

2018 St. Lawrence Martyr Strategic Plan -- Executive Summary

In August of 2017, the Pastoral Council began working with Pastor Fr. Paul on plans for a St. Lawrence Martyr Parish Strategic Plan to position the Parish for the 21st Century. These six major strategic categories were created for planning purposes:

1. Administration/Leadership
2. Capital Development/Infrastructure
3. Faith Formation
4. Ministries/Outreach
5. St. Lawrence Martyr School
6. Spirituality

Following is a brief summary of the overall process that produced this **St. Lawrence Martyr 2018 Strategic Plan**.

September and October 2017 -- Pastoral Council members brainstormed ideas for the major categories. A comprehensive list of ideas was developed and a Working Group of three Pastoral Council members was formed to consolidate this list, create additional documents and prepare for future meetings.

November and December 2017 -- Pastoral Council members and SLM Key Staff ranked brainstorming items as High, Medium or Low priority.

January 2018 -- the Pastoral Council made plans for a meeting with previous Pastoral Council members, scheduled for February, and prepared a presentation for that meeting that outlined the planning process to date.

February 2018 -- Fr. Paul and the Pastoral Council met with previous Council members on February 12th to review the strategic plan priorities and to obtain additional input from a forum of breakout groups.

March 2018 -- The Working Group prepared a summary of additional items identified at the February 12th meeting with previous Council members.

April 2018 -- Fr. Paul and the Pastoral Council made plans for a Town Hall Meeting open to all St. Lawrence Parishioners to review the strategic planning process and obtain additional input. The Working Group created a document incorporating items from the February 12th meeting into priorities already identified by current Council members and SLM Key Staff members; this document was presented at the Town Hall Meeting.

May 2018 -- The open-forum Town Hall Meeting was held on May 8th.

June 2018 -- The Working Group developed a summary of items discussed at the Town Hall Meeting.

July and August 2018 -- The Working Group developed the **St. Lawrence Martyr 2018 Strategic Plan** draft document. After revisions, the final document was approved by Fr. Paul and the Pastoral Council.

September 2018 -- Bulletin and Pulpit announcements directed Parishioners to the final **St. Lawrence Martyr 2018 Strategic Plan** on the St. Lawrence Martyr website at: <http://stlm.org/pastoral-council>. Parishioners were also directed to email any comments or questions to pastoral.council@stlm.org.

A. Administration/Leadership				These areas completed during progress updates					
ID	Priority Name	Description	Implementation Ideas	Resources Needed			Timeline:		Expected Outcomes
				\$ Cost	Staff	Volunteers	Priority	Duration	
A.1	Sustained Leadership	Develop Leadership for Parish Celebrations/Events; An Inclusive Process	1. Develop a recruitment and training process for parish leaders 2. Clarification of Pastoral Council* 3. Ministry Fair enhancements*						
A.2	Personal Safety	Monitor and enhance current safety and security systems and procedures	1. Quarterly Bulletin article on physical and personal security 2. Develop anonymous feedback process for concerns about physical or personal safety 3. Expand Safeguard Children Committee to include representation from all facets of SLM Community and develop robust programs to ensure safety of our children						
A.3	Financial Transparency	Create More Transparency and Emphasis on Stewardship	1. Publish Finance Council Minutes 2. Open Finance Council & Pastoral Council meetings to parishioners						

A.4	Transition Plan	Prepare a Transition Plan for Pastor Succession	<ol style="list-style-type: none"> 1. Staffing 2. Capital Campaign 3. Current projects 4. Infrastructure 5. Census 6. Ministries 7. Strategic Plan status 						
A.5	Communication	Create a Parish Dialogue Forum	<ol style="list-style-type: none"> 1. Annual Town Hall Meetings* 2. Parish-wide way/place/time for Parishioners to ask sensitive questions, provide input and receive expert answers about what is going on the Church 						

* Item already in process.

B. Capital Development/Infrastructure				These areas completed during progress updates					
ID	Priority Name	Description	Implementation Ideas	Resources Needed			Timeline:		Expected Outcomes
				\$ Cost	Staff	Volunteers	Priority	Duration	
B.1	Church/Site Improvements	Capital Campaign and Construction for Church and Other Improvements	<ol style="list-style-type: none"> 1. Capital Campaign Committee* 2. Full-time capital development / facility committee 3. Enhance lower field play areas* 4. Improve & upgrade campus security 5. Improve outdoor lighting* 						
B.2	Outdoor Gathering Area	Construct a Gathering Area Between Parish Hall and Pastoral Center	Already in progress						
B.3	Columbarium	Construct a Columbarium on Site at SLM for Sacred Remains	Already in progress						

B.4	Parking (M)	Improve Parking Overall	<ul style="list-style-type: none"> 1. Golf cart to transport from lower field * 2. More parking for seniors and handicapped 3. Install bike rack 4. Adjust Mass times to alleviate crowded parking 5. Re-configure lot for one way in & out to create more spaces 						
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* Item already in process.

C. Faith Formation				These areas completed during progress updates					
ID	Priority Name	Description	Implementation Ideas	Resources Needed			Timeline:		Expected Outcomes
				\$ Cost	Staff	Volunteers	Priority	Duration	
C.1	Outreach	Encourage Evangelization	1. Explain what this means to parishioners						
C.2	Technology for Communications	Use Modern Communication for Publicity and Information (also for Spirituality & Ministries/Outreach)	<ul style="list-style-type: none"> 1. Use videos/photos to spread faith 2. Sunday Mass video on website 3. Audio of homily on website 4. Daily reminders to parishioners with prayer/events 						
C.3	After Confirmation	Maintain a Roster and Regular Communication with Youth	<ul style="list-style-type: none"> 1. Adult Mentor for students after Confirmation 2. Youth suvery after Confirmation* 						

C.4	Sacramental Follow Up	Follow Up on All Sacraments	<ul style="list-style-type: none"> 1. Emphasize marriage ministries 2. Catechetical training for Religious Ed teachers and RCIA leaders 3. Coordinator for each Sacrament beginning before sacrament 4. Announce Baptisms at Mass 						
C.5	Bible Study	Bible Study from Genesis to Revelation	<ul style="list-style-type: none"> 1. Theology of the Body Series 2. Lectio Divina groups 3. Spiritual book club * 						
C.6	Young Adults	Focus on Keeping Youth in the Church	<ul style="list-style-type: none"> 1. Retreats for 17 to 18 age group 2. Enhance Sunday Youth Mass* 3. Youth Cantor 4. Use social media to reach youth* 5. 8 pm Sunday candlelight Teen Mass 						
C.7	Group Sharing	Cross Pollinate Groups to Address Faith Formation	<ul style="list-style-type: none"> 1. Promotion of CFM (Christian Family Movement)* 						
C.8	Families	Create Opportunities for Families With Elementary-Aged Children							

* Item already in process.

D. Ministries/Outreach				These areas completed during progress updates					
ID	Priority Name	Description	Implementation Ideas	Resources Needed			Timeline:		Expected Outcomes
				\$ Cost	Staff	Volunteers	Priority	Duration	
D.1	Welcome Ministry	Expand Activities to Welcome New Parishioners	1. Announce new Parishioners at Mass 2. Bring parishioners back to church -- call-a-thon; invitation from neighbors 3. Name tags at Mass 4. Use Guilds to bring back parishioners (use social media) 5. Invite a Priest for dinner 6. Establish a "Buddy Family" Ministry 7. Welcome Ministry for new School parents						
D.2	Sister Parishes	Shared Activities and Ministries with Other Local Parishes	1. Review other parish bulletins regularly 2. Find opportunities to share resources & services						
D.3	Parish Celebrations	Increase Parish Celebrations	1. Use social media to encourage attendance 2. Plan multi-cultural events						
D. 4	Service Hours	Use SLM Ministries for High School Student and Youth Service Hours	1. Maintain a list of participating ministries & contacts						
D.5	Hospitality Ministry	Expand Hospitality Activities and Ministers	1. Expand Welcome Ministry before and after Mass 2. Re-start Guilds by using technology & social media 3. Re-establish donuts after 11 am Mass						

D.6	Parish Involvement	Increase Parish Involvement	<ol style="list-style-type: none"> 1. Utilize Cornerstone to increase parish involvement 2. More community activities and share this at Mass * 3. Expand small groups 4. Make it easier to get involved at SLM 						
D.7	Periphery of Congregation	Reach Out to Those on the Periphery of Our Congregation	<ol style="list-style-type: none"> 1. Develop ways to identify, reach out & welcome those on periphery 						
D.8	Volunteers	Improve Recruiting Process for Volunteers	<ol style="list-style-type: none"> 1. More Volunteer appreciation 2. Use Sign Up Genius or similar technology for volunteering, events, etc. 3. Recognize outreach activities 						
D.9	Bereavement Ministry	Develop Outreach After Funerals							
D.10	Seniors	Increase Outreach to Seniors	<ol style="list-style-type: none"> 1. Ongoing Senior Luncheons* 2. Maintain "Senior Assistance" list & make available 3. Survey senior parishioners for suggestions 						
D.11	Remote Ministries	Establish Remote/Satellite Ministries to Serve Those Who Are Not Mobile	<ol style="list-style-type: none"> 1. Utilize social media groups 2. Follow up phone calls to families 						

* Item already in process.

E. St. Lawrence Martyr School				These areas completed during progress updates					
ID	Priority Name	Description	Implementation Ideas	Resources Needed			Timeline:		Expected Outcomes
				\$ Cost	Staff	Volunteers	Priority	Duration	
E.1	Mass Attendance	Encourage Mass Attendance of Children and Parents	1. Add to the Altar Server group from SLM School 2. Increase the required parental service 3. Deacon involve students in Red Wagon program 4. Homilies relevant to teens & families with children 5. Stamp Bulletin for children who attend Mass & turn into teacher 6. Students receive positive-behavior tickets for Mass attendance 7. Student ushers and/or greeters 8. All-family Masses for school families and for sports participation						

E. 2	Integration	Integrate Church and School to Better Serve Both Areas of Parish	<ol style="list-style-type: none"> 1. Announce school events at Masses and Parish events at school 2. Increase school enrollment; consider a Pre-School 3. Regularly schedule Deacon or Priest at Religious Ed and School classes 4. Religious Ed parents serve Sunday Donuts 5. Second collection for school monthly at Mass with special envelope 6. Make "School Information" a regular monthly Parish Council Agenda item 7. Activities to mingle Religious Ed & school children 8. Standing Bulletin item to advertise school 9. Regular School items in Bulletin by teachers and students 							
E.3	Fundraising	Expand School Fundraising Program	<ol style="list-style-type: none"> 1. On-line giving for tuition and capital improvements 2. Generate list of former student families for solicitation 3. Advertise to Parish in Bulletin 							

F. Spirituality				These areas completed during progress updates					
ID	Priority Name	Description	Implementation Ideas	Resources Needed			Timeline:		Expected Outcomes
				\$ Cost	Staff	Volunteers	Priority	Duration	
F.1	Personal Prayer	Enhance Personal Prayer Practice	1. Offer 30-Day Spiritual Exercises or use 19 Annotation for shorter version 2. Marian Events* 3. Breviary morning & evening prayers 4. Acquire Bishop Robert Barron's "Word on Fire" Ministry series						
F.2	Liturgy	Encourage More Attendance at Mass	1. Recruit more adult and youth liturgical ministers 2. Annual Mass on lower field 3. Annual Mass at beach 4. Foster proper attire at Mass 5. Bulletin announcement of priests saying which Masses the following weekend 6. List service opportunities for SLM and other parishes in bulletin 7. Teleprompter at Masses for music and readings						
F. 3	Eucharistic Adoration	Recruite More Participants to Sustain Adoration	1. Offer XL (large group) Adoration * 2. Promote one hour per week from the Pulpit						

* Item already in process.