

St. Francis of Assisi Catholic Church

2023 Parish and Ministry Goals and Objectives

to drive the

December 14, 2022 Parish Pastoral Plan

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Introduction

Pastoral Plan – December 14, 2022

From August 2021 through December 2022, the Parish Pastoral Council at St. Francis of Assisi worked to review, update, and refresh the Parish Pastoral Plan to accomplish four objectives:

- 1) Align with the three priorities of the Diocesan Mutually Shared Vision – Growing Holiness, Forming Intentional Disciples, and Being Sent Forth to Witness
- 2) Capture input from the 2022 Synodal Consultation Process
- 3) Serve the current needs of the St. Francis of Assisi Parishioners
- 4) Look to the coming three to five years for the growth and development of St. Francis of Assisi Parish

Output of the Synodal Consultation Process – April-May 2022

St. Francis has a strong foundation of Holiness and focus on the Sacraments, especially the Eucharist. Our challenges include connection to Youth, Young Adults, and Young Families, and better communication of “what’s going on in the Parish.”

Formation efforts at St. Francis align well with those of Holiness. The welcoming nature of the Parish creates opportunities through hospitality. Formation of the younger population of our Parish needs to be a focus, along with formation options targeted to different groups. The need for ongoing faith development was a consistent message.

While St. Francis of Assisi does much to Witness through our service and community activities, one of our largest opportunities is to increase our visibility beyond our church walls throughout our entire Parish and the included communities. We have to “go out” to the community, and not just support financially.

General comments and questions were raised, including the general direction of the Church, the role and action of Church leadership, inclusion, the role of women in the Church, and toward the Synod process in general.

Six Objectives of the St. Francis of Assisi Parish Pastoral Plan

Summarizing the Parish Pastoral Council work, the output of the Synodal Consultation, and a cross-Council Retreat/Workshop in July 2022, the following objectives were identified for the updated St. Francis of Assisi Parish Pastoral Plan:

- Prayer, Sacraments, and The Eucharist
- Total Stewardship
- Youth
- Community Outreach/Service
- Welcoming Parishioners
- Evangelizing/ “Finding” New Parishioners

Prayer, Sacraments, and The Eucharist

Overall objectives are to:

- 1) Focus on the Eucharist, through Real Presence catechesis, expanding Confession & Adoration times, catechizing Mass reverence, and minister retraining/formation
- 2) Encourage individual prayer by engaging more people in prayer activities (Rosary, Stations, etc.)

Altar Servers

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. Supports liturgy.
- Goals 2023: Increase volunteers. Ongoing training. Altar server appreciation event.
- Goals 3-5 years: Increase volunteers. Increase training opportunities.
- Needs/Gaps: Build interest in serving in this ministry.

Children's Liturgy

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. Supports appreciation of liturgy for our youngest parishioners.
- Goals 2023: Maintain program, identify additional volunteers, determine best way to work with the wide range of ages.
- Goals 3-5 years: Maintain program, increase number of volunteers.
- Needs/Gaps: Number of volunteers, facility.

Liturgical Ministers – Readers/Lectors & Ushers/Greeters

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. Supports Sunday liturgy.
- Goals 2023: Complete guideline revision. Training.
- Goals 3-5 years: Maintain ministry, increase number of volunteers.
- Needs/Gaps: Volunteers.

Liturgical Ministers – Extraordinary Ministers of Holy Communion

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist
- Goals 2023: Re-implement home bound, nursing home visits. Complete guideline revision. Training.
- Goals 3-5 years: Expand home bound and nursing home communion visits.
- Needs/Gaps: Identifying homebound Catholics and those in nursing homes.

Liturgical Ministers – Presenters of Gifts

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. Supports the liturgy.
- Goals 2023: Maintain.
- Goals 3-5 years: Maintain.
- Needs/Gaps: None.

Liturgical Laundry

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and The Eucharist, Total Stewardship
- Goals 2023: Continuing service for cleaning liturgical items. Recruit 1-2 new parishioners.
- Goals 3-5 years: Continue
- Needs/Gaps: None

Music Director

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and The Eucharist, Total Stewardship
- Goals 2023: Continue to provide music for Saturday night and 9:30 am Sunday mass as well as for funerals and holy days.
- Goals 3-5 years: Recruit new members with vocal skill and/or ability to play a musical instrument.
- Needs/Gaps: None

Prayer After Mass

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and The Eucharist
- Goals 2023: Continue weekly personal prayer time after Saturday and Sunday Masses
- Goals 3-5 years: Continue
- Needs/Gaps: None

Prayer Programs, Adoration, Men's Prayer Group, Little Books (Advent/Christmas, Lent, Easter, Gospel-Stewardship)

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. All of these support the prayer life of our parishioners.
- Goals 2023: Increase adoration opportunities. Assess the desire of a women's prayer group and implement if appropriate. Assess if an additional prayer time/date is desired by the men of our parish (particularly those who are working). Promote retreat opportunities (parish, Cursillo, White House).
- Goals 3-5 years: Have sufficient prayer group opportunities appropriate to our demographics. Have a minimum of 8-12 hours of adoration available on a monthly basis. Implement a Divine office opportunity for parishioners.
- Needs/Gaps: Programs that meet working individuals and young families with children.

Rosary

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and The Eucharist
- Goals 2023: Continue weekly Rosary before Saturday and Sunday Masses. Pro-Life Rosary prayed monthly in Springfield, also linked to Fatima apparitions.
- Goals 3-5 years: Expand participation
- Needs/Gaps: None

Sacrament Preparation/Classes

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist
- Goals 2023: Continue to provide preparation programs as needed. Implement parent meetings for sacramental programs in the fall. Evaluate and select best sacramental prep programs for 2023-24.
- Goals 3-5 years: Gain more parent involvement.
- Needs/Gaps: More parent involvement.

Sacristan/Facilitator

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. Supports liturgy.
- Goals 2023: Provide ongoing training opportunities.
- Goals 3-5 years: Maintain programs. Increase volunteers.
- Needs/Gaps: Volunteers.

Vocations Team

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. Supports the Sacrament of Holy Orders.
- Goals 2023: Hold a vocations event, increase awareness of vocations in the parish, implement a vocations holy hour. Continuing the “traveling” vocations’ cross and prayer book.
- Goals 3-5 years: Encourage and support one of our youth to enter the seminary.
- Needs/Gaps: None – it’s a new program just getting started.

Total Stewardship

Overall objectives are to:

- 1) Renew/Educate understanding of Total Stewardship, by (Re)Defining what Total Stewardship means for St. Francis at present, use mail/email/bulletin/homily/focus sessions to build understanding of all Parishioners, and improve "what's going on?" and "where help is needed?" communication/visibility
- 2) Align Total Stewardship activities (Hospitality, Prayer, Formation, Service) to Pastoral Plan objectives
- 3) Expand on the difference between our Parish and what other Stewardship Parishes are doing

Bulletin

- Alignment and connection to Pastoral Plan/other objectives: All
- Goals 2023: Keep people informed. Bulletin is the FACE of our church. It is in paper form and on line.
- Goals 3-5 years: Have whole bulletin in full color. Expand more pages. Include weekly readings on bulletin.
- Needs/Gaps: If had more sponsors, we can have more pages

DDF – Diocesan Development Fund

- Alignment and connection to Pastoral Plan/other objectives: Growing in holiness, forming intentional disciples and being sent forth to witness / Total Stewardship – involves all four pillars of stewardship / All 7 signs of a vibrant Parish/Diocese are evident in this ministry
- Goals 2023: March organizing/goals, May-June appeal period
- Goals 3-5 years: Yearly support for Diocese appeal
- Needs/Gaps: None

Finance Council

- Alignment and connection to Pastoral Plan/other objectives: Aligns with being good stewards of money parishioners contribute and using these funds for the needs of the parish in regards to goals, growth and capital outlays. Total stewardship – making sure to reach to them to provide with financial assistance. Getting guidance from parish council as well as other committees that request funds. Figure out where we want to spend funds. 7 Signs – budgeting money how those signs are presented and how it fits benefits. Maintain facilities and budgeting where it needs to go drive objectives of parish council. We must have maintenance fund for actual fixed costs and how can budget money to other objects. Pastor drives and approves/disapproves allocation of funds.
- Goals 2023: Continue to work with parish council and working on getting money for capital campaign. Monitoring inflow and outflow of cash. Monitor how money is spent and if expenditure is necessary. Audit function of check writing and not exceeding budget.
- Goals 3-5 years: Develop an interest in parishioners to be on finance council and get more in line with Diocesan Guidelines for Parish Finance Council
- Needs/Gaps: Most people on Finance Council have been in council for a long time. Need to get in rotation system of two new people on and two past members off on consistent basis. Members serve for a staggering three-year term which can be renewed for a subsequent three-year term.

Information Board in Gathering Space

- Alignment and connection to Pastoral Plan/other objectives: All
- Goals 2023: Get all parish information to the parish family. Information board needs to grow and have more information so have availability when needed.
- Goals 3-5 years:
- Needs/Gaps: Need to increase space for information board.

Money Counters

- Alignment and connection to Pastoral Plan/other objectives: Total Stewardship
- Goals 2023: Money counters sign up for the ministry. Written protocol of what each person is to do. 1 out of the 3 counters must not be related and 1 finance council member is included in the 2 to 3 counters.
- Goals 3-5 years: Maintain
- Needs/Gaps: None

Newsletter

- Alignment and connection to Pastoral Plan/other objectives: Total Stewardship
- Goals 2023: Use newsletter to explain to the parishioners what Stewardship is but in different ways so they have a better understanding. Focus on one ministry with eye on Stewardship. Publish a newsletter 3 to 4 times a year.
- Goals 3-5 years: Involve more persons in the publishing part of the Newsletter. (Kelsey Russman, a new parishioner with experience in writing/publishing, is a new team member. Sue Geeser will write a book review in next newsletter and hopefully future newsletters. Looking for a backup to Jayne Palmley with publishing, Avery Muniz, youth, contributed an article to last Newsletter). Mail Newsletter to all people on the church roster even those not actively involved to increase their feeling of belonging and being a part of St Francis of Assisi. Welcoming parishioners to get to know other parishioners and get more involved with stewardship activities of St Francis of Assisi.
- Needs/Gaps: Work with Abbey in getting bulk postage rate set up for the newsletter. More people involved in creating Newsletter, participating in process and publishing as well as reading the Newsletter.

Photography team

- Alignment and connection to Pastoral Plan/other objectives: Total Stewardship, Youth, Community Outreach/Service, Welcoming Parishioners, Evangelizing/Finding New Parishioners
- Goals 2023: Need to grow team so all activities can be captured for newsletter and bulletin.
- Goals 3-5 years: Growing ministry so can have professional photo at every parish event. 2 or 3 people taking photos at this time.
- Needs/Gaps: Need/gap to get all photos together and saved in general location. Need to establish an easier way to share parishioner photos with Abbey. There is a lack of team members and a lack of communication between team members consistent and organizer.

Stewardship Council

- Alignment and connection to Pastoral Plan/other objectives: Total Stewardship
- Goals 2023: In this year of Eucharist Revival, we want to find new ways to put stewardship as a forefront for our parishioners and remind people we are a total stewardship parish. (Idea: Table cards with stewardship ideas) Increase membership to Stewardship Council (We have added new members and now have 8 members total.)
- Goals 3-5 years: Every Parishioner to understand the total stewardship way of life
- Every Parishioner to feel that they have a personal connection to the parish. Not just coming to mass on Sunday, but to have a place to belong at the church. A group to belong to. Provide a financial workshop for our parishioners. Use Revive Program to add further education of Total Stewardship to all Councils and Parish Staff.
- Needs/Gaps: More types of groups for people to belong to. Group ideas: Grief/Divorce Group, Seniors Group with speakers to present on different topics, Wine and the Word Group, Theology on Tap, Group for dealing with current social issues and the negativity in the world, Daughters of the King (Focus on scripture). Explore using a consultant to help the Parish get a better understanding of Total Stewardship.

Youth

Children's Faith Formation/PSR

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist and Youth. Formation of our youth is critical to the future of our Church.
- Goals 2023: Recruit additional catechists for fall 2023. Provide training opportunities for catechists. Determine a better classroom option. Find ways to integrate our program with our overall parish community.
- Goals 3-5 years: 100% certified catechists. Better facilities for classrooms. DEVELOPMENT COMMITTEE IS INVESTIGATING A CLASSROOM BUILDING. Building Campaign about to begin. Campaign materials are being developed. A parish-wide meeting is planned to present the multi-purpose building/worship space renovation project.
- Needs/Gaps: Classrooms. Parental support for the ongoing formation of their children, particularly junior high and older.

Youth/Social Ministry Team

- Alignment and connection to Pastoral Plan/other objectives: Youth.
- Goals 2023: Provide a monthly social and/or service opportunity for our youth. Consistently attract 12-15 youth to activities. Organize and mobilize volunteers more effectively. Recruit a volunteer or paid youth ministry leader. There are several social and service activities that are being reviewed for possible implementation, including hikes, movie nights, Branson show, volunteering at a rescue horse ranch, nursing home visits, SFA spring cleaning/flower maintenance, and others. Jensen Liams has been hired as a part-time Lead Youth Minister and began 10/12/23.
- Goals 3-5 years: Expand to two youth programs, middle school/junior high and high school.
- Needs/Gaps: Parental support. Better facilities. Youth ministry leader.

Community Outreach/Service

Adopt-a-Street

- Alignment and connection to Pastoral Plan/other objectives: Total Stewardship, Community Outreach/Service
- Goals 2023: Complete 2x/year cleanup events
- Goals 3-5 years: Continue 2x/year cleanup events; Increase participation by youth in trash cleanup events; Increase awareness of environmental stewardship; Potentially offer additional trash cleanup opportunities or self-scheduled cleanup kits.
- Needs/Gaps: PSR/Youth group leaders promote environmental stewardship and encourage trash cleanup.

Ave Maria Rosary Guild

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments and the Eucharist, Total Stewardship, Community Outreach/Service
- Goals 2023: Keep sending rosaries to St Paul's Evangelization which is a street evangelization in the United States and to send rosaries to Our Lady Rosary makers which send them overseas. If anyone wants to learn we will train them.
- Goals 3-5 years: Seek to recruit new members
- Needs/Gaps: None

Card Ministry

- Alignment and connection to Pastoral Plan/other objectives: Growing in Holiness, Being Sent to Witness, all Four Pillars of Stewardship, Welcoming
- Goals 2023: Send card to everyone in the parish over 75. (1/2 or more of the directory). Reaching out to marginalized and at home. Inviting back to receive penance and Eucharist. This has been started but not finished.
- Goals 3-5 years: To have a more developed group and get more card donations for specific needs. To organize other people to get cards and parishioners and the cards would be sent through the parish office.
- Needs/Gaps: New ministry. It needs to grow and blossom.

Community Outreach Committee (Dcn. Gary, Joy S, Janet M, Sara W)

- Alignment and connection to Pastoral Plan/other objectives: Community Outreach/Service, Total Stewardship
- The original intent of creating this ministry was to brainstorm ideas, identify event leads and coordinate the calendar of events for outreach activities like trash cleanup, least of these collections, in person volunteer events, youth group sock drives, etc but also expand to more opportunities that attract parishioners of all ages, genders, and life stages to get involved and provide more ways to serve the community outside our four walls of the church.
- Goals 2023: Get the team mobilized with the long term goal of having a coordinated, balanced (regarding timing and activity type) and communicated schedule of outreach opportunities so parishioners know how and when to get involved
- Goals 3-5 years: Continue
- Needs/Gaps: Coordinator did not step up, so there's a huge gap in what could be possible. Did not achieve 2023 goal.

Knights of Columbus/Ladies' Auxiliary

- Provides members and their families with volunteer opportunities in service to the Catholic Church, their communities, families and young people
- Alignment and connection to Pastoral Plan/other objectives: Community Outreach/Service, Total Stewardship
- Goals 2023:
 - o Knights: In consultation with the Pastor, provide members and their families with volunteer opportunities in service to the Catholic Church, their communities, families and young people.
 - o Main goal of the Ladies Auxiliary is to support the needs and activities of the Knights of Columbus. As an organization that has open enrollment to every Catholic woman at St Francis of Assisi, the organization is expanding into other areas of interest to benefit the parish. Current Projects that benefit the parish include Trunk or Treat, Box of Joy, Ladies Advent tea/spiritual program, chili cookoff, desserts and salads for fish fries.
- Goals 3-5 years: Continue
- Needs/Gaps: Although the Knights of Columbus and the Ladies Auxiliary are associated with the St Francis of Assisi church and accepted by the parish as important, it seems the organizations are viewed as being separated from the church ministries. Perhaps it has to do with fundraising activities and our total stewardship commitment.

Least of These

- Alignment and connection to Pastoral Plan/other objectives: Community Outreach/Service, Total Stewardship
- Goals 2023: Least of These always asks for prayer, volunteers, donations (money and food, hygiene items) and, of course, just advocate and share the message that the need continues. Continue St. Francis of Assisi support through food collections and financial giving. SFA has in years past always done a giving tree during Advent to contribute to the cost of holiday meals. LOT is hopeful that we will continue this tradition, as those dollars really help the pantry in providing the holiday meals
- Goals 3-5 years: Need continues (and is currently growing a lot). Kristy Carter, Executive Director, told me (Carrie Bellm) today that they are receiving 6 to 8 new applications for assistance per day! She said the lower to middle class people that used to give from time to time are now asking for help. People are just having trouble making their dollars stretch with increased rent, utilities and food costs. I have served on the board for many years, and I have never seen such a great and growing need within our community!
- Needs/Gaps: Increase promotion of LoT volunteer/service opportunities to the parish. Link to Youth with focused service opportunities.

Loving Stitches Quilters

- Alignment and connection to Pastoral Plan/other objectives: Community outreach/service
- Goals 2023: Make as many quilts as we can to give to those in need.
- Goals 3-5 years: Continue our work and try to recruit additional members.
- Needs/Gaps: None

Ministers of Care

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and Focus on the Eucharist. Providing Eucharist, spiritual nourishment, to the homebound and those in care facilities is a vitally important service of the parish
- Goals 2023: Recruit a ministry coordinator. Re-institute regular distribution of the Holy Eucharist to the homebound and those in care facilities.
- Goals 3-5 years: Identify and minister to all Catholics who are homebound or residing in care facilities.
- Needs/Gaps: Immediate need is a coordinator. Ongoing need is identifying those Catholics who are homebound or reside in care facilities.

Parish Website

- Alignment and connection to Pastoral Plan/other objectives:
- Goals 2023: Rebuild website since it is not currently editable due to technical obstacles. Rebuilding will hopefully allow Office Manager to edit as needed.
- Goals 3-5 years: Enhance website to provide more information about community involvement and spiritual resources. Revisit how we explain and showcase Total Stewardship on the website.
- Needs/Gaps: Need technical assistance with the website rebuild. Need content review with councils/leaders and alignment on prioritized changes.

Prayer Network

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments and the Eucharist, Community Outreach/Service
- Goals 2023: Identify more parishioners in need of prayer. Make known to new parishioners.
- Goals 3-5 years: Grow network and increase awareness.
- Needs/Gaps: None

St. Francis Facebook

- Alignment and connection to Pastoral Plan/other objectives:
- Goals 2023: More interaction. Set up youth page?
- Goals 3-5 years: Better promotion for events and programs.
- Needs/Gaps: None

St. Francis Cares Facebook

- Alignment and connection to Pastoral Plan/other objectives: Community outreach/service. An information conduit to serve the community.
- Goals 2023: Have at least one new program/need posted per month. Discern whether or not this is a viable, appropriate program. Posts continue to be recorded on a monthly basis.
- Goals 3-5 years: Become an active, viable conduit of information in providing service opportunities and identifying needs of our community.
- Needs/Gaps: We need a facilitator to commit to this platform. Awareness and support of our parishioners. Deacon Gary continues to serve as facilitator and posted on the St. Francis of Assisi primary website to solicit new members in September.

Welcoming Parishioners

Church Cleaning

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality
- Goals 2023: Simplify scheduling and duties.
- Goals 3-5 years: Continue smooth operation of all teams.
- Needs/Gaps: None

Indoor Maintenance

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality
- Goals 2023: Continue with proper maintenance.
- Goals 3-5 years: With additional space due to new construction there will be more area to be considered but still no areas of concern at this time.
- Needs/Gaps: None

Liturgical Environment (Christmas, Easter, Ordinary Time)

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality and Encountering Christ
- Goals 2023: All needs are being met. Would like to have more center pieces for gathering space and are currently reaching out for flowers in the sanctuary.
- Goals 3-5 years: Desire was expressed to continue to maintain and improve outdoor pray areas...
- Needs/Gaps: None

Medical team

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality
- Goals 2023: Contact individuals with medical background and for a team to assess how we might meet the needs of parishioners and visitors that might experience medical needs while at St Francis or one of its events.
- Goals 3-5 years: This is a newly forming ministry. They will be establishing goals as they get established.
- Needs/Gaps: None

Mentoring/St. Francis Friends

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality and Encountering Christ
- Goals 2023: Assign members of the Welcoming team to contact and assist new parishioners to the parish.
- Goals 3-5 years: To continue to reach out to new parishioners and assist in making them feel welcome and part of the parish in all aspects.
- Needs/Gaps: This is a ministry that has sort of fallen by the wayside. The goal this year will be to re-establish this ministry.

Outdoor Maintenance

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality
- Goals 2023: Most Outdoor Maintenance Items are in good shape. Some work needed on the gutters and may need to get assistance with that.
- Goals 3-5 years: At some point we would need to consider new Heat/Air Units. They are about to reach the 20-year average life span. They may last longer but it should be considered as an item to be budgeted for in the upcoming years.
- Needs/Gaps: None

Saturday Social

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality
- Goals 2023: Another totally new ministry with hopes of encouraging greater socialization of parishioners attending Saturday evening Mass. Goal for now is to establish a team and solidify an event.
- Goals 3-5 years: To continue to grow this ministry.
- Needs/Gaps: None

Welcoming Team

- Alignment/connection to Pastoral Plan/other objectives: Welcoming & Hospitality
- Goals 2023: To Continue to be Welcoming to all who enter our Church as well as to those of our community. This group helps support other ministries.
- Goals 3-5 years: Increase the members of this team.
- Needs/Gaps: None

Evangelizing/ “Finding” New Parishioners

Adult Faith Formation

- Alignment and connection to Pastoral Plan/other objectives: Evangelizing/ “Finding” new parishioners. Well-formed parishioners can better witness their faith to others.
- Goals 2023: Offer small group adult formation 28 weeks. Implement a Bible study program. Looking at a 4-week program on the Eucharist during the summer. Formed subscription has been renewed for one more year.
- Goals 3-5 years: 3 years-increase small group participation by 100% (25-50); 5 years-increase small group participation by 200% from current year level (25-75).
- Needs/Gaps: No. 1, need to instill a desire for continuing formation among our parishioners. Need additional small group facilitators to step up. Need volunteers to help facilitate and plan all areas of adult formation.

Book Study Group

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist. Book study provides an opportunity for spiritual reading and reflection.
- Goals 2023: Increase awareness of the program. Grow to 10-12 participants.
- Goals 3-5 years: Maintain program.
- Needs/Gaps: Promotion, awareness.

Hospitality

- Alignment and connection to Pastoral Plan/other objectives: Welcoming new and current Parishioners, Hospitality pillar of Stewardship
- Goals 2023: Arrange and coordinate several Hospitality activities – Buyers of Supplies, Coffee Teams, Donut Heroes, Funeral Team, Penance Dinners, and Sacrament Receptions.
- Goals 3-5 years: Maintain ministries and service to Parish.
- Needs/Gaps: Coffee Teams need volunteers and possible coordinator. Penance Dinners need coordinator for twice yearly activity. Sacrament Reception needs coordinator + 8-10 volunteers

Parish Events

- Alignment and connection to Pastoral Plan/other objectives: Welcoming Parishioners, Hospitality pillar of Stewardship, Community Outreach/Service
- Goals 2023: Try to engage all age groups, young families, teens and seniors.
- Goals 3-5 years: More connection of Parish Events into the community
- Needs/Gaps: Need more input from older/high-school kids on their interests and needs. Continue to recruit volunteers as events have needs.

RCIA

- Alignment and connection to Pastoral Plan/other objectives: Prayer, Sacraments, and focus on the Eucharist – this is the primary sacramental program to bring new people into the Catholic faith.
- Goals 2023: Add a retreat experience to the RCIA program. Research and select the best program for 2023-24. Recruit a larger RCIA team. Prepare a complete RCIA calendar prior to 9/1/23.
- Goals 3-5 years: Develop a program of 4 dedicated team members to journey with 10-15 catechumens and candidates.
- Needs/Gaps: RCIA volunteers, instructors. Finding, inviting catechumens and candidates to “Come and see”.

Ongoing Evaluation of the Parish Pastoral Plan

Activities and progress toward the Parish Pastoral Plan will be routinely reviewed through the Parish Pastoral Council meetings.

Council liaison members will maintain connections with the Parish ministries and activities under their Objective, ensuring that goals are set, activities and progress are monitored, and needs for help or assistance are quickly raised to the attention of the Parish Pastoral Council.

The Parish Pastoral Council will review the Parish Pastoral Plan at least once per year, and recommend to the Pastor any proposed updates, deletions, or additions to the Plan.

Pastoral Council Prayer for Our Parish Goals and Objectives

Almighty God,

We ask that the Holy Spirit guide our efforts with His gifts, providing wisdom to value those things that are important for the Church, understanding to make clear decisions and recommendations, knowledge to understand the spiritual and physical needs of our Parish, fortitude to work through the obstacles and challenges we will face, counsel to choose the way of doing Your will, piety to find peace through our service to You and others, and fear of the Lord to orient everything we do in love and respect for You, our God.

May our work as representatives of the Parish bring more souls closer to You.

We ask this in Jesus' name.

Amen.

Appendix 1 – St. Francis of Assisi Ministry leader list

Prayer, Sacraments and the Eucharist (16)

- ***PPC liaisons – Clark Parmley, Seth Hampel***
- Children’s Liturgy – Rachel Lechner
- Liturgical Ministers – Deacon Gary Steffes
 - o Altar Servers
 - o Readers/Lectors & Ushers/Greeters
 - o Extraordinary Ministers of Holy Communion
 - o Presenters of Gifts
 - o Sacristans/Facilitators
- Liturgical Laundry – Chris Kahl
- Music Director – Debbie Durham
- Prayer after Mass – Deacon Gary Steffes
- Prayer Programs
 - o Eucharistic Adoration – Jennifer Chan
 - o Men’s Prayer Group – Deacon Gary Steffes
- Rosary – Carl Schimek
- Sacrament Preparation/Classes – Deacon Gary Steffes
- Vocations Team – Brian Bingle

Total Stewardship (8)

- ***PPC liaison – Glenda Griest***
- Bulletin – Office/Abbey Fuentes
- DDF – Danny Marra, Carrie Bellm
- Finance Council – Greg Eck
- Information Board in Gathering Space – Office/Abbey Fuentes
- Money Counters – Office/Abbey Fuentes
- Newsletter – Ann Elwell
- Photography team – Abbey Fuentes
- Stewardship Council – Julie Clarke

Youth (3)

- ***PPC liaison – Chris Johnmeyer***
- Children’s Faith Formation/PSR
 - o Director of Religious Education – Deacon Gary Steffes
 - o Coordinator of Religious Education – Rachel Lechner
- Youth/Social Ministry Team – Jensen Iiams

Community Outreach/Service (13)

- **PPC liaisons – Paul Durham, John Walraven**
- Adopt-A-Street – Janet Morehead
- Ave Maria Rosary Guild – Rosie Brookner
- Card Ministry – Rose Kuppinger
- Community Outreach – Deacon Gary Steffes, Joy Steffes, Janet Morehead, Sara Walraven
- Knights of Columbus / Ladies’ Auxilary – Dan Baltz, Joy Steffes
- Least of These – Carrie Bellm
- Loving Stitches Quilters – Delores Voet
- Ministers of Care – Deacon Gary Steffes
- Parish Website – Janet Morehead
- Prayer Network – Office/Abbey Fuentes
- St. Francis Facebook – Office/Abbey Fuentes
- St. Francis Cares Facebook – Deacon Gary Steffes

Welcoming Parishioners (10)

- **PPC liaison – Cheri Coffelt**
- Church Cleaning – Linda Howard
- Indoor Maintenance – Office/Abbey Fuentes
- Liturgical Environment
 - o Christmas – Debbie Harris, Cindy Muniz
 - o Easter – Cindy Muniz
 - o Ordinary Time – Cindy Muniz
- Medical Team – Ami Rohr
- Mentoring/St. Francis Friends – tbd
- Outdoor Maintenance – Greg Eck
- Saturday Social – Julie Clarke
- Welcoming Team – Cheri Coffelt

Evangelizing/”Finding” New Parishioners (10)

- **PPC liaison – Linda Howard**
- Adult Faith Formation – Deacon Gary Steffes
- Book Study Group – Kent Welch
- Hospitality
 - o Buyer of Supplies – Barbara Rogers
 - o Coffee Teams – Office/Abbey Fuentes
 - o Donut Hero – Office/Abbey Fuentes
 - o Funeral Team – Lucy Sevcik
 - o Penance Dinners – Barbara Rogers
 - o Sacrament Receptions – Barbara Rogers
- Parish Events – Deacon Gary Steffes
- RCIA – Deacon Gary Steffes