

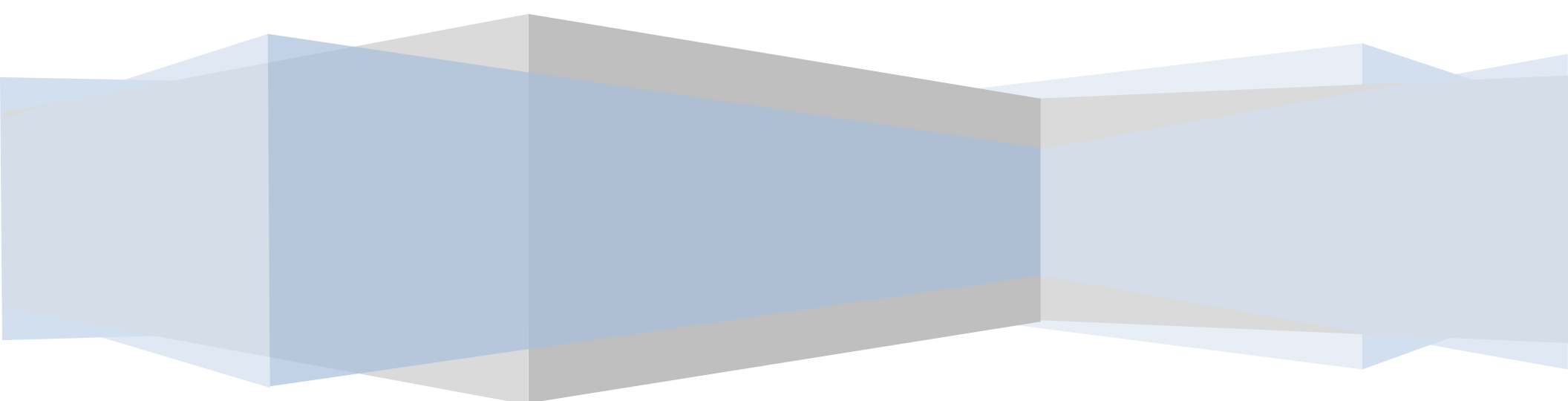


**ST. ALOYSIUS**  
CATHOLIC CHURCH

# Strategic Plan Matrix

January 2015

Planning for 2015



<b>Goal 1</b>		To facilitate and encourage active participation in spiritual growth opportunities and programs, individually and in small and large groups, in order to increase understanding of the Catholic faith, encourage Parish and community involvement, and foster a more meaningful, personal relationship with Jesus Christ.			
<b>Objective 1</b>		To nurture the spiritual growth and liturgical formation of Parishioners, especially those who serve in liturgical ministries, and provide opportunities for growth in liturgical spirituality.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Schedule an annual retreat for liturgical ministers, and/or a series of events that provide for liturgical catechesis and growth in liturgical spirituality (by October).	Worship Commission	Schedule Annually	Preparations underway for January 2015 retreat	Liturgical minister's retreat held on February 4, 2014, planning for 2015 underway

<b>Goal 2</b>		To offer worthy praise and worship to God, and to nurture the spiritual growth of Parishioners, and promote the "full, conscious and active participation" of the assembly in the Liturgy.			
<b>Objective 1</b>		To support a reorganized and revitalized Children's Liturgy			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Compose and edit instructional materials for catechists and organizers; select new leadership and catechists for 2013-2014 academic year (by June)	Worship Commission Sub-Committee formed – ongoing collaboration			Ongoing
2.	Re-launch Children's Liturgy for first Sunday of each month during academic year (in August)	Worship Commission	Children's Liturgy of the Word held September 1, 2013	Program re-launched in Fall 2013, but discontinued	Although the goal was met, this action will not be implemented until chairmen for program are identified
<b>Objective 2</b>		To increase assembly participation in music ministry and music during liturgy; to raise awareness of "sung prayer" as a form of worship and integral part of the liturgy			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	To brainstorm with current music ministry leaders and interested Parishioners about ways to encourage participation of the	Worship Commission	Survey Administered in Nov 2013	From February leadership meeting  Due December 2013	Findings of survey in implementation phase

	assembly in sung prayer during liturgy				
2.	Reorganize and provide formation for choirs, cantors and other music ministries to promote active participation by the assembly in the sung elements of the liturgy.	Worship Commission		September 2013	Underway
3.	Discuss the possibility of adding music/vocal scholars to the choirs to support our music ministry	Worship Commission	Survey administered in Nov 2013	2015 (Ken and Mari check this date)	Planning
4.	Continue discussions and interviews for choral director	Worship Commission	Survey administered in Nov 2013	2015 (Ken and Mari check this date)	Planning
<b>Objective 3</b>		To support a revitalized Stewardship of Ministry that clearly and consistently coordinates volunteer activity (with Community Life; see Objective 1 under Community Life)			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Ensure that the coordinator of each liturgical ministry contacts all those who have signed up to serve in a particular liturgical ministry through the Stewardship of Ministry Appeal or by completing a census packet.	Worship Commission and Administration Commission	Stewardship of Ministry book, Fair/weekend; sign up database reach out to the volunteers	After Ministry Fair	Do this annually
2.	Schedule regular training sessions for each Liturgical ministry throughout the year (and as needed for individuals) and publicize through Parish publications.	Worship Commission		ongoing	Need additional volunteers & resources to schedule this effectively
3.	Coordination between Worship and Administration Commission to explore computer program to make scheduling volunteers easier	Worship and Administration Commissions	Online scheduling availability	Dec 2015	Ongoing
<b>Objective 4</b>		To improve sound system that will improve the assembly's response to the spoken and sung word			
1.	Consult a new Sound Technician who will be present at all mass times on a Sunday to evaluate and fine tune the current sound system	Worship Commission	Survey administered in Nov 2013	2015 (Ken and Mari check this date)	Ongoing

2.	Consult with an Acoustical Engineer with experience in Liturgical Worship to make recommendations for the overall acoustics of the church building to help improve the assembly's response in the spoken and sung word	Worship Commission	Survey administered in Nov 2013	2015 (Ken and Mari check this date)	Planning
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<b>Goal 3</b>		To have an effective communication program for internal communications to Parishioners, external to prospective Parishioners, and the general public in providing efficient, transparent, and timely information to interested stakeholders. Communication will occur in all appropriate channels available to the Parish.			
<b>Objective 1</b>		To have an informational, easily accessible, updated website.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Launch a new point of interest on the home page of the Parish website highlighting current acute volunteer needs in all areas of ministry (in "Help Wanted" ad style).	Administration Commission	Post on website	September	Ongoing
2.	Dedicate a section within the volunteer opportunities area for service needs qualifying as legitimate service hours for teens, particularly those that are repetitive needs.	Education Commission	Website advertises volunteer opportunities	Launch in October	Ongoing
<b>Objective 2</b>		Create a St. Aloysius centralized Parishioner database to have the most up-to-date information for Parishioners and to annually update on an ongoing basis.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Create formal policy on how database will be updated and information will be used and disseminated to ministries.	Administration Commission			Waiting on update from external vendor
<b>Objective 3</b>		Develop a communication process that the Parish will use to provide all interested parties with the information process. How information is distributed, and who needs to know about the release prior to distribution, will be provided.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>

1.	Form communication subcommittee of the Parish council to form the guidelines.	Council	Sub-committee – Kinds of Information	Meeting on September 19	Diocese Guidelines
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<b>Goal 4</b>	To generate the necessary financial support to fulfill our mission				
<b>Objective 1</b>	To remain debt free, consider launching capital campaign building on the success of “Hand-in-Hand.”				
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Organize Capital Campaign when Master Plan is completed	Pastor, Council with support from Administration Commission		When master plan is completed, develop campaign	Waiting till July 15 <sup>th</sup> when new pastor is named

<b>Goal 5</b>	To have newly upgraded, functional, quality facilities that accommodate the various spiritual, educational and social needs of Parishioners.				
<b>Objective 1</b>	Develop a master plan that addresses the physical needs of Parish and guides the investment, siting and build-out of future facilities including, but not limited to a new Childcare center, administration building and community center.				
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Professional firm underway working with parish leadership in developing master plan.	Pastor and Master Plan Committee	Firm hired	Completed	Completed; implementation ongoing
2.	Address other immediate facility needs	Administration Commission			Ongoing

<b>Goal 6</b>	To witness to the gospel through promoting social awareness, evangelization and outreach to those in need.				
<b>Objective 1</b>	Maintain Stephen ministry as a ministry of trained and organized by lay caregivers to provide care to all Parishioners in need with one-on-one Christian care to individuals facing life challenges (grief, divorce, career, financial difficulties, job loss or other life struggles).				
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Increase the number of care receivers of Stephen Ministry services in our parish and recruit additional care givers as needed	Social Responsibility Commission	Recruit men care receivers through KC, Men’s Club, public awareness; all leaders/ministers continue to meet twice a month for Peer	Ongoing	Ongoing

			Group Supervision and continuing ed		
2.	Recruit new class of Stephen Ministers and discern new leadership in the next several months so that at least one or two new leaders can be trained prior to 2015 and the 2 year termination of present leaders	Social Responsibility Commission	New class members and new leadership identified	Ongoing	Ongoing
3.	Promote Stephen Ministry programs throughout our parish and the greater community.	Social Responsibility Commission	Co-host Stephen Ministries Information Workshops with Episcopal Ministry at St. Aloysius and St. Luke's	First completed on 11/1/14 and more workshops to come as needed	First workshop done; more collaboration to come as needed with coordination of future workshops to be held at St. Aloysius
<b>Objective 2</b>		Articulate inter-generational opportunities for faith building through active volunteerism in our Parish as well as in the Baton Rouge community.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Establish a framework whereby currently defined ministry groups and parishioners willing to help outside our Parish can be linked with needy community organizations on an ongoing basis.	Administration and Social Responsibility Commission		Ongoing	Ongoing
<b>Objective 3</b>		Define "Evangelization" and proceed to evangelize throughout all of our ministries, programming and events.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Define the term "Catholic Evangelization".	Social Responsibility Commission	Discern definition of Evangelization through working with the pastor for guidance/direction		In process
2.	Participate in the Cantera Mission by sending parish ambassadors to Nicaragua to bring back and implement programs in St. Aloysius Parish and our greater community with our adult and youth programs.	Social Responsibility Commission			Ongoing
3.	Increase participation in Kairos Prison Ministry and discern Kairos Outside	Social Responsibility Commission			Ongoing

	ministry to evangelize the hearts and minds of inmates at Angola Prison and their families on the outside.				
4.	Objectively review our ministries, programming and events to identify opportunities and take steps to evangelize hearts and minds.	Social Responsibility Commission			Ongoing

<b>Goal 7</b>		To provide seamless opportunities for lifelong growth in love and faith through teachings of the Catholic faith			
<b>Objective 1</b>		Explore opportunities for spiritual and educational events addressing different age groups simultaneously for shared "inter-generational learning".			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Collaborate between Education and Spiritual Growth Commission to provide opportunities for family-focused communal prayer, including reciting the rosary, making the stations of the cross, etc.	Education and Spiritual Growth Commission			
2.	Establish a community-based night of prayer and catechesis to further develop a faith-based spirituality.	Education and Spiritual Growth Commission	Schedule annually	Began Oct 2014	Father Michael Allelo's Presentation, "Leaving a Legacy of Faith, October 17, 2014
3.	Email Blast an Adult Faith Formation Survey to all parishioners to assess the needs and desires of our parish family.	Spiritual Growth Commission	Send annually	February 2015	Completing the survey to email all parishioners in Feb
<b>Objective 2</b>		Advance and further define the focus of the Speaker Series Ministry as an instructional parent resource for our Parish.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Create a subcommittee to work in conjunction with St. Aloysius School and develop goals and guidelines that address practical aspects of hosting speakers focusing on child development issues at varying ages as well as issues	Education Commission		October	In Process

	pertaining to parenting middle and high school youth.				
2.	Establish annual missions and retreats to reenergize the Catholic Church in our Parish, making the Genius of Catholicism accessible to all ages, thus to live everyday with passion and purpose.	Education and Spiritual Growth Commission	Schedule 2 – 3 annually	Matthew Kelly coming in November 2015	In progress
3.	ACTS (Adoration Community Theology Service) Begin developing Catholic Traditions, such as sacraments, meditations, and adoration, while trying to form and further personal spirituality as well as the communal spirituality of the Parish through the Guidance of the Holy Spirit.	Spiritual Growth Commission	Occurs Once a Year for Men and Women Separately - Men in August; Women in September	First men's group held in August 2014	In progress
4.	Establish Momnipotent to encompass all mothers to enrich their spiritual lives and the lives of their children and family	Spiritual Growth Commission	Semi Annual Bible Study of Catholic Books, one in the Fall and one in the Spring	First Study began in Fall 2014; Second Study just began in January 2015	In progress

<b>Objective 3</b>	Develop methods to assist the Child Care Center incorporate the teachings of the Catholic faith in its curriculum on a regular basis.
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<b>Actions</b>	<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1. Promote a directed Parish ministry to devise and carry out a faith development program specifically formulated for the Child Care Center.	Education Commission		October	In Process

<b>Objective 4</b>	Foster a connection between the middle and high school youth of St. Aloysius and Parish ministries other than youth ministries by creating opportunities for inter- generational interaction.
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<b>Actions</b>	<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1. Cultivate the development of positive interplay between ministries by incorporating testimonials from adult ministers into traditional "youth" activities, such as Fall Retreat, Life Nights, etc. in	Education Commission		October	In Process



	order to increase interest in further ministry involvement.				
<b>Objective 5</b>					
<b>Objective 5</b>		Maintain enrollment and interest of students moving from Middle School to Junior High School in the Parish School of Religion.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Establish a fact-finding committee to survey the families targeted by Junior High PSR and determine what factors affect whether they continue participation or choose to stop attending PSR activities at this level. Formulate a course of action to address these transitional weaknesses in order to reduce the attrition rate.	Education Commission		September/October	In Process

<b>Goal 8</b>		To create a welcoming and participative environment that permeates all ministries and fosters a spirit of belonging to build relationships and enhance community			
<b>Objective 1</b>		Create a standard process for each commission to use for collection and reporting ministry activities on a quarterly (or annual) basis.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Form subcommittee (cross-council membership) to develop standardized tools for collection and reporting ministry activities (including information regarding volunteer participation)	Council		September	Ongoing
2.	Establish standard reporting timeframes for commission members to collect and report information to council	Council		October	Ongoing
<b>Objective 2</b>		Conduct annual evaluation of ministry activities to ensure all meet parish priorities and all members of parish have opportunities for community experience.			
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>

1.	Form subcommittee (cross council membership) to conduct annual evaluation of ministry activities to ensure all meet parish priorities and all members of parish have opportunities for community experience; ensure linking process is working	Council	% of ministries meeting parish mission/priorities	September/October	Ongoing
<b>Objective 3</b> By end of 2014 ensure that 100% of new parishioners get personal welcome to the parish and are offered ministry opportunities within one month of joining parish.					
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Reevaluate Ambassador ministry to ensure they are meeting objective	Community Life Commission		Nov 2014	Completed
2.	Develop standard reporting to ensure they are meeting objective	Community Life Commission		January 2015	Underway
<b>Objective 4</b> Develop standard process for ministries to follow up with volunteers to give some type of recognition					
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Ministry Appreciation Day (Agenda)	Council		September	
2.	Although there was no Ministry Fair in 2014, _____ is planning for scheduling this in 2015	Ministry Fair held annually in August	August 2015	Planning underway	Although there was no Ministry Fair in 2014, scheduling this in 2015
<b>Objective 5</b> Evaluate and assess parish-wide, inter-generational events that enhance community life					
<b>Actions</b>		<b>Responsibilities</b>	<b>Metric</b>	<b>Due Date</b>	<b>Status</b>
1.	Create metrics for each event for purposes of assessment	Community Life Commission	Metrics completed		Underway
2.	Assess and develop volunteer coordination for better placement of parish talent within community life activities	Community Life Commission			Underway

Goal 8 – Objective 4 – Action 2

Who is responsible for the Ministry Fair? Worship is not working on this – is anyone planning this?

Is Council still planning a Ministry Appreciation Day? (action 1)