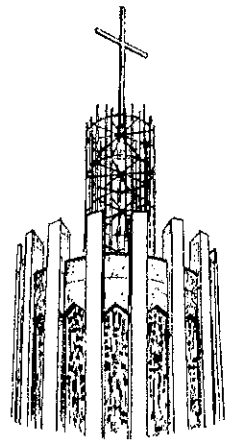


# SAINT JOHN VIANNEY PARISH



Dear Stewards of God's Gifts,

A strategic plan is a roadmap to navigate us into the future. Within these pages you will find goals and objectives from each of our standing committees – Formation, Human Concerns, School, Stewardship and Worship that have been updated for the 2019-2020 year. These were written with the overarching objective to support the mission of St. John Vianney.

This plan is a living document that evolves as we continue to grow and to live out the Gospels. Our mission will lead this strategy and guide our steps for the work that we undertake. Our mission as a parish is to reach the Kingdom of God and our strategic plan addresses all the dimensions of parish life.

In the next few months our Stewardship Committee will be guiding our parish leadership through a planning process to establish a long-term vision to reinvigorate our parish stewardship. I reference stewardship because it is all about our relationship with the Lord. When we embrace stewardship as a way of life, we admit and accept that everything comes from God and everything is God's. A parish with a clear focus on a culture of stewardship is a parish that is vibrant, spiritually motivated, and financially secure. Its parishioners understand they are disciples of Jesus Christ and live out his Word each and every day.

I'm excited and encourage you to consider taking an active role by nominating yourself and other great leaders this March to guide St. John Vianney through this transformation. I guarantee it will be life-changing for all of us.

In Christ,

*Very Rev. Edwin Kornath*

Very Rev. Edwin Kornath

**FORMATION**  
**Strategic Plan 2019-2020 Year**  
**Responsible Individuals**

Chair: Renee Larson

Vice Chair: Andy Smith

Secretary: Karen Coon

Pastoral Council Representative: Kathy Barutha

	<b>Objective: Ensure that we have a strong faith community through the parish day school and Formation</b>	<b>Responsible Parties</b>	<b>Activities</b>	<b>Initiated Start Date</b>	<b>Scheduled Completion Date</b>	<b>Actual Completion Date</b>
1	<b>Invite People to know God</b>		Invite people of all ages to know God through a renewed understanding of our Catholic faith using Scripture, Tradition and lifelong faith formation programming			
1.1		Renee Larson	Research best practices for building and facilitating young adult programs and make recommendations to the staff.	9/9/19	3/2/20	
1.2		Renee Larson	Research best practices in Family Faith Formation and make recommendations to the staff.	9/9/19	3/2/20	
1.3		Renee Larson	Research best practices in adult education.	9/9/19	3/2/20	
2	<b>Goal: Inspire People to love God</b>		Inspire people to love God by providing opportunities to express & deepen their faith & ultimately strengthening their relationship with God			
2.1		Renee Larson	Assist in the planning and implementation of the Parish Mission.	9/19/19	3/10/20	
2.2		Renee Larson	Reinvigorate the Vocations Committee at SJV.	9/9/19	6/1/19	
3	<b>Goal: Encourage people to serve God</b>		Encourage people to serve God as his disciple living as he did on earth to evangelize others.			
3.1		Renee Larson	Recruit people to be Baptism Presenters and Greeters	9/9/19	11/18/19	
3.2		Renee Larson	Research best practices for recognizing catechists and other volunteers and make recommendations to the staff.	9/9/19	3/10/20	

**HUMAN CONCERNS**  
**Strategic Plan 2019-2020 Year**  
**Responsible Individuals**

Chair: Jean Warner

Vice Chair: Marian Williams, Secretary: Mary Label

Pastoral Council Liaison: Duane McAllister

Updated September 5, 2019

	Objective	Responsible	Activities	Initiate		Complete	
				Plan	Actual	Plan	Actual
1.	<b>Maintain support system for Human Concerns ministries.</b>	Jean Warner		9/9/19		ongoing	ongoing
1.1			The Human Concerns Committee liaisons will check in with each of their assigned liaisons to verify current leadership and to see how the ministries are faring.	9/9/19		ongoing	ongoing
1.2			The liaisons will bring their contact information back to the committee utilizing the ministry profile forms to be retained by the Director of Formation and Human Concerns.	11/18/19		ongoing	ongoing
1.3			The committee will maintain a regular exchange of information through the liaisons.	11/18/19		ongoing	ongoing
2.	<b>Assist in maintaining twinning relationship with Prince of Peace/ Principe de Paz.</b>	Jean Warner		11/18/19		ongoing	ongoing
2.1			The Human Concerns Committee will keep updated on POP twinning activities by means of the liaison support system.	11/18/19		ongoing	ongoing
2.2			The Committee will lend support to POP twinning activities as needed.	11/18/19		ongoing	ongoing

3.	<b>Assist in advancing the efforts of the International Twinning Committee.</b>	Jean Warner		11/18/19		ongoing	ongoing
3.1			The Human Concerns Committee will keep updated on international twinning activities by means of the liaison support system.	11/18/19		ongoing	ongoing
3.2			The Committee will lend support to parish-wide international twinning activities.	11/18/19		ongoing	ongoing
4.	<b>Annually recognize the service provided by HC ministries.</b>	Jean Warner		9/9/19		5/31/20	
4.1			The Human Concerns Committee will help promote participation in the annual Human Concerns Ministries Recognition Sunday.	9/9/19		ongoing	ongoing
4.2			The Committee will assist with the Human Concerns Ministries Recognition Sunday.	9/9/19		5/31/20	
5.	<b>Provide advice and assistance to the Director of Formation and Human Concerns as requested.</b>	Jean Warner					
5.1			The Human Concerns Committee will provide advice and counsel to the Director of Formation and Human Concerns as requested.	9/9/19		ongoing	ongoing
5.2			The Committee will assist the Director of Formation and Human Concerns with various Human Concerns projects as needed.	9/9/19		ongoing	ongoing
5.3			Coordinate the SJV participation in the Seven Days of Service	9/9/19		9/29/19	

“Parking lot:” Potential projects for July 1, 2020 and beyond:

# SCHOOL

## Strategic Plan 2019-2020 Year

### Responsible Individuals

Principal: Brian Shimon (Staff Committee Liaison)

Chair: Sara Dwyer

Vice Chair: John Sloane

Secretary: Kelly Rauch

Pastoral Council Liaison: Jamie Zdroik

	Objective	Responsible Parties	Activities	Initiated Start Date	Scheduled Completion Date	Actual Completion Date
1	<b>School Committee Recruitment</b>		<b>Goal: to obtain a minimum of 6 people to discern for School Committee for the 2020-2021 school year</b>			
1.1		Chair, Vice Chair	Advertise School Committee and subcommittees at Parent Information Night (August) and Catholic Schools Week Open House (January)	Aug-2019	Jan-2020	
1.2		Chair, Vice Chair	Identify non-school family candidates to discern for School Committee, with the goal of having at least one discern for 2020-2021. Includes bulletin articles and personal conversations.	Nov 2019	Mar 2020	
1.3		Principal	Highlight the school committee and subcommittees in the Shamrock Weekly prior to discernment	Mar-2020	Apr-20	
2.	<b>Annual Transition of School Committee Responsibilities</b>		<b>Goal: to inform new members of specific duties and how to access Google files</b>			
2.1		Current and past year Chair, Vice Chair, Secretary and Sub-Committee Chairs	Conduct an orientation for new members which includes reviewing guidelines and Google Drive, roles and timeline to aid in the transfer of duties from year-to-year.	Jul-2019	Aug-2019	Sep 2019
3	<b>School Community Building</b>		<b>Goal: to build community among families currently enrolled in the school.</b>			
3.1		Advancement & LRP	Identify, plan and execute one new community building event focused on building connections among school families. Can be in conjunction with Home & School.	Fall 2019	Summer 2020	
4.	<b>Parent Education</b>		<b>Goal: to educate parents about the benefits of Standards Based Learning</b>			

			<b>prior to its launch in 2020-2021 school year</b>			
4.1		School Committee	Support the School Principal in the development and execution of 3-4 parent information sessions.	Sep 2019	May 2020	

	Objective	Responsible Parties	Activities	Initiated Start Date	Scheduled Completion Date	Actual Completion Date
5	<b>School Marketing</b>		<b>Goal: to aid the administration with marketing efforts</b>			
5.1		Advancement	Create a new video about SJV. Post it on the school website and share a link in the Shamrock Weekly.	Fall 2019	January 2020	
5.2		Advancement	Update the <i>Shamrock Success</i> to include highlights from the 2018-2019 school year	Fall 2019	Fall 2019	
5.3		Advancement	Organize, promote, and hold an Open House for Interested Families	Fall 2019	January 2020	
6	<b>School Finances</b>		<b>Goal: to provide governance related to school finances, develop financial strategic plan, and maintain fiscal responsibility</b>			
6.1		Finance	Assist Home and School prepare its annual budget	Fall 2019	Fall 2019	
6.2		Finance	Review monthly financials and discuss quarterly results with administration	Fall 2019	June 2020	
6.3		Finance	Evaluate opportunities for the Finance Subcommittee to evolve into a strategic governance role. This is critical in order for the Subcommittee to see the big picture and advise the Administration and Parish of fiscal concerns, needs, and opportunities	Fall 2019	June 2020	
6.4		Finance	Understand, and evaluate best practices (compared to status quo) related to costs to educate, sources of funding, budgeting, and capital expenditures planning by understanding National Standards. If necessary, recommend changes to Administration and Parish Finance	Fall 2019	June 2020	
7.	<b>School Policies</b>		<b>Goal: to keep our school policies up to date with SJV needs and</b>			

			<b>requirements from the Arch</b>			
7.1		Policy	Compare, revise, and create policies as needed so our school policies align or exceed polies in handbook from the Arch.	Fall 2019	Ongoing until complete	
8	<b>Long Range Planning</b>		Goal: To continuously assess the school's position in the community			
8.1		LRP	Evaluate survey mechanism from the Arch to determine benefits of this approach compared to historical School Survey approach	Oct 2019	Dec 2019	
8.2		LRP	Conduct annual parent survey	Jan 2020	May 2020	
		LRP	Support School Committee and Parish as requested in activities related to create a 5-10 year strategic plan for school	Oct 2019	Aug 2020	
9	<b>Governance</b>		Goal: Modernize School Committee guidelines to align with current best practices recommended by the Arch			
9.1		Chair, Vice Chair	Work with consultant from MU/Arch to evaluate current School Committee guidelines and make recommendations to modernize	Sep 2019	Nov 2019	
			Present proposed updates to School Committee guidelines to School Committee for approval	Nov 2019	Dec 2019	

“Parking Lot” - Potential projects for July 1, 2020 and beyond:

# STEWARDSHIP

## Strategic Plan 2019-2020 Year

### Responsible Individuals

Staff Liaison: Angela Bravata (DS&C)

Chair: Tom Kettler

Vice Chair: Karen Wiltgen

Secretary: Beth Dobrzynski

Pastoral Council Liaison: Kathy Uy

The strategic objectives of the Stewardship Committee for 2019/2020 are to be aligned with the vision of St. John Vianney becoming a stewardship parish, fully committed to the opportunities and responsibilities of that goal. The Stewardship Committee Guidelines state that the Committee “is responsible for promoting and nurturing the ongoing stewardship efforts of the parish. The Committee is committed to building a community of prayer and hospitality which welcomes and affirms all gifts. At its core, the Committee is responsible for the design and implementation of the stewardship renewal. In addition, the Committee develops programs for welcoming new parishioners, designs creative tools which invite all parishioners to share their time, talent and treasures and assists with the placement of voluntary ministry talents through the LINK office.”

		Responsible Parties	Activities	Scheduled Start Date	Scheduled Completion Date	Actual Completion Date
<b>Objective: Growing in our understanding of stewardship</b>						
1	<b>Goal: The Stewardship Committee and parish will grow in understanding stewardship as a way of life</b>		Review Strategic Plan and role of committee			
1.1	<b>Idea:</b> Each Stewardship Committee meeting will include time for discussion and prayer in order to grow individually and as a group as Christian stewards	Committee Chair or assignee	Begin each meeting with 10 minutes discussion on stewardship joys and challenges	Ongoing	Ongoing	
1.3	<b>Idea:</b> The stewardship committee will work with the Parish Director of Stewardship and Communications to effectively communicate the stewardship message with all parish committees and pastoral staff	DS&C, Committee, Archdiocese	Parish Assessment with Barb Vite, Parish Dir. of Stewardship	on-going	on-going	

		Responsible Parties	Activities	Scheduled Start Date	Scheduled Completion Date	Actual Completion Date
<b>Objective: To invite and engage more parishioners to a stewardship way of life</b>						
2	<b>Goal: To design and manage an effective annual stewardship renewal of Time/Talent/Treasure</b>					
2.1	<b>Current parish family engagement</b>	All	50% of new families			



		Responsible Parties	Activities	Scheduled Start Date	Scheduled Completion Date	Actual Completion Date
2.2	<b>New parishioner family engagement</b>	All	Increase number of families contributing by 5% annually			
2.3	<b>Idea:</b> Have the renewal effort cover a three-week timeframe. Coordinate Bulletin Announcements with Steward Renewal Calendar	All	Coordinate with Pastor and staff for scheduling	Sept '19	Dec.15, 2019	
			<b>PRIOR:</b> Commitment materials arrive in residence and campaign active online (3-4 weeks before commitment weekend)	To the printer Oct. 4	Oct. 4, '19	
			<b>Week 1:</b> Pastor announces annual stewardship renewal and preaches on biblical basis of stewardship– Video at Mass-Video and Packet Online	Saturday Oct. 26	Sunday Oct. 27	
			<b>Week 2:</b> Video/Witness talks at Mass – Narthex presence.	Saturday Nov 2	Sunday Nov 3	
			<b>Week 3: Commitment Weekend:</b> Renewal forms are gathered at Mass–Chair/Committee speaks at all Masses.	Saturday Nov 9	Sunday Nov 10	
			<b>Wrap up:</b> Last Call from Pulpit for returned commitments (Video)	Saturday Dec 14	Sunday Dec 15	
			<b>Campaign Closing:</b> collection of		Jan 15,	

		Responsible Parties	Activities	Scheduled Start Date	Scheduled Completion Date	Actual Completion Date
<b>Objective: To streamline the process from volunteering for a ministry to actual engagement</b>						
3	<b>Goal: That all who volunteer for a ministry are contacted and trained in a timely and effective manner</b>					
3.1	<b>Idea:</b> Provide support for the LINK office	Committee Chair or assignee	Coordinate volunteers	ongoing	ongoing	
3.2	<b>Idea:</b> Review with ministry leaders participation needs and adjust campaign renewal	Committee	Divide the work of confirming ministry rosters with ministry leaders. (work distributed at June CLN)	June '19	Aug. '19	

		Responsible Parties	Activities	Scheduled Start Date	Scheduled Completion Date	Actual Completion Date
<b>Objective: To encourage more Mass attendance</b>						
4	<b>Goal: That active parishioners will attend Mass more frequently and that disengaged parishioners will attend Mass on a periodic basis</b>					
4.1	<b>Idea: (Welcome)</b> Regularly check the status of our parish "Welcome Factor" and adjust as needed.	Committee and Staff	Monthly walkthrough of space, close monitoring of 1 <sup>st</sup> contact ministries to ensure SJV brand.	Spring 2020	Ongoing	
4.2	<b>Idea: (New Parishioners)</b> Enlist parish "Ambassadors" to establish regular parishioner-to-new parishioner contact	Committee	Divide and assign new parishioner list (past 12 months) to complete connections (phone, etc.)	March 2020	Ongoing	

# WORSHIP

## Strategic Plan 2019-2020 Year

### Responsible Individuals

Director for Music & Liturgy: Dave Sanders (Staff Committee Liaison)

Chair: Pat Butler

Vice Chair: Gerry Offenbacher

Secretary: Mary Lopez

Pastoral Council Liaison: Matt McCoy

	Objective	Responsible Parties	Activities	Start Date	Scheduled Completion Date	Actual Completion Date
1	<b>Environmental Formation</b>	CallyAnn Meulemans, Angela Bravata, Committee Members	Ongoing church visits to meet with environment committee reps from various architecturally similar churches for new ideas/approaches (photographs, layouts, samples, etc.) and to also observe the welcoming atmosphere of the church and congregation. Observe what works and doesn't work to bring back to the committee for consideration.	10/2013	Ongoing	Ongoing
2	<b>Ministry Formation</b>	Dave Sanders, Committee Members	All of the 7 ministries (Sacristans, Music, Lectors, Hospitality, Eucharistic Ministers, Servers, Environment) represented on the Worship Committee have an Evening (or morning) of Reflection at least once every 3 years.	9/2014	Ongoing	Ongoing
3	<b>Liturgical Actions- Understanding the How &amp; Why</b>	Dave Sanders, Lisa Rehlinger, Camille Wildes (←outside of Committee), Committee Members	Provide information to parishioners through various communication pieces (Bulletin, Order of Worship, etc.) about the how and why of the liturgical actions. Continue <i>What's This?</i> Articles at least thru 2019. Subcommittee drafts articles for pastor review. Once approved it is submitted for the bulletin.	9/2014	Ongoing	Ongoing
4	<b>Subcommittee – Liturgy Preparation &amp; Environment</b>	Dave Sanders, Lisa Rehlinger, Committee Members (currently Pam Pyzyk, Gerry Offenbacher and Mary Lopez)	As outlined in the Committee Guidelines -IX. Subcommittee. Committee to discuss in greater detail the information in the Seasonal Sourcebook to help in the planning and preparation of liturgies and environment of the major seasons (Advent/Christmas, Lent, Triduum/Easter) of the liturgical year.	2018	Ongoing	Ongoing
5	<b>Video tours of our Chapel and Church to be posted on SJV website</b>	Dave Sanders, Committee Members	To inform all parishioners of the beauty and history of our church complex. [Note: former Worship Committee member Mary Ann Davel has the history.]	2016	1Q2020	

# WORSHIP

## Strategic Plan 2019-2020 Year

### Responsible Individuals

Director for Music & Liturgy: Dave Sanders (Staff Committee Liaison)

Chair: Pat Butler

Vice Chair: Gerry Offenbacher

Secretary: Mary Lopez

Pastoral Council Liaison: Matt McCoy

	<b>Objective</b>	<b>Responsible Parties</b>	<b>Activities</b>	<b>Start Date</b>	<b>Scheduled Completion Date</b>	<b>Actual Completion Date</b>
6	<b>AED Training</b>	Lee Crooks, Committee Members	AED Training	2Q 2018	4Q 2019	
7	<b>Consider Alternate Location for Book of Prayer Intentions</b>	Pat Butler, Committee Members	Relocate Book of Prayer Intentions. Communication to Parish Inviting them to List Their Prayer Intentions in the Book of Prayer Intentions and to Continue to Have that Referenced in the Mass Prayer Intentions	3Q 2018	4Q 2019	
8	<b>Utilization of new Mass Vessels</b>	Committee Members	Evaluate concerns regarding gold-colored Mass vessels and assess reinstatement or replacement	2Q2019	3Q2019	3Q2019
9	<b>Use of video at Mass</b>	Gerry Offenbacher  Committee Members	Explore the value and practicality of expanded use of video capabilities in church to inform and enhance the celebration of the liturgy.	2017	1Q2020	
10	<b>Family Mass</b>	Kay Freeman, Committee Members	Explore Family Mass idea	3Q 2018	2Q2020	
11	<b>Mass Attendance</b>	Committee	Develop one positive action-plan for increasing attendance at Mass	4Q 2018	Ongoing	Ongoing