



SAINT ANNE'S
PARISH CENTRE

STRATEGIC PLAN

Parishioner Guide

WINTER 2019

AS DISCERNED BY THE 2017-18 PASTORAL COUNCIL
AND PRESENTED AT THE ANNUAL GENERAL MEETING
(MAY 6, 2018)

WHY A STRATEGIC PLAN?

Why a strategic plan? When we started working on this plan, that question came up from time to time. Aren't we doing well already? Isn't that something businesses do? Why can't we just keep things the way they are? Those are all important questions.

The answer is, yes, Saint Anne's is doing well already. When I arrived at Saint Anne's in 2015, I found a parish that was friendly, vibrant, faith-filled, and very busy. We have a great tradition of volunteering, involvement, prayer, and service.

All the same, there is still room for us to grow. Over the past decade or so, we've seen a slow decline of giving and attendance. It was a gradual decline of only about one percent per year, but it was pretty consistent. In addition, some families in our six schools are actively involved in this parish – but how many are not? Some families who celebrate baptisms, confirmations, and first communions come back in the following weeks – but how many do not? Some children who grew up in this parish still celebrate with us – but how many do not? How many Catholics in north central Saskatoon don't celebrate Mass with us? There is lots of room to grow.

These challenges are not unique to Saint Anne's. They are true of most parishes in North America and Europe. However, I am convinced that this is not inevitable or irreversible. If Saint Anne's is going to be unique in anything, my goal is that we be unique in addressing honestly the challenges and finding new ways to reach out to this world with the faith we love.

This is not Father Matthew's idea. Since the Second Vatican Council, the Church has been calling on all Catholics to find new ways to share the Faith. Saint John Paul II called for a "New Evangelization, new in its ardor, methods and expression." Setting up the Pontifical Council for the New Evangelization, Pope Benedict XVI wrote, "Being a Christian is not the result of an ethical choice or a lofty idea, but the encounter with an event, a person, which gives life a new horizon and a decisive direction." And Pope Francis, writing about this call to evangelize, writes, "All of us are called to take part in this new missionary 'going forth'. Each Christian and every community must discern the path that the Lord points out, but all of us are asked to obey his call to go forth from our own comfort zone in order to reach all the 'peripheries' in need of the light of the Gospel."

How can Saint Anne's respond to this call? This strategic plan is the result of our Pastoral Council and Staff working to answer that question. As Pope Francis says, to discern the path the Lord points out for us, bringing the light of the Gospel to the peripheries of our field of ministry: our families, schools, neighbors, and the people of north-central Saskatoon. I'm excited to work and journey with all of you as we continue to grow, serve, and reach out.

– Fr. Matthew Ramsay –

STRATEGIC PLAN: OVERVIEW



PRIORITIES: WHAT DO WE WANT TO ACCOMPLISH WITH OUR VISION?

Welcome: Creating an atmosphere and practice of our belonging to God and journeying to him together.

Relevance: Striving to be authentic witnesses to a relevant, joy-filled faith.

Evangelization and Outreach: Leading people to Jesus, nurturing constant growth in faith, and helping all to follow Him in service and outreach.

Leadership: Establishing a culture of leadership connected to gifts.

STRATEGIC OUTCOMES

- Growth in numbers of those we serve and who serve with us;
- An increased and tangible missionary mindset in our parish community as a whole;
- A culture of responsibility and empowerment, where service is shared and there are no more "life sentences."

STRATEGIC INITIATIVES (HOW WE ARE GOING TO WORK ON IT)

- **Ministry Initiatives:**
- Amazing Sunday Experience*
- Opportunities to Encounter Jesus*
- Evangelistic Outreach Beyond our Walls
- Identifying and Aligning Welcome Experience*
- Ministry Leadership Training*

- **Administrative Initiatives:**

- Communication of and Participation in Vision for All Parishioners
- Effective Resource Management*

*These initiatives are outlined in detail in the next 5 pages

SOUND BYTE

It is vitally important for the Church today to go forth and preach the Gospel to all: to all places, on all occasions, without hesitation, reluctance or fear. The joy of the Gospel is for all people: no one can be excluded.

- Evangelii Gaudium, 23 -

AMAZING SUNDAY EXPERIENCE

OVERALL VISION

To make the Sunday experience amazing and accessible for every parishioner, including both regular attendees and newcomers.



AREAS OF FOCUS:

- **Music:**
 - Vision: For the entire congregation to be actively participating and praying through the music of the Mass, and for all music ensembles to be focused on leading the congregation into prayer through their repertoire and arrangements.
 - Timeline: Began Fall 2018
- **Homilies**
 - Vision: Plan homily series around various relevant topics, and utilize input from parishioners as part of weekly homily preparation.
 - Timeline: Currently happening and ongoing
- **Hospitality:**
 - Currently being assessed and planned out by the Identifying and Aligning Welcome Experience Committee.

OPPORTUNITIES TO ENCOUNTER JESUS

OVERALL VISION

That our parish would become an evangelizing parish, inside and outside the church walls, by providing opportunities for parishioners to encounter Jesus while empowering them to share that same gift of faith with others.



AREAS OF FOCUS:

- **Discovery:**
 - Vision: The Discovery Small Group Faith Study will be at the heart of evangelization efforts at St. Anne's Parish for both regularly attending parishioners and those who do not attend. Over the next few years, all parish members will be invited to participate in the program, centered on the basic gospel proclamation. They will then have the opportunity to take on a leadership role which suits their gifts and talents.
 - Timeline: Currently happening and ongoing
- **Book Studies:**
 - Vision: Book/Bible Studies will be a highly diversified group of ongoing faith formation opportunities.
 - Timeline: Currently happening and ongoing.
- **Connect Groups:**
 - Currently being assessed and planned out by the Identifying and Aligning Welcome Experience Committee.

IDENTIFYING AND ALIGNING WELCOME EXPERIENCE

OVERALL VISION

To make parishioners and guests feel welcome from the moment they enter our church until they leave.



AREAS OF FOCUS:

- **Create Welcoming Program**
 - Identify roles and expectations for all members of parish, not just welcomers, as welcoming is everyone's responsibility.
 - Train parishioners from program
 - Timeline: Began Fall 2018 and ongoing
- **Implement Welcome Desk:**
 - Desk to have attendant who is knowledgeable and welcoming
 - Will house information on programs and activities at St. Anne's Parish
 - Timeline: Began December 2018 and ongoing
- **Implement Guest Outreach Program:**
 - Method to identify new guests at each mass and provide means to follow up with them.
 - Timeline: 2020
- **Monitor How Well We Are Doing:**
 - Perform audits on our facilities
 - Have independent person assess our Sunday experience
 - Timeline: Winter-Spring 2019

MINISTRY LEADERSHIP TRAINING



OVERALL VISION

To build leaders in the parish and equip them with the skills required to create a culture of discipleship and evangelization in our parish.

AREAS OF FOCUS:

- **School of Evangelization:**

- Vision: To provide avenues, such as classes/workshops, to current and potential future leaders in the parish, to empower them to evangelize and to learn leadership skills.
- Focuses: Evangelization as the church's main identity, balance of growing in holiness ourselves and sharing our faith with others, the importance of testimony and how to write our stories, how to intentionally accompany someone on their faith journey, being instruments of the Holy Spirit, leading with humility, practical tools for leading, helping people find their individual strengths/charisms, and more.
- Timeline: 2020

- **Note:**

- This initiative depends greatly on the kind of culture and programming we decide to implement over the next few years. It is important that ministry leadership training takes place collaboratively with the other initiatives at St. Anne's.

EFFECTIVE RESOURCE MANAGEMENT



OVERALL VISION

To be effective of stewards of all components necessary for other ministries and/or administrative initiatives to achieve their goals, including data collection, fundraising, and resources.

AREAS OF FOCUS:

- **Data Collection:**

- Vision: Initiatives that will allow our Parish to track/monitor how we are going (i.e., means of assessing our progress or success with various initiatives and programs)
- Tasks: Tracking metrics for each Mass (attendance, collection); tracking metrics for ministry programs (new registrations, infant baptisms, etc.); Set up Gallup Polls (engagement poll and/or Strength Finder poll).

- **Fundraising:**

- Vision: Identifying initiatives that will provide the necessary funds for each Ministry to achieve a specific goal
- Tasks: Identify initiatives for generating additional funds (sister parish in Malawi, Refugee family, audio/visual equipment upgrades, church expansion)

- **Resources:**

- Vision: Creating infrastructure that allows each ministry to achieve a specific goal.
- Tasks: Identify technology requirements that would support church liturgy and evangelization initiatives: (A/V controls from ambo, projector screens/monitors in sanctuary, install video monitors (2) in welcome area, reconfigure lighting controls in sanctuary, install additional directional lighting over ambo, reconfiguring sound system and control room in Father Donlevy Hall, etc.)
- Update website

MAJOR LAUNCHES TIMELINE



BIG NEW IDEAS WE PLAN TO IMPLEMENT

- Discovery as Parish "Pump" – Already Started
- Volunteer Appreciation Events – Began June 2018
- Data Collection – Began June 2018
- Liturgical Celebration Homily Series, incl. music – Fall 2018
- Weekend Welcoming Renewal, incl. Welcome Desk – Winter 2019
- Update Church A/V System – 2019
- Identify and Improve Outreach to New Guests – Fall 2019
- Strength Finder Process – 2020
- Children's Mass Ministry – 2020

This is the summary of our strategic plan so far. We know that these plans will adjust as we continue to grow and evolve as a parish. For now, we remain excited in what is to come and reliant on the leading of the Holy Spirit as we journey together towards Christ.

We'd love to hear from you. Please send any comments, questions, or suggestions to pastoralcouncil@saintannes.ca.

FINAL THOUGHTS

How are we doing as a church? This was my question as I sat in on the Annual General Meeting prior to beginning my role as the vice-chair on parish council. We knew how we were doing financially, but there was no indication of how we were doing in our primary role as providing spiritual care to our community. In my role as a manager in the manufacturing industry, we rely on reports to show us how well we were doing, and use that data to guide us in what we should be doing to improve moving forward. I was not used to having no feedback as to how things were going and consequently, no plan on where we were going.

As we started our next session as parish council, Fr. Matthew introduced us to the book Divine Renovation. This book inspired us to look at what we were doing as a parish and see if there were areas where we could become even stronger. First and foremost, we had no vision on where we wanted to go. Without a vision there was no direction on where we were headed. Along with that we identified our values which would guide us in making decisions. With this done, we started our journey of defining our path. As with any parish, including Saint Benedict, the parish identified in the book, we could do even more to welcome, reach out, and serve as Jesus calls us to. Our newly defined vision and values have allowed us to ask: how do we show current and new parishioners that they are welcome at whatever level of spirituality they are at? How do we provide an opportunity to encounter Jesus? We have many non-active parishioners, and families from our school system whom we could help to get to know Jesus. How do we do this and how do we measure how well we are doing? We have seen that our church is strong in its faith, but that we can improve on how we become better disciples. What is our plan?

Through this process we identified that we needed to produce a strategic plan, one that would be our road map to achieving our vision. This strategic plan would guide us in our day to day decisions and any decisions relative to the future of our parish. Our plan also included measurements that would provide feedback on how well we are doing and giving direction on what we can be doing better. With our strategic plan now complete, we now know how well we are doing and where we are going.

– Patrick Richter, Pastoral Council Chair 2017-18 –

I WOULD LIKE TO HELP!



**ARE YOU INTERESTED IN HELPING OUT
WITH ANY OF THESE INITIATIVES?
EMAIL CATHERINE RICHARD AT
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