2021-2026 St Monica Parish Planning

Approach and Outcomes

INVITE   CONNECT   GROW

Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the holy Spirit

Matthew 28:19

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Pastoral Vision for the Archdiocese of San Antonio

ENCOUNTERING CHRIST
UNITED AS CHURCH
SENT BY THE SPIRIT

Seeking to live in sacramental communion with one another, the Archdiocese of San Antonio exists to make disciples and missionaries of Jesus Christ to prepare for the promise of Eternal Life.

PRIORITIES

THE NEW EVANGELIZATION
Through our shared encounters with Christ, proclaiming the Good News with joy, zeal, and renewed spirit!

CATECHESIS AND FORMATION
Growing in faith and in knowledge of Jesus Christ through our shared encounter!

YOUTH AND YOUNG ADULTS
As Disciples and Missionaries, strengthened by our shared encounters with Jesus Christ!

St Monica Mission Statement

The Mission of St. Monica Church is to build a welcoming community of faith, making God's love visible through service to others

Key Terms
1) Welcoming Community
2) Service to Others

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St Monica Vision

INVITE ALL - CREATE CONNECTIONS - GROW DISCIPLES

INVITE - CONNECT - GROW	
"INVITE ALL"	Based on the Kerygma
"CREATE CONNECTIONS	Build a welcoming community
"GROW DISCIPLES"	Serve/Accompany those on the path of Discipleship

Inventory - St Monica Church (Ministries/Org's) (Current State alignment to Vision)*Will need update

NAME	MINISTRY (M) or ORGANIZATION (O)	INVITE	CONNECT	GROW
ACTS	M	X		
ALTAR SOCIETY	M			X
BEREAVEMENT	M	X	X	
CYO	M		X	
DIVINE MERCY	M			X
FAMILY OF THE ROSARY	M			X
FAMILY OF FAMI-LIES	M			X
HOMEBOUND VISITS	M			X
LITURGY	M	X	X	X
MARRIAGE ENRICHMENT	M	X	X	X
MILITARY	M		X	
Quilting	M			
RCIA	M	X		X
RELIGIOUS ED	M			X
SACRAMENTAL PREP	M	X		
SMALL CHRIST-IAN COMMUNITIES	M		X	X
SPANISH PRAYER GROUP	M		X	X

NAME	MINISTRY (M) or ORGANIZATION (O)	INVITE	CONNECT	GROW
WELCOMING MINISTRY	**M**	X	X	
YOUTH GLOW (5-6 GRADE)	**M**		X	X
YOUTH EDGE (7-8 GRADE)	**M**		X	X
YOUTH LIFE TEEN (9-12 GRADE)	**M**		X	X
YOUNG ADULT (19-30)	**M**		X	X
YOUNG AT HEART (SE-NIORS)	**M**		X	X
ST VINCENT DE PAUL	**O**			X
KNIGHTS OF COLUMBUS	**O**		X	X
CATHOLIC DAUGHTERS	**O**		X	X
School	**O**	X		X

FIVE SYSTEMS DEFINITIONS

SYSTEM NAME	DEFINTIION
1: Worship	This is an obvious one for us as Catholics. Our primary act of worship is the celebration of the Eucharist. Worship can include prayer meetings and times of praise experienced in small groups.
2: Evangelization	This is the proclamation, or kerygma: the Good News of God's love revealed in Jesus, and the salvation offered through his cross and resurrection. It is proclaimed to those who do not know Jesus. Evangelization brings people into an encounter with Jesus Christ and leads them to a decision to trust, follow him and become his disciple. Evangelization will seek to bring those who respond to that encounter to the sacraments of baptism or reconciliation. It is directed to those outside of the Church, but may also be aimed at those within the Church who know about Jesus but do not know him personally.
3: Discipleship	Discipleship is the lifelong process of growing, maturing and learning that the believer eagerly enters into if truly evangelized. It includes catechesis, but cannot be reduced to it. It includes growing in faith, knowledge, prayer and identifying one's God-given gifts.
4: Fellowship	Fellowship is community – what the New Testament calls koinonia, the common life. It is meaningful community where people are known and loved, called by name and supported in their call to holiness. It may include socializing, but cannot be reduced to it. Fellowship happens when parishioners are accountable to and for one another.
5: Ministry	Ministry is service to others. It includes essential ministry within the life of the parish so that it can function and form its members, but exists, in a missionary culture, to go out and serve those who do not belong. The true measure of the life of ministry in a parish is not how many lectors a parish has, but the proportion of ministry that is going out to the "existential peripheries," as Cardinal Bergoglio called them. He restated this rather forcefully in Evangelii Gaudium: "I prefer a Church which is bruised, hurting and dirty because it has been out on the streets, rather than a Church which is unhealthy from being confined and from clinging to its own security." (EG, no. 49)

These five systems overlap and cover the same dimensions of church life as do the ten values. Analyzing the overall health of the parish through an honest evaluation of the health of these systems is another means to arrive at a starting point of developing a strategy for renewal of a parish.

Ten Values Analysis

1. Giving Priority to the Weekend
    a. More time is spent by the pastor and key staff on the weekend experience than on the rest of the week
    b. The Sunday Mass is a Wow moment for the parishioners
    c. Our Mass schedule gives us sufficient time to gather, celebrate the Eucharist and connect afterwards
    d. People are unconcerned about going over the sacred 1-hours mark and turning into pumpkins
    e. Our building(s) facilitate a meaningful and transformative Sunday Experience
    Total:_____

2. Hospitality
    a. We have a dedicated and trained hospitality team in out parish
    b. At parish social events, parishioners go out of their way to welcome people they do not know
    c. The marginalized (the poor, people with mental illness, etc.) are intentionally welcomed in our parish
    d. We have an intention welcoming process for new parishioners in our parish
    e. It is obvious to visitors the we presume we have non-churchgoers , non-Catholics and visitors in every weekend Mass
    Total:_____

3. Uplifting Music
    a. We have an excellent level of congregational sining in our church
    b. We have a high quality of music in our Sunday liturgies
    c. We have a good mix of old and new styles of music at different Masses
    d. We are intentional about developing contemporary music
    e. The hymn of praise has a primary place in our liturgies
    Total:_____

4. Great Homilies
    a. The preachers in our parish speak to the whole person: mind, heart, conscience and will.
    b. Every homily clearly enunciates the Kerygma
    c. Preaching, however challenging, feels like good news.
    d. Preaching in our parish is truly transformative and relevant.
    e. The pastor preaches a visioning homily once a month at all Masses
    Total:_____

5. Meaningful Community
    a. In our parish, parishioners are accountable to and for one another.
    b. A majority of our parishioners regularly participate in a small or midsize group.
    c. Our parish facilitates experiences of belonging for people who neither believe nor behave as we would with them to.
    d. In our parish, people are known by name
    e. At our parish, we seek to grow a sense of belonging by measuring it.
    Total:_____

6. Clear Expectations
    a. Our parishioners know what is expected of them as members of our parish.
    b. Our parishioners know what they can expect from our parish
    c. We have clearly defined and articulated these expectations
    d. At our parish we do a great job of holding the value of clear expectations in creative tension with the value of hospitality.
    e. We have annual initiatives when these expectations are revisited and communicated
Total:_____

7. Strength-Based Ministry
    a. We use our church to build up people and not people to build up our church.
    b. We have a defined tool to help parishioners discover their God-given strengths and talents.
    c. When matching people to ministry, we being with the person and not with the need.
    d. Key teams in our parish are composed intentionally using a strengths assessment tool of some kind.
    e. Serving in and through our parish is always life-giving and energizing.
Total:_____

8. Formation of Small Communities
    a. Our parish is a communities of communities where people are know, loved and cared for.
    b. We have a defined system of small and/or mid sized groups in our parish, and belonging to then is considered a normal part of being a parishioner.
    c. After evangelization, getting people into small and/or mid sized groups is out top pastoral priority.
    d. The ministries and groups in our parish do not depend on the direct oversight of the pastor.
    e. Caring for one another spiritually is the responsibility of all, and not just the pastor.
Total:_____

9. Experience of the Holy Spirit
    a. The majority of our parishioners can testify to a powerful experience
    b. In our parish liturgies and gatherings, we always explicitly invoke the Holy Spirit in prayer and in song.
    c. We have a working model so that parishioners can be prayed over to have an experience of being filled with the Holy Spirit.
    d. In our parish we discern but also welcome various manifestations and gifts of the Holy Spirit.
    e. In our staff meetings and pastoral council meetings we invoke and wait upon the Holy Spirit
Total:_____

10. An Invitational Church
    a. In our parish, parishioners are comfortable inviting family, friends and neighbors to church events
    b. A culture of invitation is supported by regular teaching and preaching by the pastor
    c. Parishioners are confident the the experience of the weekend will be relevant and uplifting for their unchurched friends and family members.
    d. Outside of weekend Masses, we have events in our parish that are intentionally designed to host the unchurched.
    e. We celebrate wins through stories of both invitations made and invitations responded to.
Total:_____

Strengths   Weakness   Opportunities   Threats

◆ WORSHIP

◆ EVANGELIZATION

◆ DISCIPLESHIP

◆ FELLOWSHIP/COMMUNITY

◆ MINISTRY

INTERNAL	
STRENGTH	WEAKENESS
OPPORTUNITY	THREATS
External	

Mini Visions for FIVE SYSTEMS Today and 5 years from now		
INVITE	**CONNECT**	**GROW**
Evangelization	Fellowship/Community	Worship
	Ministry	Discipleship

Five Year Vision

WORSHIP	Five years from now the experience of worship at your parish makes you incredibly excited. What is happening? What does that look like? Remember, you are describing the entire weekend experience and not just the liturgy itself
EVANGELIZATION	Five years from now your parish has begun to mobilize, and churchgoers and non-churchgoers are encountering Jesus and making decisions to follow him as his disciples. What does it all look like?
DISCIPLESHIP	Five years from now your parish is doing a great job of helping those who have been renewed in faith to grow and mature as disciples. What does that look like?
COMMUNITY	Five years from now your parish has taken great strides to be a place where people are welcomed, know and loved and supported in their Christian faith. What does this look like? Be specific.
MINISTRY	Five years from now your parish is known to be a place where ministry is flourishing - within the walls of your church and in the community. Describe what is happening?

Mini-Plan (6-Month Planning)

5 Systems for each SWOT Category

Goals	Action Step	Point Person	Completion Date	Measurement

- If we do nothing in the else in the next 6 months, we must:

- The single most important things we must do in the next month is:_____

Create 5 Year Plan
Based on 5 Systems and SWOT Categories

	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Worship-Strength					
Evangelization - Opportunity					
Community- Threat					
Worship - Threat					

Chart Goals for Next Three Years

System	Year 1 Goals	Year 2 Goals	Year 3 Goals
Worship			
Evagelization			
Discipleship			
Community			
Ministry			

One Year Planning Guide
(Follow-on Weekend)

System Goal	Action Steps	Point Person	Completion Date	Measurement
System:_____				
System:_____				
System:_____				
System:_____				
System:_____				

Forming Intentional Disciples
Sherry Weddell

THRESHOLDS FOR CONVERSION

Inquiry Phase	Initial trust:	A person is able to trust or has a positive association with Jesus Christ, the Church, a Christian believer, or something identifiably Christian. Trust is not the same as active personal faith. Without some kind of bridge of trust in place, people will not move closer to God.
	Spiritual curiosity:	A person finds himself intrigued by or desiring to know more about Jesus, his life, and his teachings or some aspect of the Christian faith. This curiosity can range from mere awareness of a new possibility to something quite intense. Nevertheless, a person at the threshold of curiosity is not yet open to personal change. Curiosity is still essentially passive, but it is more than mere trust.
	Spiritual openness:	A person acknowledges to himself or herself and to God that he or she is open to the possibility of personal and spiritual change. This is one of the most difficult transitions for a postmodern nonbeliever. Openness is not a commitment to change. People who are open are simply admitting they are open to the possibility of change.
Catechument	Spiritual seeking:	The person moves from being essentially passive to actively seeking to know the God who is calling him or her. It is, if you will, "**dating with a purpose**" but not yet marriage. Seekers are asking, "Are you the one to whom I will give myself?" At this stage, the seeker is engaged in an urgent spiritual quest, seeking to know whether he or she can commit to Christ in his Church.

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THRESHOLDS FOR CONVERSION

Mystagogy	Intentional discipleship:	This is the decision to "drop one's nets," to make a conscious commitment to follow Jesus in the midst of his Church as an obedient disciple and to re-order one's life accordingly.