



Vision 2022

# PLAN



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With Saint Luke's "Vision 2015" strategic 5-year-plan coming to completion, parish leadership decided to begin a new 5-year plan. The plan was initially titled "Vision 2020." The ultimate timing of the plan's formation and the breadth of the goals, however, made the year 2020 overambitious for its completion. Hence, the 5-year-plan is now called "Vision 2022."

In October of 2015, Fr. Brad began laying the groundwork for Vision 2022. From the outset Father Brad made clear that he hoped that this planning process would focus primarily on parish life and ministries, and not on capital improvements or expenditures. He asked each Parish Staff and Parish Council member to provide him with at least five names of parishioners whom they believed would be well suited to serve on the Vision 2022 Steering Committee.

From that list, Fr. Brad chose 10 members, each of whom had been nominated by at least two individuals on Parish Staff or Parish Council. The members of the steering committee are Allen Albertson, Guy Alloway, Chuck Balsley, Lisa Fabian-Owen, Nick Graan, Tanya Higgins, Alfredo Lopez, Kara McArthur, Debra Ricard, and Dan Twining. The Vision 2022 Steering Committee had its first meeting in January of 2016.

Over the next 5 months, the Steering Committee met more than ten times to create a Purpose (mission) Statement, as well as a Vision Statement and three "parish priorities" for the next five years. On June 2nd 2016, Saint Luke hosted an "all parish meeting." All parishioners were invited, more than 200 attended. This meeting enabled each parishioner to "vote" on areas in which they desire the parish to grow. All of this data was gathered and organized into seven primary areas of Church life. These seven areas were used as the basis for forming seven groups called "Co-Missions." Those areas and Co-Missions are:

- Communication
- Community & Hospitality
- Education & Formation
- Evangelization
- Outreach & Service
- Sacraments & Worship
- Stewardship & Leadership

The Co-Missions were tasked with coming up with specific goals, as well as expectations of parish Leadership and membership regarding each area of parish life.

A total of 57 parishioners served on these "Co-Missions" and worked diligently over multiple meetings between September 2016 and September 2017 to pray, discern, and collaborate on creating goals and expectations. These goals and expectations now serve as the action items for our Vision 2022 5-year-plan. Task forces will be formed to oversee each of the seven areas of parish life, and begin to bring these goals to completion.

## CONTENTS

Communication . . . . .	4
Community & Hospitality . . . . .	6
Education & Formation . . . . .	8
Evangelization . . . . .	10
Outreach & Service . . . . .	12
Sacraments & Worship . . . . .	14
Stewardship & Leadership . . . . .	16
Acknowledgements . . . . .	19
Vision and Purpose . . . . .	20



# COMMUNICATION

The Lord Jesus' entire mission was the proclamation of the Kingdom of God through words and deeds (**Luke 4:18-21**). Our taking part in Christ's saving mission requires hearing, obeying and collaboratively participating in that proclamation (**Luke 9:1-6**).

## Saint Luke Parishioners commit to:

- Internalizing Saint Luke's shared parish vision
- Engaging significant events in the life of the parish by informing themselves and taking a personal interest

## Saint Luke Parish Leadership commits to:

- Effectively communicating Saint Luke's shared parish vision
- Reliably communicating programs and events in the life of the parish

*"The Spirit of the Lord is upon me, because he has anointed me to bring glad tidings to the poor. He has sent me to proclaim liberty to captives and recovery of sight to the blind, to let the oppressed go free, and to proclaim a year acceptable to the Lord." Rolling up the scroll, Jesus sat down, and the eyes of all in the synagogue looked intently at him. He said to them, "Today this scripture passage is fulfilled in your hearing."*

Luke 4:18-21

# VISION 2022 COMMUNICATION GOALS

- Have 500 parishioners signed up for Flock Note by December 1, 2017 — **Completed**
- Create cloud-based "shared drive" wherein ministry documents, templates, photos and other files can be stored and used across ministries by July 1, 2018
- Release Communication Strategy Plan by August 31, 2018
- Set up video recording room by December 31, 2018
- Create Digital Media position to oversee online and digital communication and production by July 1, 2019
- Evaluate current Parish Database Software (P.D.S.) usage, and assess possibility of "update campaign" to capture missing and important parishioner demographic information by September 30, 2019
- Create *ad hoc* group to reexamine parish-registration/membership process by January 1, 2020.

*Jesus summoned the Twelve and gave them power and authority over all demons and to cure diseases, and he sent them to proclaim the kingdom of God and to heal the sick. He said to them, "Take nothing for the journey, neither walking stick, nor sack, nor food, nor money, and let no one take a second tunic"...Then they set out and went from village to village proclaiming the good news and curing diseases everywhere.*

Luke 9:1-3; 6

# COMMUNITY AND HOSPITALITY

The Lord Jesus commands us to “welcome the stranger” (**Matthew 25:35**) and to “love one another as I have loved you” (**John 13:34**). We experience the love, compassion and courtesy of Jesus Christ – first and foremost – through others.

## Saint Luke Parishioners commit to:

- Active hospitality towards newcomers and their “neighbor”
- Being intentional about forming relationships with other parish members

## Saint Luke Parish Leadership commits to:

- Fostering an environment where all feel welcome as “family”
- Providing opportunities for engagement in the life of the parish

*“For I was... a stranger and you welcomed me.”*

*Matthew 25:35*

# VISION 2022 COMMUNITY AND HOSPITALITY GOALS

- Create Hospitality Commission by June 30, 2018
- Develop “hospitality plan,” that actively engages guests according to widely recognized “best practices” within the context of Saint Luke parish by August 31, 2018
- Create plan to expand existing activities and to support new self-starting specific age/interest groups (“promote connectedness”) by January 30, 2019
- Create church and school integration plan beginning with one new yearly event by March 31, 2019
- Increase school family Sunday mass attendance 10% by June 10, 2019

*Jesus said to his disciples: “I give you a new commandment: love one another. As I have loved you, so you also should love one another.”*

*John 13:34*

# EDUCATION AND FORMATION

A disciple sits at the feet of the Lord Jesus, Who teaches us how to live and to love (**Luke 10:39**).

## Saint Luke Parishioners commit to:

- Growing as disciples through participation in formation and education offerings every year
- Understanding how their unique gifts shape their spirituality, and also inform their role in the Body of Christ and vocation to build the Kingdom of God

## Saint Luke Parish Leadership commits to:

- Providing a variety of formation offerings which support lifelong learning and discipleship
- Offering formation aimed at empowering “Faith in practice” in one’s daily life

*Mary sat beside the Lord at his feet listening to him speak.*

*Luke 10:39*

# VISION 2022 EDUCATION AND FORMATION GOALS

- Establish Faith Formation Committee by April 1, 2018. *(This committee will work with the Pastoral Assistant for Faith Formation on the goals that follow)*
- Create accessible program library (varied formats) by September 15, 2018
- Ensure annual programs contain personalized follow-up of each participant by Dec 5, 2018
- Create Sacramental Roadmap (Pre-preparations and post sacrament) by December 31, 2018
- Incorporate best practices and participation expectations into education and formation programs including Sacraments by December 31, 2018
- Create sacramental catechesis campaign by December 31, 2018
- Create programmatic roadmap by January 30, 2019.  
For example:



- Assess all Faith formation offerings and participation by May 15, 2019
- Launch new independent Bible study groups (in a variety of formats) by Sept 30, 2019
- Identify and train eight Saint Luke parishioners to serve as “discipleship mentors” (“disciple-makers”) by March 30, 2020

# EVANGELIZATION

The Church exists to evangelize; to share the Good News of Jesus Christ (**Matthew 28:19-20**).

## Saint Luke Parishioners commit to:

- Understanding and articulating the way in which God is active in their lives; and being open to sharing their Faith (1 Peter 3:15)
- Inviting others to St. Luke for events and worship

## Saint Luke Parish Leadership commits to:

- Equipping parishioners to share their Faith
- Offering regular opportunities to discover and use their strengths, gifts, and charisms

*Jesus said to his disciples: "Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, until the end of the age."*

*Matthew 28:19-20*

*Sanctify Christ as Lord in your hearts. Always be ready to give an explanation to anyone who asks you for a reason for your hope.*

*1 Peter 3:15*



## VISION 2022 EVANGELIZATION GOALS

- Create *Alpha* Committee by Sept 15, 2017 — **Completed**
- Create an Evangelization commission by April 31, 2018
- Present a One Church program designed to teach the basics of evangelization by May 22, 2018 — **Completed**
- Publish pamphlet on "Evangelization Basics" by June 30, 2018
- Create annual vocation event by January 30, 2019
- Create plan to support self-starting groups (young adults, singles, divorced, etc.) by April 1, 2019
- Create a 5-year-plan to offer charism, strength, or gifts seminars or programs *annually* by Sept 1, 2019
- Create ecumenical and community "invitation plan" for parish events by November 1, 2019

# OUTREACH AND SERVICE

The Lord Jesus clearly states that the way we treat the poor, stranger, and marginalized is how we treat Him **(Matthew 25:40)**.

## Saint Luke Parishioners commit to:

- Living the tenets of *Catholic Social Teaching* by actively working to build a just society, and growing spiritually through solidarity *with* and service to the less fortunate
- Participating in or supporting at least one service activity each year

## Saint Luke Parish Leadership commits to:

- Creating a system that will facilitate the communication of BOTH available resources to those in need, AND service opportunities to parishioners
- Fostering a strong outward focus, highlighting “the preferential option for the poor,” and emphasizing personal engagement with the needy and vulnerable

# VISION 2022 OUTREACH AND SERVICE GOALS

- Create goals and process measurements for each service ministry by June 1, 2018
- Create structure to coordinate parish service events by July 31, 2018
- Evaluate unmet community needs and create outreach strategy by August 31, 2018
- Create service and outreach event to match parishioner needs and callings by August 31, 2019
- Create Catholic Social Teaching Calendar/Strategy by June 30, 2019
- Hire or restructure staff to create dedicated “Pastoral Assistant for Outreach” to lead reorganized Justice & Outreach ministry and Commission by July 1, 2019
- Create a process to promote service opportunities by August 31, 2019

*“Amen I say to you, whatever you did for one of these least brothers and sisters of mine, you did for me.”*

*Mathew 25:40*

# SACRAMENTS AND WORSHIP

The Lord Jesus gave seven Sacraments to heal and empower Christians to live out their unique callings in and through the Church, by means of an encounter with God: Father, Son and Holy Spirit through worship (**John 4:23-24**). Jesus told us that we are to love the Lord our God with all our heart, mind and soul and to love our neighbors as ourselves. These two Commandments provide a clear path to true discipleship. The gifts of Sacraments and Worship align our individual relationship with God with our earthly relationships, healing broken relationships and empowering discipleship.

## Saint Luke Parishioners commit to:

- Attending and fully participating in Mass on Sunday and Holy Days; and cultivating a daily, “personal” prayer life
- Practicing Sacramental Reconciliation regularly, and celebrating Baptism, Confirmation, Matrimony, and the Anointing of the Sick at the proper time

## Saint Luke Parish Leadership commits to:

- Fostering active participation in Liturgy and Sacraments
- Promoting a welcoming atmosphere and inspiring Liturgy

## VISION 2022 SACRAMENTS AND WORSHIP GOALS

- Highlight the importance and role of Prayer Ministry. Offer more visible Prayer Ministry after all Masses by January 30, 2018 — **Completed**
- Establish extended hours of Reconciliation, including quarterly Communal Penance Services by Sept 1, 2018
- Publicize all sacramental-recipients quarterly, including testimonials beginning October 1, 2018

*“True worshipers will worship the Father in Spirit and truth; and indeed the Father seeks such people to worship him. God is Spirit, and those who worship him must worship in Spirit and truth.”*

*John 4:23-24*





# STEWARDSHIP AND LEADERSHIP

Everything that we have is a gift from God, and we are called to faithfully use our time, talents and financial resources to build up the Kingdom of God (**Matthew 25:14-30; Luke 19:12-27**). In doing so, we grow in holiness and relationship with God; becoming true partners in the saving work of Jesus.

## Saint Luke Parishioners commit to:

- Prayerfully reflecting on their financial stewardship each year, and committing an amount that is representative of the importance of their faith and the community in their life
- Discerning how Jesus calls them to best serve the community, and then actively participating in at least one parish ministry

## Saint Luke Parish Leadership commits to:

- Promoting a strong culture of stewardship, and practicing transparent finance that clearly reflects the vision and mission of the parish
- Training and supporting lay leadership

*"Well done, my good and faithful servant.  
Since you were faithful in small matters,  
I will give you great responsibilities.  
Come, share your master's joy."*

*Matthew 25:21*

# VISION 2022 STEWARDSHIP AND LEADERSHIP GOALS

- Create Stewardship Commission by September 30, 2018
- Send 25 lay parish leaders to leadership conference by December 31, 2018
- Increase the number of persons serving in parish-sponsored ministries by December 31, 2018
- Evaluate Parish Center facility needs, and make recommendation about possible Capital improvements by December 31, 2018
- Increase Stewardship participation 50 families by January 31, 2019
- Establish consistent structure and processes for non-staff parish leadership by March 30, 2019
- Achieve 10% increase in the number of persons serving in parish based ministries by May 31, 2019
- Formulate plan and set goals for attracting young adults to parish by October 1, 2019

## ACKNOWLEDGMENTS

### *Special gratitude for the work of our Co-Missions:*

Communication Co-Mission Members: Nick Graan (chair) Colleen Brajcich, Scott Ralls, Laura Rogan, Alicia Sullivan, Chuck Balsley (V2022 Advisor).

Community and Hospitality Co-Mission Members: Elizabeth Furrer (chair) Leigh Goodrich, Mona Junkin, Ginny Lynch, Mary Kay Ryan, Sean Short, Kristina Spadafora, Teresa Swenson, Jim Ward, Debra Ricard (V2022 Advisor).

Education and Formation Co-Mission Members: Renee Pitra (chair), Kathy Alloway, Cathy Goodrich, Suzy Hansch, Paul Herbord, Amy Murphy, Jamie Quinlan, Tanya Higgins (V2022 Advisor).

Evangelization Co-Mission Members: Jennifer Feucht (chair), Karine Harjo, Howard Jones, Buena Joshi, Kishor Joshi, Julene Newland-Pyfer, Fernand Ricard, Kara McArthur (V2022 Advisor).

Outreach and Service Co-Mission Members: Maureen Augusciak (chair) Darrell Chronik, Andrew Feucht, Lacey Fitzwater, Mary Kahle, Lloyd Lowe, Tom Mailhot, Toni Price, Ana Short, Gail Young, Guy Alloway (V2022 Advisor).

Sacraments and Worship Co-Mission Members: Pete Rigby (chair), Ann Herbord, Kathy Kroll, Martin Price, Debra Ricard, Paul Swenson, Lisa Walsh, Allen Albertson (V2022 Advisor).

Stewardship and Leadership Co-Mission Members: Mike McAuliffe (chair) Paul Brajcich, Mike Fitzmaurice, Leigh Goodrich, Deb Horvath, Cathy Smits, Kathy Yandl, Tanya Higgins (V2022 Advisor).



ST LUKE CATHOLIC COMMUNITY EXISTS TO  
**DEVELOP JOYFUL DISCIPLES,**  
**GROW IN CHRIST,**  
**SERVE WITH LOVE.**

WE DO THIS BY USING OUR  
**COMPASSIONATE LOVE AND**  
**TALENTS**

TO CULTIVATE **RELATIONSHIP**  
**AND INSPIRE ACTION**

SO THAT ALL EXPERIENCE THE  
**FULLNESS OF JESUS CHRIST.**



*We are called to*  
**SHARE GOOD**  
**NEWS**



*We are called to*  
**MAKE**  
**INTENTIONAL**  
**DISCIPLES**



*We are called to*  
**HELP PEOPLE**  
**CONNECT**

