

**SACRED HEART PARISH
2012 STRATEGIC PLAN**

PURPOSE:

Strategic planning determines the direction an organization is moving, in this case, the direction for Sacred Heart Parish. It is meant to communicate the Parish needs, as identified in the 2009 Needs Survey, and to derive future goals from these needs. It is meant as a guideline and the committee is working in an advisory relationship with the Sacred Heart Parish Council and utilized the Constitution from May, 2009 to formulate processes.

The Strategic Planning Committee reviewed results from the 2009 Needs Survey and analyzed the information for trends. This resulted in the committee's focus on five key areas, which they prioritized in terms of what area(s) could provide the most positive productive impact for the parish in the next five years. Some areas require further exploration by both the committee and the Parish Council.

The priority is as follows:

- I. Communication
- II. Fiscal Responsibility
- III. Stewardship
- IV. Outreach
- V. Spirituality

Within the scope of the next five years, the Sacred Heart Parish will:

- I. In the area of *communication*, Sacred Heart Parish will develop an efficient and effective communication system to address the operational and spiritual needs of the community.
 - Goal 1: The roles and responsibilities of the pastor, employees, and parish council members and committees will be identified and a process for decision-making will be established and transparent in accordance with the bylaws.
 - Goal 2: The parish will develop and implement methods of information exchange that allows all members to participate in a variety of modalities, respond to needs in an effective timeframe, and provide continuous feedback.
 - Goal 3: The Parish will keep Resource Book and Committee list up to date on a yearly basis aligned with the fiscal year.
 - Goal 4: The Parish Council will establish a method to obtain, evaluate, and implement parish input on specific goals contained within the 2012 Strategic Plan over the next two years.
- II. In the area of *Fiscal Responsibility and Sustainability*, Sacred Heart Parish will run a fiscally sound parish supported by all parishioners.
 - Goal 1: Within the first 6 months of the adoption of the 2012 Strategic Plan the parish Finance Committee is charged with establishing a budget based upon projected annual revenues. Routine expenditures shall be limited to the allocated amounts. A semi-annual budget report shall then be presented to the parish.
 - Goal 2: The Finance Committee shall annually complete and adhere to a budget as described in Goal 1 (above), thus maintaining fiscal responsibility and sustainability.
 - Goal 3: Any expenditure of Parish funds beyond budgetary levels shall require prior approval of the Finance Committee with concurrence of the Parish Council.
 - Goal 4: The parish will identify current needs and new initiatives, and research funding options in a sustainable manner, utilizing the decision making process in a transparent, accurate and efficient manner.

- III. In the area of *Stewardship*, Sacred Heart Parish will identify and capitalize on the strengths and talents of all parishioners and staff.
- Goal 1: The parish will identify current demographics of active and inactive members, committees, and parish activity participants and update documentation every two years aligned with the fiscal year.
- Goal 2: The parish will appropriately match the qualified personnel to the needs of the parish and support the designated personnel through education, training and recognition.
- Goal 3: The parish will develop a process administratively to monitor the progress of activities within the parish and ensure implemented initiatives are brought to fruition. This includes reporting results and communicating this information to the parish members as a whole.
- IV. In the area of *Outreach*, Sacred Heart Parish will create a sense of community and belonging for parishioners while supporting the efforts to educate, serve, and provide fellowship within our local community in keeping with the mission of the Catholic church.
- Goal 1: The parish will establish an Outreach Committee whose primary goal will be to build community within the parish, develop recreational activities for members of various ages, and reach out to those who have become inactive.
- Goal 2: The parish will systematically assess and respond to parish needs and utilize the improved communication systems, such as e-mail, radio, newsletters, social media, etc., to make all resources and outreach opportunities easily accessible for interested members.
- V. In the area of *Spirituality*, Sacred Heart Parish will develop an environment that fosters faith-filled learning to support lifelong spiritual development of the catholic community.
- Goal 1: The parish will compile suggestions, concerns and curiosities of the Catholic faith.
- Goal 2: The religious staff will address the parish determined topics from Goal 1 (above) to implement them into learning programs, media and other appropriate venues.
- Goal 3: The parish will develop a mentoring program that will continue beyond the first year of membership in the church; supporting new members, newly confirmed members, and returning members with continued participation and introductions to Catholic opportunities.

Submitted to Sacred Heart Parish Council on March 14, 2012 by:

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