

2017 Holy Redeemer Strategic Plan

Last May before Fr. Jason left for Washington, DC, he presented a summary of the strategic plan that has been prayerfully discerned for Holy Redeemer. Now we, the strategic planning steering committee, the parish council and Fr. Jason would like to experience it in its entirety. It is included on the following pages. Next to each goal and its sub-goals is listed a group within the parish that will take ownership for the goal as well as a deadline for implementation.

We imagine that you'll have questions after reading through the strategic plan. We'd like to take the opportunity to answer those questions and explain more about the plan itself. To that end, we have the following schedule for the coming weeks. We hope that you'll take time to prayerfully read over the plan and join in learning more about it. In doing so, we pray that God might touch you to understand where He's inviting you to be a part of our future here as a parish family at Holy Redeemer.

After reading over the strategic plan:

- Please feel free to drop us any questions in the question box in the narthex of church or email them to Erica Rasler at erasler16@yahoo.com. Do either by Wednesday, September 13.
- Join us in the church for a parish forum presentation on the strategic plan at
 - 10:30 am on Sunday, September 17 (after the 9 am Mass)
 - 7:15 pm on Wednesday, September 20 (after the 6:30 pm Mass)
 - Babysitting will be provided
- We hope to record and make available online the forum presentation in case neither one of those opportunities works with your schedule.
- We'll follow up with a bulletin insert to cover any frequently asked questions that come out of the presentations.

Our strategic plan will only be as successful as our parish family understands, supports and gets involved in it. You are an integral part of our parish family so we hope that you'll join us as we continue on the next stage of our strategic plan.

Strategic Planning Steering Committee
Parish Council
Fr. Jason Gries



Core Purpose

Holy Redeemer is a witness of Christ to the world.

Core Values

Catholic Tradition

Holy Redeemer's beliefs and values are rooted in the Catholic tradition and provide a source of stability and continuity. Knowledge of the past provides us with a path forward in discovering the truth.

Family

Holy Redeemer values the connectedness that comes with building a parish family. Lifelong faith formation and fellowship of the community reminds us that as faith-filled disciples we are part of the body of Christ. Hospitality, communication, and personal invitations demonstrate the value of welcoming parishioners and strangers as brothers and sisters in Christ.

Worship

Holy Redeemer values communal and individual prayer and worship. Opportunities are provided to celebrate the sacraments, mass, and grow in our understanding of worship.

Service

Holy Redeemer values Christ's call to serve those in need whether they be inside or outside the parish community.

Evangelization

Holy Redeemer values evangelization through spreading the Gospel and witnessing our faith. An essential component of evangelization is our own internal evangelization.

Strategic Goals (SG)

SG1 - Engage parishioners to desire parish involvement and connection

Owner: Engagement Commission

- Create an Engagement Commission by October 2017 (Owner: Parish Council)
- Create a Gifts Committee that reports to the Engagement Commission by January 2018 (Owner: Engagement Commission)
- Create a Welcome Committee that reports to the Engagement Commission by January 2018 (Owner: Engagement Commission)
- Create a Communication Committee that reports to the Engagement Commission by January 2018 (Owner: Engagement Commission)
- All new parishioners are made known to the parish by April 2018 (Owner: Welcome Committee)
- All new parishioners are connected to a person/family and involved in a specific ministry by June 2018 (Owner: Welcome Committee)
- Research practices and benchmarks of highly effective parishes by June 2018
- Implement a program such as "Called and Gifted" to learn about parishioner's gifts by August 2018 (Owner: Gifts Committee)
- Invite parishioners to engage in volunteer and stewardship opportunities
- Sustain parishioner engagement in volunteer and stewardship opportunities



Strategic Goals (SG) *continued*

SG2 - Develop parishioners to know God and know about God

Owner: Faith Formation Commission

- Create a Faith Formation Commission separate from the School Board (Education Commission) by December 2017
- Hold a Parish Mission annually beginning in 2018
- Communicate formation opportunities outside the parish by June 2018
- Provide Catholic media resources such as Formed.org to parishioners by June 2018
- Evaluate existing and potential faith formation program by June 2018
- Study parish facilities to determine better utilization for faith formation programs by June 2018

SG3 - Build sustainable parish finances that support and enhance the parish mission

Owner: Finance Commission

- Create a position to lead parish finances and overall parish operations by December 2017
 - Study parishes with an effective staffing arrangement
- Establish a system to maximize collection rates for tuition, SACC, etc. by December 2018
- Develop a comprehensive financial data collection system by December 2018
- Establish a financial aid process and committee for school families by March 2018
- Create a stewardship/revenue committee to explore tithing, Scrip, planned giving, endowments, etc., by January 2018
 - Make an annual appeal for stewardship (determine timing based on best practices)
- Create a financial education for parishioners by 2018
 - Offer an annual program in financial literacy
 - Provide a financial report to parishioners twice a year (October and April)
- Increase staff compensation (high school scale for teachers and competitive pay within the diocese for parish staff) by May 2020

SG4 - Provide outreach within and beyond the parish to promote service, Catholic social teaching, and interfaith relationships

Owner: Community Involvement Commission

- Expand King Food program for the neighborhood by March 2018
- Partner with Catholic Charities to identify a focus and partnership(s) for parish outreach by December 2018
- Meet CAJE (Congregations Acting for Justice and Empowerment) annual attendance goals by December 2018
- Identify and encourage parishioner involvement on nonprofit boards by December 2018

SG5 - Enhance spiritual programs, academic quality, and enrollment capacity to fully recognize the school as a ministry of the parish

Owner: School Board

- Create a School Board separate from the Faith Formation Commission by December 2017 (Owner: Education Commission)
- Define and evaluate enrollment capacity of school building by December 2017
- Develop alumni outreach and support by January 2018
- Communicate financial aid to prospective and current families by March 2018
- Develop school goals for academic performance and enrollment by May 2018
- Determine long term sustainability for school by December 2018



Strategic Goals (SG) *continued*

SG6 - Organize parish structure to enhance efficiency, accountability, and effectiveness

Owner: Parish Council

- Create a Building and Grounds Committee in September 2017 to create a long term maintenance and repair plan by July 2018
- Establish a task force to revise organizational chart for Parish Council commissions, term limits, and bylaws, and staff based on parish needs and strategic plan by December 2017. The task force will provide an annual review of the parish commissions and structure and make recommendations for changes to the Parish Council.
- Review job descriptions and evaluate parish staffing needs by July 2018
- Develop a comprehensive annual staff evaluation process by July 2018

Presented by the Strategic Plan Steering Committee

Signature

Date

Approved by the Parish Council

Signature

Date

Accepted by the Pastor

Signature

Date

