

# ST. JOHN PAUL II CATHOLIC CHURCH STRATEGIC PLAN 25-29



## OUR PARISH MISSION

Building God's Kingdom by growing disciples and making disciples through love of God and neighbor.

## OUR PARISH VISION

Our vision is to cultivate a community of faithful individuals who possess a deep, personal relationship with Jesus Christ and confidently share their faith with others. We aim to nurture openness to the transformative gifts of the Holy Spirit, foster a profound knowledge and love of the scriptures, and instill a clear understanding of Catholic teachings. Through commitment to daily prayer, spontaneous prayer, and active participation in the Sunday Eucharist, we aspire to guide individuals in embracing a life devoted to God's word and mission.

## OUR PARISH VALUES

Knowledge

- of basic Catholic teaching
- of God's Word

Relationship

- with Jesus
- with those in our Parish and Community

Openness

- to the gifts of the Holy Spirit
- to their lives being given to God's work

Commitment

- to Sunday Eucharist
- to Daily Prayer

Love

- of Scripture
- of God & Neighbor



## TABLE OF CONTENTS

Introduction	2
Committee & Position Descriptions	3
SWOC Analysis	4
Evangelization Goals	6
Fellowship Goals	8
Discipleship Goals	11
Worship and Liturgy Goals	14
Communication Goals	16
Education Goals	18
Christian Service Goals	20
Operations Goals	21



## INTRODUCTION TO THE STRATEGIC PLAN

This plan was developed for the parish of St. John Paul II to be utilized as a roadmap in improving and expanding our parish in the aspects of Evangelization, Fellowship, Discipleship, Worship and Liturgy, Communication, Education, Christian Service and Operations. Utilizing this roadmap, adapting or modifying as necessary, along with the unique gifts and resources God has blessed each of us with, we can contribute to deepening our personal faith and growing our parish.

---

## COMMITTEE AND POSITION DESCRIPTIONS

*Fr. Tom Clegg*

Pastor of the parish community \_\_\_\_\_ Fellowship

*Two Sisters from the order of the Daughters of Mary of Nazareth*

Daughters of Mary of Nazareth \_\_\_\_\_ Discipleship

*Marlene Stammerman*

Director of Evangelization \_\_\_\_\_ Evangelization

*Kate Haulter*

Director of Worship and Liturgy \_\_\_\_\_ Worship and Liturgy

*Katie Tipker*

Director of Communication \_\_\_\_\_ Communication

*Karen Haas*

Principal \_\_\_\_\_ Education

*Barbara Smith*

Parish Secretary \_\_\_\_\_ Christian Service

*Art Cash*

Business Coordinator \_\_\_\_\_ Operations

## PARISH COUNCIL MEMBERS

Brian Goemmer	Elijah Hunt
Clint Horine	Chris Sams
Greg Reger	Ryan Perryman
Angela Murphy	Nick Vissing
Gretchen Orndorff (Secretary)	

## STAFF AND PARISH COUNCIL PARTNER PAIRINGS

<b>Fellowship</b>	Fr. Tom Clegg & Ryan Perryman
<b>Discipleship</b>	Daughters of Mary of Nazareth & Clint Horine / Elijah Hunt
<b>Evangelization</b>	Marlene Stammerman & Brian Goemmer
<b>Worship/Liturgy</b>	Kate Haulter & Chris Sams
<b>Communication</b>	Katie Tipker & Gretchen Orndorf
<b>Education</b>	Karen Haas & Angie Murphy
<b>Christian Service</b>	Barbara Smith & Greg Reger
<b>Operations</b>	Art Cash & Nick Vissing

## SWOC ANALYSIS

Strengths, Weaknesses, Opportunities, and Challenges  
*Sourced from Parish Listening Sessions*

### STRENGTHS

1. Relationship Building
  - Successful merger of two parishes, preserving history and fostering growth.
  - Strong sense of community and fellowship with many opportunities to meet and share.
2. Service Projects
  - Active community outreach and volunteer opportunities.
  - Generosity of parishioners in times of need, both locally and internationally.
3. Spiritual Life
  - Intentional and prayerful church with various spiritual growth opportunities.
  - Special emphasis on Adoration, Alpha, and other spiritual programs.
4. Welcoming Hospitality
  - Inclusive and welcoming nature, creating a strong sense of belonging.
  - Active hospitality team and staff greeting people at the door.
5. Beautiful Church and Facilities
  - Well-maintained and aesthetically pleasing church.
  - Positive feedback on homilies, music, and technology used during services.

### WEAKNESSES

1. Stewardship and Volunteer Management
  - Lack of follow-through on stewardship volunteers by leaders.
  - Need for clearer communication and organization of ministry activities.
2. Social Activities
  - Insufficient social activities for fun and community building.
  - Disconnect between church and school activities, leaving some parishioners feeling excluded.



---

## **WEAKNESSES**

3. Communication
  - Need for better communication and transparency, especially regarding strategic plans and finances.
  - Issues with slide shows and tangible materials for Mass.
4. Facilities and Logistics
  - Distance between church and school is a concern.
  - Need for more meeting spaces and better facilities for various activities.

## **OPPORTUNITIES**

1. Youth Engagement
  - Hiring a youth minister and creating a Catholic youth program.
  - Building a youth center and increasing involvement of younger families.
2. Community Outreach
  - More social events and outreach activities to engage the broader community.
  - Collaboration with other parishes and involvement in deanery events.
3. Spiritual Programs
  - Expanding spiritual growth programs like Alpha and FaithLife.
  - Promoting traditional Catholic practices and integrating them into parish life.
4. Facility Improvements
  - Developing a master plan for property maintenance and new facilities.
  - Enhancing meeting spaces and recreational areas for parishioners.

## **CHALLENGES**

1. Volunteer Burnout
  - Risk of wearing out volunteers and difficulty in attracting new ones.
  - Longtime volunteers may eventually leave, creating gaps in ministry activities.
2. Exclusion and Disconnection
  - Feeling of exclusion among parishioners without children or those not involved in school activities.
  - Disconnect after programs like Alpha and OCIA, leading to reduced engagement.
3. Financial and Logistical Challenges
  - Need for a rainy day fund for catastrophic events.
  - Financial constraints and logistical issues in implementing new programs and facilities.
4. Cultural and Traditional Tensions
  - Balancing modern and traditional practices to meet diverse parishioner preferences.
  - Addressing concerns about not being "Catholic enough" for some parishioners.

*This SWOC analysis highlights the key areas of strength, weakness, opportunity, and challenges for JP11 parish, providing a comprehensive overview to guide future planning and improvements.*

# EVANGELIZATION STRATEGIC GOALS

## GOAL 1: INCREASE MASS ATTENDANCE

**Objective:** Increase weekend and weekday Mass attendance by **10% year-over-year**, achieving a **40% total increase** by 2030.

**Key Actions:**

- Form a core leadership team.
- Establish current attendance baselines (weekend & weekday).
- Develop strategies to encourage daily Mass participation.
- Create outreach plans for inactive parishioners.
- Implement annual follow-up programs to sustain growth.



**Timeline:**

Core team formed	December 2025
Strategies developed	June 2026
Follow-up strategies	December 2026
Ongoing attendance monitoring	Continuous

**Metrics:** 10% Year-over-year growth in attendance.

**Responsible:** *Katie Haulter & Marlene Stammerman*

## GOAL 2: ALPHA MINISTRY EXPANSION

**Objective:** Offer **6 Alpha series annually**, increasing total registered guests by **10% each year**, with **10% from outside the parish** by 2030.

**Key Actions:**

- Form a core team.
- Gather baseline data from past Alpha sessions.
- Develop leadership pipeline & community promotion strategies.
- Track and evaluate promotional effectiveness.

**Timeline:**

Core team formed	October 2025
Baseline data collected	October 2025
Follow-up strategies	January 2026
Effectiveness reviews	June 2026 - 2030

**Metrics:** Annual registered guest count.

**Responsible:** *Marlene Stammerman & Core Team*

# EVANGELIZATION STRATEGIC GOALS

## GOAL 3: SACRAMENT RETENTION RATE

**Objective:** Achieve **50% retention** of active parish participation after Baptism, First Communion, Confirmation, Marriage and OCIA.

**Key Actions:**

- Define “active participation” criteria.
- Develop ongoing invitation & follow-up strategies.
- Review and refine sacramental vision/processes.

**Timeline for each Sacrament:**

Baptism	July 2026
Marriage	July 2026
First Communion/Reconciliation	July 2027
Confirmation	July 2028
OCIA/OCIC	July 2029
Vision/process review	May 2030

**Metrics:** Annual retention rate calculation.

**Responsible:** *Marlene Stammerman*

## GOAL 4: MARRIAGE PREPARATION & ENRICHMENT

**Objective:** Implement a marriage preparation process supporting couples from engagement through their **5th anniversary**.

**Key Actions:**

- Form Couple Sponsor Core Team.
- Create standardized prep process with sponsor input.
- Develop blessing for engaged couples.
- Finalize and publish Marriage Prep Process.

**Timeline:**

Core team established	December 2025
Survey past couples	April 2026
Process approved	July 2026
Process published	August 2026
Annual Review	August 2027

**Metrics:** Implementation of new process.

**Responsible:** *Fr. Tom Clegg & Couple Sponsor Core Team*

## EVANGELIZATION STRATEGIC GOALS

---

### GOAL 5: EMMAUS MINISTRY

**Objective:** Establish an accompaniment program that helps individuals walk through **five paths/life events** by 2029.

**Key Actions:**

- Form core team.
- Identify five target paths/life events such as Baptism, Divorce, Suicide, OCIA, etc.
- Develop standardized accompaniment template.
- Promote and educate parish on Emmaus Ministry.
- Recruit and train ministry leaders.

**Timeline:**

Core team formed	October 2025
Ministries identified	October 2025
Template developed	January 2026
Promotion complete	May 2026
Ministry 1 process	May 2026
Ministry 2 process	November 2026
Ministry 3 process	May 2027
Ministry 4 process	November 2027
Ministry 5 process	May 2028

**Metrics:** Progress tracked via timeline checklist

**Responsible:** *Marlene Stammerman & Core Team*

## FELLOWSHIP STRATEGIC GOALS

---

### GOAL 1: INCREASE VOLUNTEERISM

**Objective:** Increase the total number of volunteers by **10% annually** for the next five years.

**Key Actions:**

- Establish a baseline number of volunteers.
- Grow the Stewardship Committee from 3 to 6 members.
- Identify the appropriate number of volunteers for each volunteer opportunity in the parish.
- Empower the Stewardship Committee to prepare growth strategies.
- Update the parish data system to include all volunteer activities.
- Host an annual Ministry Fair.
- Monitor progress yearly.

# FELLOWSHIP STRATEGIC GOALS

---

## GOAL 1: INCREASE VOLUNTEERISM (CONTINUED)

**Timeline:**

Baseline established	December 2025
Committee expanded to 6 members	January 2026
Growth strategies established	July 2026
Volunteer data entered & updated annually	October each year
Ministry Fair held	August 2026
Annual monitoring	October 2027 & ongoing

**Metrics:** Year-over-year volunteer growth of 10%.

**Responsible:** Fr. Tom & Stewardship Committee

## GOAL 2: MINISTRY LEADERSHIP

**Objective:** Objective: Develop a leadership pipeline in each ministry with a **primary leader and assistant leader** by Dec 2027.

**Key Actions:**

- Establish baseline and tracking method.
- Empower Stewardship Committee members to meet with each ministry head.
- Incorporate goal into all Leadership Summits.
- Require ministry heads to attend at least one Leadership Summit annually or meet with a Stewardship Committee member to review Leadership Summit materials.
- Follow up to ensure completion.

**Timeline:**

Baseline & tracking method established	December 2026
Committee members trained & empowered	March 2027
Goal included in Leadership Summit agenda	1 <sup>st</sup> Quarter each year
Ministry head participation verified	1 <sup>st</sup> Quarter each year
Follow-up checks completed	October 2027

**Metrics:** Baseline established via survey; annually tracking.

**Responsible:** Fr. Tom Clegg & Stewardship Committee

# FELLOWSHIP STRATEGIC GOALS

## GOAL 3: NEW MEMBER ENGAGEMENT

**Objective:** Achieve **50% active participation** of new members in at least one ministry within **one year** of joining the parish.

**Key Actions:**

- Establish Core Team to assist with this goal.
- Retrieve list of newly registered members annually.
- Core Team contacts all new members with ministry invitations.
- Enter volunteer information into the parish data system and update annually.
- Develop strategies to sustain engagement goal.

**Timeline:**

Core team established	December 2025
Retrieve new member list	December each year
Contact new members	October 2026 & annually
Volunteer data updated	October 2027 & annually
Annual monitoring	October of each year
Engagement strategies updated	October of each year

**Metrics:** Baseline established; year-over-year tracking.

**Responsible:** *Fr. Tom & Core Team*

## GOAL 4: TALENT IDENTIFICATION

**Objective:** Identify and recruit parishioners strategically using an **up-to-date roster** from the parish census.

**Key Actions:**

- Form a core team to assist with this goal.
- Acquire a robust parish data system.
- Conduct a new parish census.
- Make data accessible and usable for parish staff and parishioners.
- Review each member's strengths and potential areas of contribution.

**Timeline:**

Core team formed for data system selection	October 2025
Robust data system secured	June 30, 2026
Parish census conducted	December 2026
Data made usable for staff & parishioners	July 2027
Member-by-member strengths review	December 2027

**Metrics:** Comprehensive evaluation of parish talent roster.

**Responsible:** *Fr. Tom Clegg, Katie Tipker, & Clint Horine*

# DISCIPLESHIP STRATEGIC GOALS

## GOAL 1: IDENTIFY YOUTH MINISTRY PARTNERS

**Objective:** Identify **six partners** for the Daughters of Mary of Nazareth when they arrive in Fall 2025.

**Key Actions:**

- Form a Youth Ministry core team to oversee and coordinate all youth ministry activities and programs.
- Assign partners for key areas:
  - Middle School Meet-Up – Stephanie LaMaster
  - High School Meet-Up – Tammy Byland/ Izzy Frey
  - Conferences:
    - National Catholic Youth Conference/ Ignite – Katie Tipker
    - Holy Fire – Janna Jackson
    - One Bread One Cup – Katie Haulter
  - Service – Ray Rathemobe
  - Middle School Monthlies – Jana Goemmer
- Additional partnerships:
  - God Squad – Tiffany Frey & Fr. Tom Clegg
  - Confirmation – Jim Wade
  - Liturgical Ministries – Mary Jo Davis
  - Alpha Youth – Sara Lacy, Amy Campbell & Peyton Lacy

**Timeline:**

Partners identified	October 2025
Core team formed & met	January 2026
Annual review & calendar planning for future events	January each year

**Metrics:** Partner list completed.

**Responsible:** Fr. Tom, Youth Ministry Core Team



## DISCIPLESHIP STRATEGIC GOALS

---

### GOAL 2: INCREASE PARTICIPATION IN FAITHLIFE ADULTS

**Objective:** Increase FaithLife Adult attendance by **25% annually** throughout the pastoral plan.

**Key Actions:**

- Establish attendance baseline.
- Develop publicity and promotion plan.
- Focus on quality speakers with relevant topics.
- Evaluate annually.
- Invite FaithLife Kids parents with targeted outreach.
- Develop strategies to sustain growth.

**Timeline:**

Baseline set	October 2025
Attendance review	October 2025
Publicity plan created	November 2025
Kickoff with keynote speaker	October 2025
Mid-year evaluation	December 2025
Parent outreach	September 2025
Strategies developed	October 2025
Annual evaluation	December each year

**Metrics:** 25% annual increase.

**Responsible:** *Fr. Tom Clegg, FaithLife Adults Core Team & Daughters of Mary of Nazareth*

### GOAL 3: PARISHIONER ENGAGEMENT

**Objective:** Increase engaged parishioners by **10%** each time the parish engagement survey is administered.

**Key Actions:**

- Form a core team to oversee the goal.
- Review previous ME25 survey results.
- Administer ME25 or similar survey every two years.
- Review results and present to Parish Council and parish community.

**Timeline:**

Core team formed	July 2026
Survey administered	October 2026
Results reviewed & presented	December 2026
Repeat cycle	October 2028 & October 2030

**Metrics:** Biennial survey results published.

**Responsible:** *Fr. Tom Clegg & Parish Pastoral Council Chair*

## DISCIPLESHIP STRATEGIC GOALS

---

### GOAL 4: COMMUNICATE JPII'S MISSION & VISION (DISCIPLESHIP INSTITUTE)

**Objective:** Develop an ongoing, inclusive approach to sharing JPII's mission and vision annually, identifying **four key strategies** for implementation.

**Key Actions:**

- Form a core team to identify strategies.
- Implement strategies, ensuring inclusion of social media and marketing.

**Timeline:**

Core Team formed	October 2026
Strategies identified & shared	January 2027
Social media & marketing rollout	May 2027
Integration into existing ministries	Fall 2027

**Metrics:** Annual team formation, strategy creation, and implementation.

**Responsible:** *Marlene Stammerman, Katie Tipker & Core Team*

### GOAL 5: INCREASE SCHOOL & FAITHLIFE PARTICIPATION

**Objective:** Increase participation of school students in FaithLife by **10% year-over-year**, achieving a **40% total increase** by 2030.

**Key Actions:**

- Establish baseline participation.
- Communicate importance of involvement.
- Develop strategies to encourage participation.

**Timeline:**

Core Team formed	January 2026
Three strategies developed	May 2026
Strategy implementation	June 2026
Annual attendance analysis	Beginning 2026

**Metrics:** Student self-identification surveys and attendance records.

**Responsible:** *Kaela Anderson, Karen Haas & Core Team*

## DISCIPLESHIP STRATEGIC GOALS

---

### GOAL 6: YOUNG ADULT MEMBER ENGAGEMENT

**Objective:** Achieve **10% annual growth** in parishioners aged 50 and younger participating in at least one ministry or activity.

**Key Actions:**

- Establish baseline.
- Recruit a YA core team to develop growth strategies.
- Create process to invite newly registered YA parishioners to participate.
- Monitor annually.

**Timeline:**

Baseline set	December 2025
Core team recruited	June 2026
Invitation process launched	June 2026
First growth year	2027

**Metrics:** 10% year-over-year growth starting 2027.

**Responsible:** *Katie Tipker & Young Adult Core Team*

## WORSHIP & LITURGY STRATEGIC GOALS

---

### GOAL 1: EXPANDED INVITATION TO LITURGICAL INVOLVEMENT

**Objective:** Identify and invite a wide range of parishioners to regularly participate in liturgical ministry – with a focus on school-aged families and new members – achieving a **20% increase** in participation by parishioners ages 12–40.

**Key Actions:**

- Complete statistical analysis of current demographics of liturgical ministers.
- Develop outreach plan for school-aged families and new members, including regular invitations and opportunities.
- Acquire names/contact info for new or potential members via OCIA, Alpha, Confirmandi, and New Members Breakfast.
- Create a calendar of training and communication frequency.
- Re-analyze involvement and recruitment process.

# WORSHIP & LITURGY STRATEGIC GOALS

## GOAL 1: EXPANDED INVITATION TO LITURGICAL INVOLVEMENT (CONTINUED)

### Timeline:

Demographic analysis completed	October 2025
Outreach plan developed	December 2025
Initial new member contact list acquired	November 2025
Training & communication calendar created	March 2026
Recruitment process re-analysis completed	May 2026
Goal completion	December 2026

**Metrics:** Evaluation of liturgical ministry master calendar.

**Responsible:** *Katie Haulter & Liturgical Leadership Committee*

## GOAL 2: LITURGICAL LEADERSHIP PIPELINE EXPANSION

**Objective:** Expand each branch of the liturgical leadership pipeline to at least 2 chairpersons and 5 total leaders per ministry, with at least 2 members under age 50 in each branch.

### Key Actions:

- Meet with Liturgical Leadership Committee to share vision.
- Complete demographic analysis of current ministers.
- Identify potential leaders via Stewardship Intentions, "I See in You" conversations, and current minister input.
- Current leaders recruit and onboard co-chairs.
- Add 2 new members to each leadership team by Advent 2026 and again Advent 2027.

### Timeline:

Vision shared with Liturgical Leadership Committee	October 2025
Demographic analysis completed	October 2025
Potential leaders identified	December 2025
Co-chairs recruited and onboarded	March 2026
First round of 2 new members added to each team	Advent 2026
Second round of 2 new members added to each team	Advent 2027
Goal completion	December 2027

**Metrics:** Evaluation of liturgical ministry leadership numbers.

**Responsible:** *Katie Haulter & Liturgical Leadership Committee*

## WORSHIP & LITURGY STRATEGIC GOALS

---

### GOAL 3: IDENTIFICATION & EXPANSION OF LITURGICAL EXPERIENCES

**Objective:** Offer at least **4 new liturgical opportunities per year** (outside of Mass) to meet the prayer needs of the congregation.

**Key Actions:**

- Meet with Liturgical Leadership to review current offerings and brainstorm.
- Collaborate with Daughters of Mary of Nazareth to develop or enhance celebrations.
- Survey congregation (electronic & paper) to assess needs.
- Develop plan for 4 new opportunities for the 2026–2027 liturgical year.
- Offer 4 new liturgical opportunities.
- Review and adjust offerings annually.



**Timeline:**

Collaboration with Daughters of Mary of Nazareth completed	February 2026
Congregation survey conducted	May 2026
Plan for 4 new opportunities developed	August 2026
First 4 new liturgical opportunities offered	June 2027
Annual review and adjustments	2027–2029
Goal completion	November 2029

**Responsible:** *Katie Haulter, Liturgical Leadership Committee, & Daughters of Mary of Nazareth*

## COMMUNICATION STRATEGIC GOALS

---

### GOAL 1: ADVANCEMENT OF PARISH DATA SYSTEM

**Objective:** Identify, select, and implement a new parish data system.

**Key Actions:**

- Price out and determine best path forward.
- Assign point person to research systems and present to Pastoral Team.
- Contact other parishes for feedback on systems.
- Select new system.
- Implement new system.

# COMMUNICATION STRATEGIC GOALS

---

## GOAL 1: ADVANCEMENT OF PARISH DATA SYSTEM (CONTINUED)

**Timeline:**

Point person assigned	October 2025
Feedback from other parishes gathered	November 2025
New system selected	December 2025
System implemented	March 2026
Goal completion	June 2026

**Metrics:** System identified, selected, and implemented

**Responsible:** *Katie Tipker, Fr. Tom, Senior Leadership Team & Pastoral Team*

## GOAL 2: SCHOOL & PARISH TECHNOLOGY INTEGRATION

**Objective:** Integrate website and communication streams between parish and school.

**Key Actions:**

- Identify communication streams to integrate via meeting with Director of Communication & school staff.
- Work with Five Star and others to merge systems; meet quarterly with school staff to assess needs.

**Timeline:**

Communication streams identified	October 2025
Systems merged and quarterly meetings established	March 2026
Goal completion	March 2026

**Metrics:** Successful merger of applicable communication streams.

**Responsible:** *Katie Tipker & Katie Sellmer*

## GOAL 3: COMMUNICATION OF MINISTRIES

**Objective:** Use **6 effective communication channels** by end of 2026.

**Key Actions:**

- Form Communication core team.
- Confirm current modes and identify future target avenues.
- Develop communication plan for all parish activities and ministries.
- Publish communication plan for ministry use.

**Timeline:**

Communication core team formed	December 2025
Current and target communication channels confirmed	July 2026
Communication plan developed	October 2026
Communication plan published	December 2026
Goal completion	December 2026

## COMMUNICATION STRATEGIC GOALS

---

### GOAL 3: COMMUNICATION OF MINISTRIES (CONTINUED)

**Metrics:** Core team formed; 6 channels in use.

**Responsible:** *Katie Tipker & Communication Core Team*

### GOAL 4: MINISTRY HIGHLIGHT

**Objective:** Highlight **one ministry per month** in bulletin, “Did You Know” slides, and possible pre-Mass presentations.

**Key Actions:**

- Identify 12 ministries annually; establish calendar and spokespersons.
- Begin monthly highlights.

**Timeline:**

Annual ministry list, calendar, & spokespersons established	November 2025
Monthly highlights begin	January 2026
Ongoing monthly highlights	January 2026 & ongoing

**Metrics:** At least one highlight per month in bulletin or other.

**Responsible:** *Katie Tipker & Senior Leadership Team*

## EDUCATION STRATEGIC GOALS

---

### GOAL 1: FEASIBILITY STUDY

**Objective:** Complete a feasibility study for a new school.

**Key Actions:**

- Identify New School Building Team.
- Identify cost of feasibility study.
- Identify needs of new school (classrooms, office space, etc.)
- Plan financing for feasibility study.
- Conduct feasibility study.

**Timeline:**

New School Building Team identified	Spring 2026
Feasibility study cost identified	Spring 2026
Needs assessment completed	Summer 2026
Financing plan developed	Fall 2026
Feasibility study conducted	Fall 2026 / Winter 2027
Study completion	2026–2027

**Metrics:** Fulfillment of study.

**Responsible:** *Karen Haas, Fr. Tom, and Angie Murphey*

# EDUCATION STRATEGIC GOALS

## GOAL 2: GO FORWARD SCHOOL PLAN

**Objective:** Approve plans for a new school within five years.

**Key Actions:**

- Complete feasibility study and determine fundraising next steps.
- Screen/hire architectural firm for new school design.
- Empower New School Building Team to follow Archdiocesan procedures for new construction.

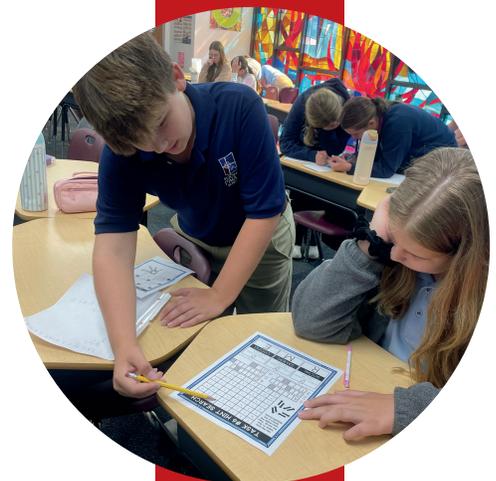
**Timeline:**

Feasibility study completed & fundraising plan determined	See above
Architectural firm hired	Summer 2027
Building Team empowered for Archdiocesan process	Summer 2028
Plan approved	December 2028

**Metrics:** Successful plan in hand.

**Responsible:** Karen Haas, Fr. Tom and New School Building Team

**Note:** St. John Paul II Catholic School and St. John Paul II Preschool & Day Care are each developing their own strategic plans, to be published no later than **June 2026**.



# CHRISTIAN SERVICE STRATEGIC GOALS

## GOAL 1: CAMPTON PARTNERSHIP

**Objective:** Increase relationship with our Sister Parish, Good Shepherd, in Campton, KY through **4 meaningful contacts** per year.

**Key Actions:**

- Organize Campton Twinning core team; recruit chair & assistant chair.
- Plan exploratory visit to Campton to meet parish leadership.
- Establish annual mission trip (with Campton leadership agreement).
- Maintain ongoing activities until 4 meaningful contacts are achieved annually.

**Timeline:**

Core team formed with chair & assistant chair	June 2026
Exploratory Trip	October 2026
Annual mission trip established	October 2026
Ongoing activities in place	July 2027
Goal completion	July 2027

**Metrics:** 4 meaningful contacts each year.

**Responsible:** *Greg Reger, Fr. Tom and Jenna Ford*

## GOAL 2: INCREASE MORNING OF SERVICE PARTICIPATION

**Objective:** Increase Day of Service participation by 100% in two years.

**Key Actions:**

- Establish baseline.
- Empower Christian Service System/subcommittee to develop plan for Morning of Service.
- Plan intentional calendar dates (avoid school breaks).
- Add pray-ers component to Morning of Service (people praying for its success).
- Preach homily on importance of service; present goal to parish.

**Timeline:**

Baseline Established	October 2025
Homily Given	Spring 2026
Add Pray-er Component	Spring 2026
Additional +25% each subsequent MOS	Through December 2027

**Metrics:** Compare to established baseline (to be documented).

**Responsible:** *Barbara Smith & Fr. Tom*

# OPERATIONS STRATEGIC GOALS

---

## GOAL 1: PARISH CENSUS

**Objective:** Establish an accurate census of the parish.

**Key Actions:**

- Select software capable of producing desired results.
- Determine information to collect (age, activity level, updated addresses, family members).
- Identify collection methods (online, in-pew, etc.)
- Create follow-up system for non-respondents.
- Form census team to oversee process.

**Timeline:**

Form Census Team	November 2025
Software & team in place	
Census developed	December 2025
First collection round	December 2025
Data entry & follow-ups	January 2026
Completion	July 2026

**Metrics:** Fulfillment of census by Dec 2026.

**Responsible:** *Art Cash, Clint Horine, Fr. Tom & Katie Tipker*

## GOAL 2: BUILDING AUDIT

**Objective:** Examine current spaces and utilization.

**Key Actions:**

- Establish active Buildings & Grounds Committee (meets at least 2x a year).
- Create plan and inventory of current buildings and usage.
- Develop active plan for regular maintenance of all buildings.

**Timeline:**

Buildings & Grounds Committee established	December 2025
Building inventory & usage plan completed	June 2026
Maintenance plan developed	December 2026
Goal completion	January 2027

**Metrics:** Fulfillment of project.

**Responsible:** *Art Cash & David Austin*



**TOGETHER,  
WE  
BUILD  
GOD'S  
KINGDOM.**



**TOGETHER,  
WE  
MAKE  
AND  
GROW  
DISCIPLES.**





**TOGETHER, WE LOVE  
GOD AND NEIGHBOR.**



## YOUR HANDS IN OUR FUTURE

Our parish grows and thrives when we all commit to its success. Thank you for your continued support in making JP II a place where the Holy Spirit is felt each time we gather together. This strategic plan was developed with you in mind. Together, we've taken a snapshot of our parish in its current state, in 2025, and prioritized our movement forward throughout the year 2029. Our hope, both as pastoral staff and parish council, is that you will join us in helping us achieve these goals and beyond. Your "yes" to core groups, volunteer opportunities, stewardship campaigns, our youth, and more help us be a place where we can fully reach our mission of growing and making disciples.



# ST. JOHN PAUL II CATHOLIC CHURCH STRATEGIC PLAN 25-29

