



Pastoral Strategic Plan 2020-2022

1. Become a parish of Intentional Disciples

Expand opportunities for lifelong faith formation, spiritual growth and evangelization in the STM Community; increase individual and family involvement in the life of the parish

1.1 Witness to the Gospel: Increase awareness in the Chapel Hill area of the presence of St. Thomas More as a church and school community welcoming those searching for a place to worship and as a place for the education of their children. Increase participation in community events specifically sponsored by STM such as the Christmas parade. Train parishioners willing to evangelize outside the walls of STM church.

1.2 Continue Discipleship Catechesis including:

- ✚ Come and See Retreat and reunions
- ✚ Called and Gifted Workshop. The next workshop will be held in the fall of 2021
- ✚ Lenten Mission
 - A local speaker will be invited for 2021
 - Steve Angrisano has been rescheduled for Lent, 2022
- ✚ Christmas book give away

Continue to send staff and parish leaders to workshops at the Catherine of Siena Institute.

1.3 Religious Vocations: Continue regular promotion of vocations to the priesthood and religious life through:

- ✚ Seminarian features in the bulletin
- ✚ Holy Hours for vocations
- ✚ Education in the school and faith development programs around vocations
- ✚ Diocesan vocations programs

1.4 Awakening Faith: Continue to offer the Returning Catholics Program three times a year.

1.5 Adult Faith Development Plan: Implement the new Adult Faith Development Plan

1.6: Accompany Catholic young adults in our community on their journey of faith by providing space, resources, and opportunities for authentic connection with Christ and each other.

1.7 Marriage Enrichment: Continue to implement the new marriage enrichment multi-year process in English. For 2020-2021:

✠ “10 Great Dates” (meeting 1x per month for about 30 min. as a prelude to a “date night”).

✠ Advent Morning of Reflection.

Support Alvernia Retreats for couples in Spanish.

1.8 Small Faith Communities: Strengthen and promote existing small faith communities including:

✠ Walking With Purpose

✠ Iron Sharpens Iron

✠ Lenten Small Groups

1.9 Hospitality: Continue quarterly new parishioner welcome socials, hospitality weekends after mass. Offer a “welcome Mass” in 2021.

1.10 Child Care Ministry: A Task force was formed to evaluate and identify the parish needs for childcare ministry during Sunday liturgies and other events. Initial feedback was gathered from an online survey; however, more data is necessary through in person listening sessions after Mass. The work of this taskforce is on hold as of Sept. 2020 until a time when we can have in person meetings. It is anticipated that the work of the taskforce will resume in early 2021.

(Diocesan Priority #2: Focus on Faith Formation and Sacramental Practice; Priority #4: Promote Vocations to the Priesthood and Consecrated Life; Diocesan Priority #5; Implement the Pastoral Initiative on Marriage and Support Family Life; Priority # 7: Plan for the Effective Management of Growth)

2. Respect Life and Social Concern

Encourage outreach to the poor and vulnerable as integral to Christian discipleship

2.1 Connect ministries to liturgy: Link homily and scripture readings to a specific ministry as appropriate; offer a blessing of those engaged in various forms of outreach ministries (could be several combined ministries) 2-3 times a year at the discretion of the clergy. Feature ways the charity funds are used in the Pastor’s bulletin note each month.

2.2 Catholic Social Teaching: A new Just Faith Course began in August 2020. Utilize bulletin inserts to increase awareness of Catholic social teaching.

2.3 Care for Creation: Encourage in the church and school spirituality of Christian environmental stewardship as presented by Pope Francis in Laudato Si. Expand practical actions that demonstrate our Catholic commitment to preserving God's gift of the Earth. Work with other

local faith communities and organizations to expand our common ground of beliefs, practices and actions. Investigate the possibility of an ecumenical event around Care for Creation. Begin installation of solar panels once the new roof is in place on the church and middle school. It is anticipated that this project would begin in late 2021 or early 2022.

2.5 Promote Human Dignity and promote outreach to the poor and vulnerable as integral to Catholic life and teaching.

(Diocesan Priority #1: Promote the Life and Dignity of the Human Person; Priority #2: Focus on Faith Formation and Sacramental Practice)

3. Parish Unity

Foster unity and fellowship among our diverse members

3.1 Church and School: Continue to strengthen the bond between the church and school.

3.2 International Fair: Sponsor the next International Fair in 2022.

3.3 Continue the promotion of parish events that foster unity:

- ✠ CROP Walk
- ✠ Parish Pride Day
- ✠ Family Movie Night

3.4: Solidarity Across Differences: Support the work of the Image and Likeness Committee whose mission is to: To offer parish programming that will deepen Catholic understanding that all people are made in God's image and likeness. The goals are CONNECTION (we will truly see each other as brothers and sisters in Christ), raised awareness of BARRIERS TO CONNECTION (personal/ structural sin), and PRAYER AND ACTION (changing personal/societal behaviors.) The specific emphases are racism and cultural diversity.

3.5: Work collaboratively with the neighboring parishes of Holy Infant and Newman on various educational and outreach initiatives.

(Diocesan Priority #3: Promote Cultural Diversity)

4. Parish Communications

Review recommendations from the Communications Assessment Team to see what further steps are necessary in our parish communication efforts.

(Diocesan priority # 7: Plan for Effective Management and Growth)

5. Parish Resources

Prioritize and obtain the resources needed to support strategic initiatives.

Ongoing Stewardship Awareness Initiative: Develop and implement an annual Stewardship Awareness Initiative.

5.1 Automated Giving. Encourage parishioners to utilize the Automated Giving approach as a way to ensure they meet their commitment for financial stewardship.

5.2 Parishioner and Staff, Time & Talent. Develop and implement initiatives to encourage parishioners to utilize their time and talents to further the mission of the parish. Utilize various resource management tools to support balancing the workload of the parish between various staff members, parishioners and suppliers. Hold a Stewardship Fair in the fall of 2021. Hold a volunteer recognition event in the spring of 2022 and honor outstanding volunteers in each portfolio.

5.3 Offertory, Mortgage and Special Financial Needs. Effectively manage parish offertory to support strategic initiatives as well as to support the day-to-day operation of the parish and the parish Mortgage. Funding for special projects and strategic initiatives will be managed on a by project basis. Conduct an increased offertory campaign through Our Sunday Visitor in October of 2021.

5.4 Master Capital Planning. Implement and update a Master Capital Expenditure Plan for facilities, endowments, major expenditure items, including annual reserves for the church and school., including Phase 2 & 3 of the new South Campus and the expansion of the columbarium on the Main Campus and construction of a new columbarium on the South Campus.

(Diocesan Priority #5 –Effective Stewardship of Resources)

6. Integrity and Responsibility: Ensure the integrity, safety and responsibility of all those in our parish community through:

- ✚ Continued compliance with Safe Environment Standards
- ✚ Supporting the work and educational opportunities of the Abuse Response Team
- ✚ Continued enhancement of the St. Michael the Defender Ministry (Safety and Security)

Updated: September 2020

