

Long-term Strategic Plan Update on Progress
FY16-FY18

Priority: Formation – Faith Development and Liturgical Life

Goal: Holy Infant will embrace faith and liturgical formation as a community-based lifelong journey.	
<p>Objective 1: Recognizing sacred liturgy as the source and summit of our faith experience, actively respond to the need for consistent and ongoing training and education in all aspects of the church’s liturgical life.</p> <p>Lead Responsibility: Liturgical Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Met & Ongoing</p>	<ul style="list-style-type: none"> • All Liturgical ministries were reviewed over the last 9 months under the direction of Director of Liturgy and Music, Francine Britto. • Training and formation sessions were held biannually for all liturgical ministries. Formation for liturgical ministers led by Fr. Paul Colloton in 2015. • As a means of faith development & continued education on the liturgy, a new initiative entitled <i>Mass Transit Cards</i> was established. This initiative provides an opportunity for families of younger children to engage in the parts of the Mass together while increasing understanding through discussion & reflection. • Children’s Liturgy of the Word continued at both Sunday Masses. • Sacrament preparation continued to be a primary focus in formation of both parents & children. • The curriculum for Sacrament Preparation continued to evolve. • Pre-planning for funerals has begun.
<p>Objective 2: Emphasize community building by providing opportunities to attract and more fully integrate families into the faith formation process.</p> <p>Lead Responsibility: Faith Development Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Met & Ongoing</p>	<ul style="list-style-type: none"> • Created an Ad Hoc Faith Development Group to redesign HI-life to Faith First, which offers a variety of events focused on social justice, service, social, faith learning and sharing. Faith First continues as intergenerational faith development opportunity. • Held Trunk or Treat event in 2016– a fun family event which included a children’s health fair component • Instigated “Bring your parent to class” days in 2016 which allows parents to engage in the Gospel message with their child(ren) and learn ways to bring the Good News into their home once a month. • JYM/TYM: Encouraged parents to volunteer/chaperone for events & service; engaging with their children & their peers • Held First Reconciliation & First Eucharist monthly parent preparation sessions; Parent meetings for Confirmation I & II • Baptism Anniversary Celebration held in January 2016 and 2018. • Vacation Bible Camp held yearly (last day invited parents to stay for dinner & closing in the evenings—for overview of day). • Held Parish Picnic in 2016 and 2017.
<p>Objective 3: Foster awareness of the many vocational opportunities that the Catholic Church has to offer and promote the vocation of priesthood and consecrated life.</p>	<ul style="list-style-type: none"> • Vocations Ministry continues to pray for and sponsor a Seminarian annually. • Implemented the Chalice Program in 2017. • November 2017 Faith First focused on Vocations.

<p>Lead Responsibility: Faith Development Commission Timeline: FY2016-FY2018 Progress: Not Met</p>	<ul style="list-style-type: none"> • Catechists encouraged to teach about saints and discussing their life examples and vocations in Faith Development classes. • Promoted Diocesan and Oblate vocations to youth through informational materials and Diocesan promoted trip
<p>Objective 4: Inspire, challenge and help Catholics witness marriage as a natural institution founded by God and raised to the dignity of a Christian sacrament.</p> <p>Lead Responsibility: Faith Development Commission Timeline: FY2016-FY2018 Progress: Ongoing</p>	<ul style="list-style-type: none"> • Newly married couples social at Parish rectory in 2016 • Celebration of Marriage held in Feb 2017 • A Project of Love Spiritual Reflection series planned for 2018 to establish a community presence for young adult couples • Sponsor Couples: 12 couples completed marriage preparation process

Priority: Community and Family

<p>Goal: Holy Infant will embrace the totality of its diverse faith community, supporting Catholic family life and encouraging all members to engage in full participation in all aspects of parish life.</p>	
<p>Objective 1: Promote fellowship and community identity by increasing opportunities for parishioner interaction after weekend liturgies, at social events and during other parish activities.</p> <p>Lead Responsibility: Parish Life Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Met & Ongoing</p>	<p>Holy Infant continued to be a friendly, warm, and welcoming parish to both current and new parishioners alike. New endeavors, such as the yard sale and concerts, were enjoyed and well attended. Moving the New Parishioner Orientation meetings to the living room at the Parish Center lent to more welcoming, informal atmosphere.</p> <ul style="list-style-type: none"> • Continued to hold Fellowship Weekends throughout the year. • New Parishioner Orientation Meetings held every two months to acquaint the new persons/families with the opportunities for growth through the various ministries of the parish. • Annual Picnic held October 2016 and October 2017. • Diverse social events held during the year, such as the Pizza and Line Dancing Social, Celebration of Marriage Mass and reception, Fish Fries hosted by the KoC, held our first Yard Sale in the summer of 2016, Mother’s Day Rose Sale. • Parish-wide concerts held, such as Matsiko Choir, Sarah Hart, Elisabeth Von Trapp. • Held the Stewardship Fair on Pentecost in June 2017 and scheduled for June 2018 • Held a Catechist appreciation cookout, brunch & Christmas party • Young Adult & HI-Society held regular gatherings. • HIGA remains an active group • Soup & Prayer events held during Lent in 2016 and 2017.

<p>Objective 2: Promote the understanding that the family is our first community and is the most basic way that the Lord gathers us to act in the world.</p> <p>Lead Responsibility: Faith Development Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Discontinue?</p>	<ul style="list-style-type: none"> • Faith First gatherings provided opportunities for families and people of all ages to come together. • Sacramental preparation continues to evolve as a whole family process with increased opportunity for at-home learning. • During both Advent & Lent, families have been provided with materials to pray at home together, as well as a focus on the weekly “Family Corner” in the Pflaum Gospel Weeklies.
<p>Objective 3: Engage and include diverse parish constituencies by respecting and supporting differences such as cultural diversity, various life stages, inactive Catholics, young adults and families including those with special needs.</p> <p>Lead Responsibility: Faith Development Commission and Liturgical Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Met & Ongoing</p>	<ul style="list-style-type: none"> • Sunday morning Children’s Faith Development has relied on volunteers of diverse backgrounds and life stages to minister to the children of the parish including those with special needs. • Santo Nino celebration held annually which was highly attended • Simbang Gabi Mass & Dinner begun in 2017 • Session on Advanced Funeral Planning (life stages) held in 2015 • Life Long Faith Formation opportunities (across life stages) held annually • Encouraged, Promoted & Publicized Diocesan Special Needs Mass • Awakening Faith promoted for inactive Catholics • Stephen Ministry formed & training completed; 17 ministers commissioned in 2016; 9 more in training in 2018

Priority: Outreach and Evangelization

<p>Goal: Holy Infant will inspire, challenge and assist its members in responding to God’s call to promote the dignity of the human person through spiritual and corporal works of mercy, empowerment and advocacy in our local community and beyond.</p>	
<p>Objective 1: Promote respect for the sacredness of God’s creation and the sanctity of human life.</p> <p>Lead Responsibility: Peace, Justice and Human Concerns Commission and Faith Development Commission</p>	<ul style="list-style-type: none"> • Respect Life Ministry communicated news of issues and events to ministry members via email, and to the parish community via the website when possible • Distributed Respect Life resources in the Atrium during October. • Coordinated Pregnancy Support Services collection and donation. • Parishioners participated in Durham Life Chain and Diocesan Respect Life Leaders Conference.

<p>Timeline: FY2016-FY2018</p> <p>Progress: Met and Ongoing</p>	<ul style="list-style-type: none"> • Set up Respect Life display in atrium for the Feast of the Immaculate Conception and Our Lady of Guadalupe with prayers cards for life and USCCB reading brochures • Communicated information about the National March for Life and the Diocesan Mass for Life. • Communicated with our HI youth minister regarding LML (Love My Life) youth conference and State March for Life along with the National March for Life. • Celebrated the Blessing of the Child in the Womb during our liturgies the 4th week of Advent. Set up display in atrium with prayer cards. • Culminated the fetal development of Gabriella with the celebration of the blessing of the child in the womb the 4th Sunday of Advent. • Continued communication with interested parishioners regarding Respect Life information received from the Diocesan Office of Human Life and Dignity newsletter. • Social Justice Education & Initiatives – participated in Woman Marching in Silence Against Violence event; attended Durham CAN events on affordable housing and employment training. • Held presentation on Catholic Advance Medical Directives.
<p>Objective 2: Educate and inspire our parish community to increase participation in direct service and social justice activities in the local community.</p> <p>Lead Responsibility: Peace, Justice and Human Concerns Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Promoted community events such as Stop Hunger Now meal-packing event. • Communicated dates of local Durham CAN meetings. • Conducted another successful Share Your Christmas campaign. • Promoted shelter dinner donation and volunteer opportunities. • Promoted opportunities to participate in Families Moving Forward meal and fellowship events, as well as Barrels of Joy collection of household items. • Continue to share Habitat for Humanity communications with interested parishioners. • Consulted with Plant a Row, and about to launch new program called Lettuce Pray where parishioners can contribute produce from their own gardens. • Two parishioners were on the planning committee for the 2017 North Carolina Bread for the World Annual Conference. • Several Faith First events had a service component. • DeSales Service Retreat held in Lent 2017
<p>Objective 3: Enhance awareness of the needs of the many people and ministries seeking our assistance provided through parishioner contributions to our charity and justice fund.</p>	<ul style="list-style-type: none"> • Continued to publish Thank You messages from beneficiaries of Peace and Justice funds in bulletin and on website. • Faith Formation engaged in various service activities at all age groups and learns about the works of mercy that they can perform in their daily lives. • Assisted <i>Families Moving Forward</i> on many levels

<p>Lead Responsibility: Stewardship Commission, Peace, Justice and Human Concerns Commission and Faith Development Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Ongoing</p>	
<p>Objective 4: Continue to support domestic and/or foreign mission initiatives.</p> <p>Lead Responsibility: Peace, Justice and Human Concerns Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Exploring a second DeSales Service Works (DSW) Center visit in Florida. • Explored opportunities for other overseas missions now that the Guatemala mission has been discontinued. • Continued to sell Guatemalan coffee and send proceeds. • Continued to seek establishment of a DSW Center in Durham.

Priority: Communications

<p>Goal: Holy Infant will provide multiple channels of communication to inform, educate, and communicate with parishioners effectively and efficiently.</p>	
<p>Objective 1: Form a communications committee to evaluate the current media used by the parish. Determine the most effective media channels and distribution protocols appropriate for the range of information to be disseminated to the parish.</p> <p>Lead Responsibility: Parish Pastoral Council and Planning and Operations Committees</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Communications Coordinator position added to parish staff (November 2016). • <i>The Connector</i>, a new weekly e-communication platform launched in February 2017. • Communications Committee planned for second half FY2017; (Photo/Video Team in formation January 2017).
<p>Objective 2: Optimize the use of multiple technology channels to facilitate incoming and outgoing communications with and among parishioners.</p> <p>Lead Responsibility: Parish Pastoral Council and Planning and Operations Committees</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Project definitions completed and tasks initiated for communications platform updates -website, <i>Connector</i>, bulletin, monitors (February 2017).
<p>Objective 3: Inform parishioners about the impact of parish contributions to various initiatives and programs (such as garden</p>	<ul style="list-style-type: none"> • Work with Communications Coordinator to explore best ways to communicate to parishioners the impact of parish contributions (bulletin, website, etc.).

<p>production, Share Your Christmas, second collections, the Bishop’s Annual Appeal (BAA) and other charitable contributions) in order to provide accountability to donors and increase participation.</p> <p>Lead Responsibility: Parish Pastoral Council; Planning and Operations Committee; Stewardship Commission and Peace, Justice and Human Concerns Commission</p> <p>Timeline: FY2016-FY2018</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Various promotional projects begun including ministry profile updating.
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Priority: Stewardship

<p>Goal: Recognizing that active involvement in parish ministries and groups is a return of the many gifts we have been blessed with by God, Holy Infant will encourage its members to become good stewards through sharing of their time, talent and treasure.</p>	
<p>Objective 1: Develop a comprehensive Stewardship handbook to educate parishioners on Holy Infant’s approach to the implementation of stewardship, related initiatives, and the various opportunities for members to participate in ministries and groups.</p> <p>Lead Responsibility: Stewardship Commission</p> <p>Timeline: Ongoing</p>	<ul style="list-style-type: none"> • Drafted the first copy of the Stewardship Handbook for review by the Parish Pastoral Council. Plan is to roll out in 2018-2019.
<p>Objective 2: Promote awareness, understanding and commitment to service using broad and targeted communication methods.</p> <p>Lead Responsibility: Stewardship Commission</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Individual ministries promoted awareness of mission and needs through advertising in bulletin, on website, and in the Connector.
<p>Objective 3: Promote the need for material support of the parish to assure its financial stability and to provide for its growth as a vibrant faith community.</p> <p>Lead Responsibility: Stewardship Commission</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Continued to promote the e-Giving program as a way to ensure regular giving to the parish. • Regularly published where monies from second collections (Peace Justice funds) were distributed to keep parishioners apprised.

<p>Objective 4: Develop a planned-giving program for long-term support, with the assistance of the Diocese of Raleigh.</p> <p>Lead Responsibility: Stewardship Commission and Parish Finance Council</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Initiated the strategic mission-focused program Stewardship Awakening: which encouraged parishioners to Reflect, Respond and Renew their commitment to Stewardship at Holy Infant. Parishioners responded very positively with an increase in first collections in the fall.
<p>Objective 5: Promote the prudent use of natural resources and care for the environment as part of responsible stewardship for all building improvements.</p> <p>Lead Responsibility: Stewardship Commission and Planning and Operations Committee</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Incorporated environmentally friendly design features into the plans for new facilities.

Priority: Effective Management of Growth

<p>Goal: Holy Infant will provide parish facilities that appropriately meet existing and future needs for worship, gathering/hospitality, faith development and other parish activities.</p>	
<p>Objective 1: Maintain existing facilities to meet current usage requirements, emphasizing the worship environment and meeting/classroom space.</p> <p>Lead Responsibility: Planning and Operations Committee</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Existing facilities being maintained for current usage only.
<p>Objective 2: Based upon the completed Facilities Needs Assessment Self-Study, engage an architectural firm to provide a master plan study with preliminary cost estimates for alternative design scenarios. Engage consultants to conduct a capital campaign feasibility and planning study.</p>	<ul style="list-style-type: none"> • Cannon Architects engaged for project. • Master study plan with preliminary cost estimates completed. • Steier Group engaged for campaign planning study. • Planning study completed.

<p>Lead Responsibility: Planning and Operations Committee, Parish Pastoral Council and Parish Finance Council</p> <p>Progress: Completed</p>	
<p>Objective 3: Determine a design scenario that is most consistent with parish needs and projected sources of funding. Develop a comprehensive financial plan that describes estimated costs, sources and the timing of funding. Present the plan for approval by the Parish Pastoral Council, Parish Finance Council, Diocesan Building and Real Estate Commission and the Diocesan Finance Council.</p> <p>Lead Responsibility: Planning and Operations Committee, Parish Pastoral Council and Parish Finance Council</p> <p>Progress: Completed</p>	<ul style="list-style-type: none"> • Design scenario developed. • Financial plan completed. • Financial plan (and mortgage loan) approved by all parties, including Diocese.
<p>Objective 4: Conduct a capital campaign with approval from the Parish Pastoral Council, Parish Finance Council and the Diocese of Raleigh.</p> <p>Lead Responsibility: Planning and Operations Committee, Parish Pastoral Council and Parish Finance Council</p> <p>Progress: Ongoing</p>	<ul style="list-style-type: none"> • Stage one capital campaign completed. • Celebration Goal achieved.
<p>Objective 5: Engage an architectural firm to provide a master site plan and building design schematics. Engage a project manager to assist with construction coordination. Engage a construction firm responsible for initiating and completing the facilities project.</p> <p>Lead Responsibility: Planning and Operations Committee, Parish Pastoral Council and Parish Finance Council</p> <p>Progress: Met and Ongoing</p>	<ul style="list-style-type: none"> • Master site plan presented for approval to Diocese BRE on February 27, 2017. • Building design schematics and site plan revisions presented to Diocese BRE on May 23, 2018 (pending final approval). • Upon consultation with Diocesan Director of Property and Construction, selection of project manager to be limited to interior fixtures and furnishings. • Clancy and Theys selected as general contractor.