Beginning in the Fall, 2018, Saint Andrew is participating as a pilot parish in the University of Dallas (UD) Faith and Culture Program. Members engage in a study of our faith that extends across the Liberal Arts--philosophy, literature, fine arts, even political science through 10 sessions. The best UD professors guide us through important concepts and texts. Through this participation in Catholic higher education made accessible, it is anticipated that parishioners will think more profoundly about the Catholic faith and discuss these ideas with other members of our community. FORMED, a web based subscription format, was instituted in the summer, 2018, to encourage Parishioner self-learning on faith topics.

EVANGELIZATION

E2: Reach out to the community and beyond to develop and enliven faith, attracting those looking for a spiritual home.

The parish currently collaborates with Holy Family Parish in conducting the *Our Catholic Faith Revisited* program to attract separated Catholics and invite them to revisit their connection to the Catholic faith and engagement in parish life. TCU Students are invited to participate in Saint Andrew as their "home away from home" parish.

Objectives	Advocate	Results/Comments
To help separated Catholics reconnect with their faith.	Faith, Formation, and Evangelization	<ul style="list-style-type: none"> The program coordinated with Holy Family is being reinvigorated in 2019.
To attract TCU college students to our parish faith events through TCU Catholic Community websites/bulletin boards.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> Fliers for Thursday Adoration and Fiat Bible Study were advertised at the new TCU Catholic Community Newman Center and their website. In the absence of a chaplain on site at TCU, St Andrew priests are providing spiritual guidance. The students in the Catholic Community at TCU are involved in the high school youth group as core team mentors. Once a month, mentors participate in a family dinner and "bring a friend". This offers them in a friendly, nurturing environment.

EVANGELIZATION

E3: Expand parish service projects locally and outside the local area. (See also D2)		
The Mission Council continues with the local and international activity and the Youth and Young Adult Ministry reaches out. See also D2 (Food Pantry Outreach Ministry).		
Objectives	Advocate	Results/Comments
To reach out to the disenfranchised in our local community.	Faith, Formation, and Evangelization	<ul style="list-style-type: none"> • St. Andrews formed a "Room in the Inn" group to investigate providing occasional weekend respite for homeless members of our community. Due to security concerns the event did not take place at St Andrews, but our team cooperated with their counterparts at Holy Family Parish to make this event successful. • The 2018-2019 winter season of Room In The Inn is fast approaching and Saint Andrew and Holy Family will again be working together to offer hospitality, meals, and a warm place to sleep at Holy Family for ten of our homeless brothers four times this winter.
To provide one local annual mission trip opportunity for high school students.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> • Camp Fort Worth, a week long service camp, was successfully participated in by our high school youth
To support the Mission Council in their domestic and international outreach	Adult Faith formation and Outreach/ Mission Council	<ul style="list-style-type: none"> • The Mission Council has sponsored two trips to Viet Nam. • Domestically, the mission council continues to support McLain middle school with on-going collecting of school supplies, volunteering to help teachers setup up classrooms, and tutoring children.

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SAINT ANDREW CATHOLIC PARISH PRAYER FOR PASTORAL PLANNING

Loving God,
fill us with wisdom as we engage in parish planning,
so that our work is for your glory
and the building up of the Body of Christ in Saint Andrew Parish.

As stewards of your Church,
may we follow the examples of Mary, our mother,
Saint Andrew, our patron, and Saint Francis,
who trusting you, boldly stepped out to do your will.

Help us share our gifts
and learn from each other
so that our efforts are the best for your Church.

May the plans and the changes that follow
come from our yearning to act with justice, love and respect for each other.

Grounded in your Gospel mission
and with your divine assistance,
may we walk with confidence together into the future.

We ask all this through Jesus, our Lord.

Amen.

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Please direct comments to:

Parish Pastoral Council
Saint Andrew Catholic Parish
Fort Worth, Texas

using the *Contact* link found at the bottom of the Parish website home page

<http://www.standrewcc.org>