

Pastoral Plan for Saint Augustin Parish

August 8, 2009

Mission Statement

The mission of St. Augustin Parish is to give glory to God by making Jesus Christ known and loved through worship, evangelization, community fellowship, reconciliation and stewardship.

The mission of St. Augustin Parish will be implemented by addressing the key issues of worship, evangelization, community fellowship, reconciliation and stewardship of time, talent and treasure, as described below.

1. Worship

- 1.1 Provide deacons opportunities for liturgical preaching on a monthly basis.
 - Action: Provide rotation schedule for preachers
- 1.2 Create a welcoming climate for liturgy.
 - Action: Station greeters to welcome worshipers at church entrances
 - Action: Train ushers to lead people to pews in front of nave.
 - Action: Presiders encourage assembly to greet before Mass.
- 1.3 Encourage Mass attendance by St Augustin School (SAS) and religious education (RE) by scheduling children's Masses on a regular basis.
 - Action: Establish children's chorus comprised of SAS and RE students to lead congregational singing at one Mass each month.
- 1.4 Promote participation of the liturgical assembly by offering joyful, singable music at Sunday Masses.
 - Action: Increase variety and tempo of sung music.
 - Action: Survey parishioners for input on liturgical music.
- 1.5 Revive Liturgy Committee composed of presiders, deacons, music director, cantors, ushers, lectors and other liturgical ministers.
 - Action: Get "best practices" input from diocesan liturgy office on liturgical planning according to seasons of the church year.
 - Action: Provide training opportunities for liturgical ministers.
- 1.6 Promote increased attendance of parishioners and visitors at worship.
 - Action: Advertise on Catholic radio; implement social networking.
 - Action: Publicize special parish events.
- 1.7 Guarantee accessibility to the church, especially for elderly and handicapped.
 - Action: Building and Grounds Committee to coordinate with architect installation of an elevator on ground level of parish hall.

2. Evangelization

- 2.1 Expand current faith formation programs for adult parishioners.
 - Action: Publicize parish programs of perpetual adoration, Catholic Scripture Study, RCIA, ICN and sacramental preparation.
 - Action: Apprise parishioners of educational opportunities through the diocese and St. Joseph Educational Center.

- 2.2 Implement “On A Journey Together,” a two-year program of evangelization beginning fall, 2009.
 - Action: Sustain core team and develop group leaders and home hosts.
- 2.3 Require catechist certification of all catechists.
 - Action: Implement diocesan certification program for RE and SAS catechists.
3. Community Fellowship
 - 3.1 Create a viable climate of welcome in St. Augustin Parish
 - Action: Pastor continues sending welcome letter to new parishioners.
 - Action: Parish Council members welcome new parishioners by letter or phone and invite participation in parish programs.
 - Action: Business Office sends stewardship letter to new members.
 - 3.2 Sustain ongoing atmosphere of welcome within the parish
 - Action: Parish Council sets up semi-annual welcome dinners to orient new parishioners to parish life.
 - Action: Parish Council promotes and participates in St. Augustin Social Supper Club for adults.
 - 3.3 Increase community awareness of positive aspects of St. Augustin parish life.
 - Action: Communicate opportunities for adult faith formation and spiritual growth.
 - Action: Publicize outstanding programs of children’s faith formation at St. Augustin School, RE program, Boy Scouts, youth ministry and vocations awareness.
 - 3.4 Expand awareness of parish operations
 - Action: Publicize activities of parish organizations (perpetual adoration, Altar and Rosary, Knights, RCIA, Pro-Life, Peace and Justice, Sponsor Couples, Scouts, etc.) and invite participation.
 - Action: Inform parishioners of opportunities for service such as funeral dinners, St. Joseph Emergency Shelter, pastoral care of elderly parishioners, or St. Augustin School.
4. Reconciliation
 - 4.1 Create a climate of reconciliation within the parish
 - Action: Pastor sets the tone for reconciliation by informing parishioners of need for reconciliation noted in 2008 parish study.
 - Action: Pastor accepts responsibility for his role in conflicts and miscommunications and apologizes for delay in their resolution.
 - Action: Pastor informs parish of new Pastoral Plan worked out with Pastoral Council to reconcile conflicts, overcome negative impressions and set our parish on a positive, goal-oriented course.
 - Action: Pastor invites feedback from parishioners to pursue agenda proposed in Pastoral Plan, in cooperation with Pastoral Council.

- 4.2 Increase communication between Pastoral Council, Finance Council, and Board of Education to unify these ministries within the parish.
- Action: Hold joint council meetings on a regular basis to address common goals and address needs of each ministry.
 - Action: Continue interchange of representatives at council meetings to improve communication between these groups.
- 4.3 Provide mechanisms to carry out efforts at reconciliation.
- Action: Inform parishioners of suggestion box placed in church and welcome comments for consideration by Pastoral Council.
 - Action: Inform parishioners of Pastoral Council's role as a forum for addressing concerns important to them.
- 4.4 Attend to parishioners departing from parish.
- Action: Conduct exit interviews of parishioners leaving the parish to learn which aspects of parish life may need improvement.
 - Action: Publicly thank and pray for parishioners preparing to move from parish.
5. Stewardship of time, talent and treasure
- 5.1 Coordinate time and talent survey on parish registration forms
- Action: Pastoral Council will collate parishioners' responses and connect to areas of need (see 3.1 above).
- 5.2 Expand transparency in reporting parish finances.
- Action: Finance Council will publish regular financial reports based on reports submitted to diocese.
- 5.3 Encourage financial stewardship on the part of every parishioner.
- Action: Revive tithe committee to increase number of tithers and raise tithing quota.
 - Action: Finance Council will plan for a balanced annual budget with no planned deficit.
- 5.4 Facilitate formation of St. Augustin School budget in a timely manner.
- Action: Finance Council and Board of Education will devise a formula and timeline for setting school subsidy.
 - Action: Finance Council will estimate parish school subsidy and prepare school budget outline by November of previous fiscal year.
- 5.5 Conform school budget to diocesan guidelines.
- Action: Control tuition discounts, insurance coverage and employee benefits in accordance with diocesan guidelines.
- 5.6 Promote fundraising by Finance Council and Board of Education and apply funds to operating budget.
- 5.7 Continue implementing diocesan policies regarding audits, reviews and reporting of parish finances.
- 5.8 Initiate endowment program for St. Augustin School teachers through the Saint Augustin Foundation.