

**St. Mary Parish
Woodstock, Illinois
Strategic Plan 2000**

Stewardship is Time, Talent and Treasure

Issue:

Fostering Stewardship: sharing our God-given time, talent and treasure in service to each other.

Currently:

Only a small percentage, (30%), of current parishioners are giving of their time and talent and are truly tithing (5%) and the parish is operating with the minimal size paid professional staff for a parish our size.

Where do we want to be in 2010?

Increase level of parishioner involvement in different levels of ministries (time and talent) to 60% while becoming a true tithing parish (30%) that has an increased professional, stable parish staff supplemented with a pool of trained volunteers to support the growing ministries.

	Where are we now?	How do we get there?				Where do we want to be?
<u>8 Characteristics</u>	2000 - 2001	2000 - 2001	2001 - 2002	2002 - 2003	2003 - 2004	2004 - 2005
Commission To take ownership of Parish Plan for this Strategic Plan initiative	<ul style="list-style-type: none"> - Established in Fall of 1998 - Currently have 12 "Charter" Members 	<ul style="list-style-type: none"> - Establish Terms? - Roles/Responsibilities for Members based on the 8 characteristics. Established sub committees based on the 8 characteristics - Continuing Education Activities: Diocese sponsored, annual Parish Stewardship Day – September 23rd at St. John Neumann Parish in St. Charles, visits to other Parishes 	<ul style="list-style-type: none"> - Continuing Education Activities: annual Parish Stewardship Day, visits to other Parishes 	<ul style="list-style-type: none"> - CE Activities: annual Parish Stewardship Day, visits to other Parishes 	<ul style="list-style-type: none"> - CE Activities: annual Parish Stewardship Day, visits to other Parishes 	<ul style="list-style-type: none"> - Broadening the base by drawing members from various ministries at St. Mary Parish - More passion & more integration with other ministries - Continued/ongoing education of members

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	Where are we now?	How do we get there?				Where do we want to be?
<u>8 Characteristics</u>	2000 - 2001	2000 - 2001	2001 - 2002	2002 - 2003	2003 - 2004	2004 - 2005
Education - Philosophical (8 characteristics) - Practical (witnessing, examples) Children Adults	<ul style="list-style-type: none"> - Yes: - Parish Bulletin, \$\$, verbiage - Supportive Priest(s), homily/pulpit - Quarterly parish newsletter includes column on Stewardship 	<ul style="list-style-type: none"> - Invite St Mary Parish Ministry Heads to attend Diocese sponsored Parish Stewardship Day with focus on Children, September 23rd at St. John Neumann Parish in St. Charles. - Stewardship message part of weekly envelopes & newsletter - Stewardship info/links on Web Site - Assign each Commission member to reach out and educate 2 St Mary Parish Ministry Groups on Parish/Diocese Stewardship - Develop St Mary specific Stewardship Brand/Logo & Message - More freq use of Stewardship message by Priests in Homily - Build Parish Community – Oktoberfest in fall of “odd” years 	<ul style="list-style-type: none"> - Host annual Diocese Sponsored Parish Stewardship Education Day - Integrate Stewardship message with education of our Children at St Mary School & through RE Programs – who to speak with? - Education Commission, Dir RE, Dir of Youth Ministry? 	<ul style="list-style-type: none"> - Assign each Commission member to reach out and educate 2 St Mary Parish Ministry Groups on Parish/Diocese Stewardship 		<ul style="list-style-type: none"> - All educational activities should included themes from the 1992 Bishop’s Pastoral Letter on “Stewardship – A Disciples Response” and the readings from the Liturgical cycle

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	Where are we now?	How do we get there?				Where do we want to be?
8 Characteristics	2000 - 2001	2000 - 2001	2001 - 2002	2002 - 2003	2003 - 2004	2004 - 2005
Time & Talent	<ul style="list-style-type: none"> - Yes: - Annual Fall/Winter Survey - Annual Fall/Winter Ministry Fair - 30% Parishioner Involvement 	<ul style="list-style-type: none"> - ANNUAL SURVEY & MINISTRY FAIR - Follow-up is critical, use PDS to track survey responses & monitor ministry head follow-up with respondents - Evaluate current training process used by each ministry - Add T/T Survey to Parish Web Site. - T/T Survey in Spanish 	<ul style="list-style-type: none"> - ANNUAL SURVEY & MINISTRY FAIR - Evaluate potential us of PDS Stewardship Module 	<ul style="list-style-type: none"> - ANNUAL SURVEY & MINISTRY FAIR 	<ul style="list-style-type: none"> - ANNUAL SURVEY & MINISTRY FAIR 	<ul style="list-style-type: none"> - 50% Parishioner involvement - Fully developed ministry training programs for new volunteers - Effective use of PDS/Stew Module for volunteer follow up
Treasure 5/4/1 Model	<ul style="list-style-type: none"> - Yes: Annual Fall/Winter Stewardship of Treasure Renewal - 5% of Parishioners Tithing - Minimal paid professional staff 	<ul style="list-style-type: none"> - Bob Pfundstein to speak for Annual 2000 Stewardship of Treasure Renewal Weekend Masses - Evaluate use of electronic transfer for weekly collections 	<ul style="list-style-type: none"> - Annual Fall/Winter Stewardship of Treasure Renewal 	<ul style="list-style-type: none"> - Annual Fall/Winter Stewardship of Treasure Renewal 	<ul style="list-style-type: none"> - Annual Fall/Winter Stewardship of Treasure Renewal 	<ul style="list-style-type: none"> - 15% of Parishioners Tithing - Electronic Transfer used for weekly collections
Extra Collections	<ul style="list-style-type: none"> - Not eliminated (% \$\$ from these?) 	<ul style="list-style-type: none"> - Develop plan to eliminate 	<ul style="list-style-type: none"> - Replace with Stewardship inf. 			<ul style="list-style-type: none"> - Elimination of 2nd collections & special envelop.
Parish Tithe 5/4/1 Models	<ul style="list-style-type: none"> - Every other Sunday, 1% or 2%. Thanksgiving & Christmas Collections. Where is \$\$ contributed?? 	<ul style="list-style-type: none"> - 1% Parish Income Tithed to Charity - Identify programs to contribute to & how to justly disburse (parish/community/diocese) - Communication of current \$\$ contributed/transferred to Marian HS 	<ul style="list-style-type: none"> - 2% Parish Income Tithed to Charity 	<ul style="list-style-type: none"> - 3% Parish Income Tithed to Charity 	<ul style="list-style-type: none"> - 4% Parish Income Tithed to Charity 	<ul style="list-style-type: none"> - Parish Income tithed at 5%
Capital Projects	<ul style="list-style-type: none"> - Yes: St. Joseph Center 	<ul style="list-style-type: none"> - Be of service to St Mary Parish S/P initiative via education support on teaching & practice of Stewardship 	<ul style="list-style-type: none"> - Eliminate Debt with 2nd round of fund raising: 2002 			<ul style="list-style-type: none"> - Debt-free Parish with necessary capital projects fully funded by weekly collections & capital campaigns

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	Where are we now?	How do we get there?				Where do we want to be?
	2000 - 2001	2000 - 2001	2001 - 2002	2002 - 2003	2003 - 2004	2004 - 2005
8 Characteristics						
Planned Giving & Endowments	<ul style="list-style-type: none"> - Yes: 3 (School, Parish, Cemetery) - ~\$300,000 (reinvesting interest) 	<ul style="list-style-type: none"> - Create an endowment committee (Fr. Jim, Stewardship Commission) - Ad McHenry County Ed Foundation Endowments for School & RE? (Tom Landers) 	<ul style="list-style-type: none"> - Wills awareness/asset plng every 2 yrs (last done in '98) 	<ul style="list-style-type: none"> - Dev process to Cultivate Donors 	<ul style="list-style-type: none"> - Bequests from parishioners no longer living in Woodstock 	<ul style="list-style-type: none"> - Use more effective planned giving to replace income from eliminated 2nd & special collections

Diocese United in Faith Endowment Campaign Participation through 2001, recipient of \$\$ for School & RE in 2002 & beyond?

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	Where are we now?	How do we get there?				Strategic Plan	
						Dreams	
Characteristics	2004 - 2005	2004 - 2005	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009	10 Year Future(2009)
Commission		- CE Activities: annual Parish Stewardship Day, visits to other Parishes	- CE Activities: annual Parish Stewardship Day, visits to other Parishes	- CE Activities: annual Parish Stewardship Day, visits to other Parishes	- CE Activities: annual Parish Stewardship Day, visits to other Parishes	- CE Activities: annual Parish Stewardship Day, visits to other Parishes	- Broadening the base by drawing members from various ministries at St. Mary Parish - More passion & more integration with other ministries - Continued/ongoing education of members
Education - Philosophical (8 characteristics) - Practical (witnessing, examples) Children Adults		- Assign each Commission member to reach out and educate 2 St Mary Parish Ministry Groups on Parish/Diocese Stewardship Host Parish Stewardship Day		- Assign each Commission member to reach out and educate 2 St Mary Parish Ministry Groups on Parish/Diocese Stewardship		- Host annual Parish Stewardship Day	- Pool of trained volunteers - All Parishioners knowledgeable & aware what it means to be a Christian Steward - Tuition Free School (K-8) - Fully alive & passionate parish
Time & Talent		- ANNUAL SURVEY & MINISTRY FAIR	- ANNUAL SURVEY & MINISTRY FAIR	- ANNUAL SURVEY & MINISTRY FAIR	- ANNUAL SURVEY & MINISTRY FAIR	- ANNUAL SURVEY & MINISTRY FAIR	- 75% Parishioner involvement - Pool of trained volunteers - 100% follow up with all survey respondents, ministry heads accountable for follow up

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Treasure		- Annual Fall/Winter Stewardship of Treasure Renewal	- Annual Fall/Winter Stewardship of Treasure Renewal	- Annual Fall/Winter Stewardship of Treasure Renewal	- Annual Fall/Winter Stewardship of Treasure Renewal	- Annual Fall/Winter Stewardship of Treasure Renewal	<ul style="list-style-type: none"> - 30% of Parishioners Tithing - Stable parish staff funded by weekly collections - Tuition Free School (K-8)
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	Where are we now?	How do we get there?				Strategic Plan	
		<u>Dreams</u>					
Characteristics	2004 - 2005	2004 - 2005	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009	10 Year Future(2009)
Extra Collections							- Elimination of 2 nd collections & special envelopes
Parish Tithes		- 5% Parish Income Tithed to Charity	- 6% Parish Income Tithed to Charity	- 7% Parish Income Tithed to Charity	- 8% Parish Income Tithed to Charity	- 9% Parish Income Tithed to Charity	- 10% Parish Income Tithed to Charity - Communicate to Parish
Capital Projects							- Debt-free Parish with necessary capital projects fully funded by weekly collections & capital campaigns
Planned Giving							- All ongoing maintenance & extra operating expenses to be funded by endowments, bequests, planned giving

Leader: Brian Boyd
Others: Tom Landers
 Sharon Kubat
 Jerry Furlano

Stewardship Commission

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Moral Leadership in the Community and Ecumenism

Issue:

Showing we care about the greater community.

Currently:

St. Mary Parish currently provides a great variety of social services available at the parish door. These include such things as housing (PADS), jobs, transportation, food (food pantry), and medical assistance. As a parish, we involve ourselves in city and county ecumenical events such as the prayer rally while our clergy participate in a weekly lectionary study group of priests and ministers.

Where do we want to be in 2010?

Strongly promote and participate in moral issues study group within the greater Christian community, as well as, provide jail ministry and ensure intra-church activities, both Catholic and ecumenical while still maintaining our current involvement but with a greater visibility.

Moral Issues Study Group:		
Time Frame	Who	Action
Begin 10/2000	Coordinated by Adult Formation Office. Fr. Black and various other people would do the lectures.	Initial lecture on morals in medicine (Fr. Black is currently working on this to present to the nurses of St. Anthony's.) Other lectures to follow on moral and social justice issues. This could be done up to two times a year. Open up to both other parishes and other churches in community. Mr. Francis Austin is giving series of three lectures on social justice on October 9, 16, 23.
Begin by 4/2001	Fr. Jim	Form an ecumenical social and moral issues think tank that could then bring the ideas back to individual churches. Initially, Fr. Jim will fulfill this by attending the lectionary group. This will develop over time and the timing will be ad hoc, addressing issues as they arise (i.e. the cross burning in Wonder Lake). The purpose of this would be to address issues that may need to be discussed in a group or may need letters sent to the editor.
Jail Ministry:		
Time Frame	Who	Action
Now	Fr. Jim	This has been started. Continue.

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Now	All	Pray for patience
9/2001	Peg Sullivan	Provide soft cover bibles and devotional materials – according to requirements sent forth by County.
Greater Visibility:		
Time Frame	Who	Action
4/2001	Publicist	Develop a template form that will be used by event coordinators that would be a ‘fill in the blank’ for the basic information and a description of the event. In addition, this template would list all the names, fax numbers, and addresses that this would be sent to.
4/2001	Coordinators of Events	Submit to cable station for inclusion on cable calendar. Submit to radio station (105.5) for public announcement.
Now	Website Administrator	Parish calendar to be included on website. Pastor’s letter and pertinent information from bulletin to be included on website.
Now and ongoing	Publicist	Look at bulletin to determine if we can make better use of the space we do have in communicating what is coming up, what is going on and what has been done. Is there value in determining what segment of the parish reads the bulletin – or what sections they read?
9/2003	Business Manager	Construct a bulletin board out front (i.e. brick with a black board and white letters) which will be used for announcing mass times and the events of the week.
9/2001	Business Manager	Bulletin board at strategic location(s) within church. The lighting for these boards would need to be sufficient. One central board, probably enclosed, in the meeting room of the St. Joseph center that would be of sufficient size to hold information on all the various activities that are coming up. There would also be informational boards at every entrance that would direct people to the various activities by room number/name and provide a directional map of the parish buildings.
9/2001 or sooner	Business Manager	Name or number for every room in parish center noted at every room. Also, would need

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		direction maps at the entrances (You are here...)
Now	Business Manager	Solicit a volunteer who would act as our publicist. One avenue to take would be to advertise in bulletin or contact LeAnn Gill. She may be willing to volunteer, help screen volunteers, proffer names, or aid in write-up for volunteer.
Now	Publicist	This person would write up information concerning post-activity write-ups, announcements, work done, etc. of the parish and send to Northwest Herald, The Independent, The Sun, and The Observer. This information would also be included in the bulletin. (LeAnn Gill's name came up as a possible publicist.)
4/2001	Publicist	Compile a package of information to be given to the main coordinator of an activity. This information would include publicity material (cable notice, and fact sheet for publicist). This would include the publicity template form listed as the first item in this section.
9/2001	Publicist	Get to know NW Herald religious writer. If the NW Herald does not have one, ask Bob Shaw why they do not.
Now	Fr. Jim	Add website address to church bulletin
4/2001	Business Manager with publicist from St. Thomas the Apostle	Develop and teach publicity to the parish staff and ministry heads so that they have a heightened awareness of the impact of parish publicity and so that a consistent message is given out. May be able to get some help with this from the Diocese, as well.
Intra-Church and Inter-Church Activities:		
Time Frame	Who	Action
Now	Fr. Mike and others	Lecture series (see first item)
9/2001	Fr. Jim and the Lectionary Group	Prayer Services – ecumenical and Catholic. Open up to other churches in Woodstock and other parishes in the diocese. We could also get the choir involved. These could be done as weekly services during Advent or Lent and could be done as a round robin between St. Mary and the other churches.
Now	Peg Sullivan	Heart renewed

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Now	Fr. Jim and Fr. Black	Deanery meeting will continue to be utilized to coordinated Catholic county-wide services and activities.
Now	Ministry heads	Religious Education, Evangelization, Youth and RCIA ministries meets monthly with their counterpart ministries from other parishes within the county. Explore with other ministry heads to expand this into more ministries.
Ongoing	Fr. Jim, Fr. Black and Director of Evangelism	Evangelization
Now	Publicist	Notify parish and other parishes of upcoming classes both here and at other parishes.

Leader: Fran Mansfield
Others: Linda Yurgil
 Fr. Jim McLoughlin
 Virginia Peschke

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Growth

Issue:

Accommodating current and anticipated growth in church and school.

Currently:

St. Joseph Center expansion nearing completion, however the existing facilities are outdated and have limited capacity for current and future needs.

Where do we want to be in 2010?

Have facilities, based upon prudent planning and feasibility, which are accessible and which accommodate the developing needs of the parish.

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Time Frame	Who	Action
12/2000	Fr. Jim	Add noon mass to alleviate current overcrowding at masses.
12/2000	Pastor, Parish Board, Finance Committee, Stewardship Committee	Formulate plan for paying off the remainder of this debt before any other capital debt is incurred.
3/2001	Business Manager	Form committee to gather and evaluate growth information. This committee will be made up of the pastor, selected staff, the Director of Religious Education, the Education Commission, the Youth Minister and the Grade School Principal. For reference throughout this document, this committee will be called the Growth Data Committee
4/2001	Business Manager	Repairs to plaster and paint in church (before recarpeting)
4/2001	Business Manager	Open windows located in the back of the sanctuary. This would involve replacing the original arch in the back of the alter to gain access to these windows. This is another task that could be done by utilizing the talents of parish members. Do concurrent with repairs to plaster and painting church.
5/2001	Business Manager	Create Cry Room under the choir loft area. Do this prior to the recarpeting of the church.
6/2001	Business Manager and Growth Data Committee	Look at evaluations and studies conducted by parish, diocese, economic development committee, Northern Illinois Planning Commission, etc. Need to find median and mean age. Purpose is to identify the projected number of school age children in parish in coming years. Census information can provide important statistics. The purpose of this information would be to determine parish and community growth over the next 10 years. This task is to gather the information, analyze it and distribute the results to the relevant groups within the parish.
6/2001	Business Manager and Growth Data Committee	Look at research regarding growth that has already been done.
6/2001	Business Manager	Recarpet Church using same carpet as St. Joseph Center
9/2001	Business Manager, selected staff, Director of Religious Education, Principal and Pastor	Meet to identify facility needs. This could involve updates to auditorium. Information from growth data committee will be used in this decision. Gap analysis will be done to determine areas where improvement needed and a plan will be formulated to address the gaps. For reference throughout

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Time Frame	Who	Action
		this document, this will be called the Needs Study. This may be the same group as the Growth Data Committee.
12/2001	Business Manager	Approach state and federal government, as well as businesses, for help in funding computers and high technology infrastructure.
1/2002	Business Manager	Get estimates for maintenance and repair of organ
1/2002	Business Manager	Get estimates for maintenance and repair of stained glass windows
8/2002	Business Manager	Do an evaluation of the mechanical system. Look at electrical, plumbing, heating, and telecommunications network.
10/2002	Business Manager	Coordinate the finishing of the basement of St. Joseph Center. The idea is to utilize the talents of the people from the parish to get this job accomplished. Parish may need to provide supplies. An idea is to have a type of 'barn raising' activity for various sub-projects.
10/2004, sooner if possible	Business Manager	Rewire church (lots of outlets)
Ongoing but completed by 12/2004	Business Manager	Rearrange Conway Center to better use the space. This would necessitate knocking down walls and putting up new ones. This will be done piecemeal. How exactly this space is planned out will be a result of the Education and Office Needs Studies.
Ongoing but completed by 12/2005	Business Manager	Complete items from list suggested by structural engineer for primary school building.
1/2005	Business Manager	Complete maintenance and repair of organ
1/2005	Business Manager	Complete maintenance and repair of stained glass windows
12/2005	Business Manager, Selected Staff, Director of Religious Education, Youth Minister,	Re-evaluate June 2001 plan regarding the capacity of the church and entire facilities.

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Time Frame	Who	Action
	Principal, and Pastor	
12/2005	Pastor, Parish Board and Business Manager	Complete feasibility study regarding rectory.
12/2010	Pastor, Parish Board and Business Manager	Either expand rectory or look into buying a larger residence in the area.

Leader: Linda Yurgil
Others: Mike Sullivan
 Fr. Jim McLoughlin

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Family Ministry

Issue:

Developing family ministry

Currently:

Even with our limited attempts at family activities we have segregated family members.

Where do we want to be in 2010?

We envision our collective parish family working together in areas of social, educational, spiritual, service and Evangelization activities in ways that will promote family unity.

Time Frame	Who	Action
Giving Tree – 12/00 Crop Walk – 8/01 PADS – 12/01	Social Service Ministry	Emphasize strong promotion of available family service projects: Crop Walk, PADS, Giving Tree, etc. All promoted as family events / projects.
Group formed – 11/00 Plan formulated – 3/01	Parish Volunteers	Form group to evaluate parish picnics and formulate plan to boost parishioner attendance and involvement.
Survey completed – 2/01 Oktoberfest begin – 10/02, 10/04, 10/06, etc.	Parish Volunteers in conjunction with Business Manager	Conduct informal survey to evaluate interest in committing to bi-annual Oktoberfest. If sufficient interest is shown, begin planning for it.
Currently being done	Education Ministry, Adult Education and Evangelization Coordinator, DRE	Coordinate adult education programs to coincide with existing RE classes
02/01	DRE, Youth Minister, parish volunteers	Plan and implement monthly dinners to service afternoon and evening RE classes and their families.
06/01	DRE, Youth Minister, Adult Education and Evangelization Coordinator	Research different ways to establish some type of family Bible study classes

Leader: Jan Jablonski
Others: Jim Liebetrau
Maribeth Dhom

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Ethnic Ministry

Issue:

Embracing diverse ethnic ministry.

Currently:

Pastoral ministry that is open and responsive to needs as illustrated by the start that has been made with the Hispanic ministry, which encompasses all phases: sacraments, culture, music and liturgy.

Where do we want to be in 2010?

A community of believers who appreciate, enjoy and share diversity of culture as a gift to each other in worshipping God.

Time Frame	Who	Action	
By First Week of Advent, December 3, 2000	Esther Ramirez Adalia Popoca Odette Musiel	Develop a complete support system through the parish to facilitate operation of liturgical ministries. Will need 6 back-up parish ministers for each ministry.	
By First Week of Advent, December 3, 2000	Esther Ramirez Adalia Popoca	Develop Hispanic volunteers for all liturgical ministries. (Minimum of 6 persons per ministry)	
Ongoing	Odette Musiel Sister Paulina & Hermanas	Recruit, train and schedule altar servers, lectors, Eucharistic ministers and ushers	
Ongoing	Hispanic Sisters	Will be responsible for Baptism and Confirmation Sacramental preparation	
Ongoing	Richard Walters and Hispanic Sisters	Will recruit and develop music ministers, musicians and singers for Saturday Masses and continue use of bilingual songs for congregational use to extend parish awareness.	
Ongoing	Esther Ramirez	Will supply weekly Spanish inserts for the bulletin with information for the Hispanic community and write a column in Spanish for the parish newsletter as well periodic bulletins. Develop bilingual parish registration and sacramental forms.	
By May, 2001	Hispanic Sisters and Odette Musiel	Recruit and train leaders for other community ministries, i.e. youth ministry, bible studies, prayer groups and family ministry. St. Mary will support as	

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		appropriate in helping to set up a fully functioning Hispanic Ministry in all its phases	
Beginning 2001	Esther Ramirez and Odette Musiel	Will invite Spanish Club from Marian to attend Hispanic Mass in March of each year	
Beginning 2001	St. Mary Staff and Hispanic Ministry leaders	Study and provide space for ministry materials, i.e. Hymnals and Missals and a safe place for devotional materials such as candles and memorial offerings of flowers	
Beginning Advent. 2002	Odette Musiel & volunteers	Provide seasonal celebrations for religious holidays and feasts i.e. Christmas, for other sizable ethnic groups such as Filipino, Asian groups, etc.	

Leader: Odette Musiel

Others: Kathy Rokus Adalia Popoca
 Esther Ramirez Hispanic Sisters from St. Joseph (Harvard)

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**Goals of Youth Ministry 2003
St. Mary Church, Woodstock, IL**

Goal:

To guide and serve all High School age young people in the Parish in the call to holiness through the development of a personal, loving relationship with our Lord Jesus Christ and His call to evangelize those in their sphere of influence. This is accomplished by meeting Him through an active participation in Church worship, through study of the Catechism and Scriptures, through an ever developing and deepening prayer life, and through a commitment of charitable service to others. This is also accomplished by developing and coordinating activities and events that promote a sense community, fun, and the realization that being a Catholic is really cool.

Objectives:

By September 2003 and onward to continue to develop and refine the Nazareth Retreat format for the In Parish Retreats offered to the all Confirmation students, and additionally to those teens who also may be interested in attending. To also encourage the confirmed teens that have gone through the retreat previously to return to give their personal testimonies at these Retreats, that by clarifying their own Catholic witness they will be embolden to reach out to those in and around their sphere of influence. Feedback on impact of retreats on both retreat attendees and speakers will be evaluated through appraisal forms handed out at the retreat's conclusion. Results will be tracked and evaluated for improvements for the following retreats.

By September 2003 and onward to empower confirmed teens with the knowledge and skills for active participation in the life and ministries of the Church by training them to become lectors, Eucharistic Ministers, ushers, cantors, and Mass co-coordinators. Effectiveness of developing ability will be tracked by a support team of adult volunteers who will shepherd the teens.

By September 2003 and onward to nurture in teens an understanding that their Catholic walk demands they live a life of service modeled on Jesus' life, to be visitors of the homebound and those in nursing homes (nursing home and homebound visits are on the second Saturday of every month), and helpers in the PADS and other assistance programs (this will be on a quarterly basis).

By January of 2004 develop a group of six adult leaders that will cooperate in developing and assessing the ongoing goals and objectives in the outreach to all youth of the Parish attending the various high schools in the area. Quarterly mailed newsletters, monthly advertisements in local papers, and as needed school bulletin board announcements will be utilized to promote upcoming events in Youth Ministry, and the adult leader's group will meet bi-monthly to assess results.

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By February of 2004 develop a team of four adult leaders who will assist in the Scripture and Catechism classes (which are held on the fourth Saturday of the month). This enhances the program through a variety of witnesses and instills a deeper appreciation for the importance of the Scriptures and the teachings of the Church by developing. Assessment of progress can be tracked through quizzes presented in a game format (i.e. Jeopardy, Scrabble, etc.)

By March of 2004 and onward through the first Sunday of the month study of the teen Catholic Apologetics program produced by Karl Keating's This Rock series to develop the teen's critical thinking skills in analyzing contemporary life and its culture in light of the Gospel teachings, and to enable them to defend their faith through the study of Catholic apologetics. Again, assessment of progress can be tracked through quizzes presented in a game format (i.e. Jeopardy, Scrabble, etc.)

By May of 2004 and onward to help teens recognize the Holy Spirit's prevailing influence in their lives, and to assist them in discerning their unique vocation: whether it be in the priesthood or consecrated life, in marriage or single life, or in the permanent diaconate by promoting yearly attendance to Rockford Diocese sponsored vocation camps and to the various yearly Steubenville University Teen Retreats held throughout the nation.

By June of 2004 and onward to promote Catholic sexual values and the importance of valuing chastity as a way of life which builds up both the body and spirit of the believer by regular talks and seminars on chastity and dating. Chastity necklaces and chastity cards will be used as visible reminders of the teen's ongoing commitment to this virtue.

By March of 2004 and onward to develop a group of adult volunteers willing and able to accomplish fundraising opportunities generating \$10,000 a year so youth activities, i.e. out of state retreats and trips, can be either very low cost or free.

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Education

Issue:

Enhancing education

Currently:

We have segmented educational programs with the main focus on youth.

Where do we want to be in 2010?

Provide a solid Catholic catechesis for all ages from birth to grave.

Plan for Grade School

Who	Action	Time Frame
To maximize the Catholic Identity of the school.		
Parents, Students, Teachers, Principal, & Education Commission	Evaluate the strength of the Catholic Identity per Rockford Diocese's "Standards of Excellence."	June 2001 & yearly
Teachers, Principal, & CRE (Co-ordinator of Religious Education), & ADRE (Area Director of Religious Education)	Implement programs, etc. where needed.	June 2002 & yearly
To maintain enrollment at 10% or more of Woodstock District 200 enrollment by increasing enrollment to 504 students. Develop recruitment program for registered in-parish families.		
Education Commission, Faculty, Principal, & Parish PDS Secretary	Secure/update mailing list of families with children approaching school age.	February 2002 & yearly
Education Commission, Home & School Association, Faculty, & Principal	Review/update school brochure.	January 2001 & yearly

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Who	Action	Time Frame
Education Commission, Home & School Association, Faculty & Principal	Develop a packet of information to distribute to new families.	January 2001 & yearly
Education Commission, Home & School Association, Faculty & Principal	Develop a personal (one-to-one) contact program.	March 2001 & yearly
Education Commission & Principal	Provide information to the Chamber of Commerce & to Realtors.	March 2001 & yearly
Education Commission, Pastor, & Principal	Open second seventh grade classroom.	Fall 2001
Education Commission, Pastor, & Principal	Open second eighth grade classroom.	Fall 2002
To hire school personnel to meet enrollment demands.		
Pastor & Principal	Hire one full time Physical Education teacher (replacing two part time positions).	Fall 2001
Pastor & Principal	Expand Librarian position from three to five days/week.	Fall 2001
Pastor, Business Manager, & Principal	Expand school secretary's summer work hours.	Summer 2002
Pastor, Business Manager, & Principal	Hire a full time maintenance person for the school.	Summer 2003
Pastor & Principal	Expand Special Service teacher from four to five days/week..	Summer 2004
Pastor & Principal	Expand Art teacher position from two to three days/week.	Summer 2004
Provide a safe, secure facility with up to date equipment.		
Business Manager, Building & Grounds, Head Maintenance Person, Pastor, & Principal	Investigate all options for connecting the Lincoln St. and Tryon St. school buildings.	Spring 2001 & ongoing

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Who	Action	Time Frame
Business Manager, Building & Grounds, Head Maintenance Person, Pastor, & Principal	Investigate installation of a sprinkler system in all storage areas.	Spring 2001
Business Manager, Building & Grounds, Head Maintenance Person, Pastor, & Principal	Install air conditioning in school computer lab.	Summer 2001
Maintenance Person, Librarian, Volunteers, & Principal	Move library to top floor, middle room of Lincoln St. school building.	On completion of St. Joseph Center.
Business Manager, Hot Lunch Manager, & Principal	Repair/replace Egan Hall kitchen oven.	Summer 2001
Business Manager & Principal	Contract for buzz in system for all school buildings.	2000-2001
Business Manager, Maintenance personnel, & Principal	Install interior locks in all school rooms.	2000-2001
Business Manager, Pastor, & Principal	Write a Code of Use for all school facilities.	2000-2001
Business Manager & Principal	Investigate installation of new Public Address system for all school rooms.	2000-2001
Business Manager & Principal	Investigate installation of telephone in all school rooms.	2001-2002
Business Manager, Building & Grounds, Principal	Investigate alternate parking configuration.	2001-2002
Business Manager, Building & Grounds, & Principal	Investigate the number of driveways leading into the playground & student walkway areas.	2001-2002
Business Manager, Pastor, & Principal	Bring electrical upgrade from outside Lincoln St. building to schoolrooms.	2001-2002

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Who	Action	Time Frame
Business Manager, Head Maintenance Person, & Principal	Investigate installation of one-two reversible ceiling fans per school used room.	2001-2002
Business Manager, Buildings & Grounds, Head Maintenance Person, Pastor, & Principal	Investigate installation of sprinkler system throughout the school buildings.	2002-2003
Business Manager, Head Maintenance Person, & Principal	Re-key all exterior school doors.	2002-2003
Pastor, Business Manager, & Principal	Investigate relocation of school office & principal's office to better serve the school community.	2002-2003
Business Manager, Head Maintenance Person, & Principal	Replace tile floors in classrooms.	2002-2009
Business Manager, Hot Lunch Manager, & Principal	Repair/replace lunchroom tables/chairs.	2002-2009
Business Manager & Principal	Replace desks/chairs in one classroom each year.	2002-ongoing
Provide a safe, secure facility with up to date equipment continued.		
Business Manager, Building & Grounds, & Principal	Investigate air conditioning Egan Hall.	2003
Business Manager, Building & Grounds, & Principal	Investigate air conditioning school auditorium.	2003
Building & Grounds, Business Manager, Pastor, & Principal	Investigate relocating kindergarten to ground level classrooms.	2003

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Who	Action	Time Frame
Provide a current, well-defined curriculum in all areas.		
Incorporate the use of computers in the classroom (intra- & Internet).		
Faculty, Principal, & Business Manager	Complete technology plan.	2000-2001
Principal	Train school personnel.	2000-ongoing
Principal & Faculty	Develop a system of review to keep the curriculum & textbooks current.	2000-ongoing
Education Commission, Faculty, & Principal	Develop plans for surveying graduates regarding effectiveness of the curriculum.	2001-ongoing
Principal, Buildings & Grounds, Business Manager, & Head Maintenance Person	Wire all school buildings.	2000-2002
Principal & Computer Teacher	Acquire necessary software.	2001-ongoing
Principal, Business Manager, & Computer Teacher	Acquire two computers for each classroom.	2001-2004
Principal, Business Manager, & Computer Teacher	Acquire one computer each in auditorium (for music teacher), gymnasium, library, art room, special service room, kitchen, school office, & principal's office.	2001-2004
Establish a long range financial plan/budget.		
Principal, Business Manager, Finance Council, & Pastor	Develop yearly budget.	2001-ongoing
Principal, Business Manager, Finance Council, & Pastor	Propose a two year budget.	2001-ongoing
Principal, Business Manager, & Pastor	Present budget/tuition to parents at a general meeting.	2001-yearly

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Who	Action	Time Frame
Principal, Hot Lunch Manager, & Business Manager	Establish separate account(s) for government hot lunch and milk programs.	2001
Principal, Pastor, & Education Commission	Recruit a development committee.	2001
Principal, Pastor, & Development Committee	Plan development activities.	2002
Principal, Pastor, & Development Committee	Establish alumni association.	2002
Principal, Business Manager, & Education Commission	Explore alternatives for tuition/fee payments.	2002
Principal, Business Manager, Pastor & Finance Council	Propose a five year budget to incorporate the goals & objectives of the Strategic Plan.	2002
Principal, Business Manager, Pastor, & Finance Council	Plan an appeal for third source income.	2003
Principal, Business Manager, Pastor, Finance Council, & Stewardship Committee	Promote stewardship.	2003
Provide more support services for the students/teachers.		
Principal	Increase Catholic Charity counselor to a full day.	2002
Support teacher certification.		
Principal & Area Director of Religious Education	Provide information on seminars, workshops, & other professional development activities.	2001-ongoing
Principal & Business Manager	Provide funding for teacher seminars, workshops, & other professional development activities.	2001-ongoing

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Plan for Adult Education

Who	Action	Time Frame
Dir./Ad. Formation RCIA Coordinator C.R.H. Coordinator	Team Training (RCIA, CRH, Ministry Formation, Adult Facilitators) will be planned	Begin Jan.2001-Ongoing
Pastor, Deacons, School Principal, Dir./Adult. Formation	.Sacramental Needs of Adults will be determined	Begin Feb.2001-ongoing
Pastor, School Principal, RCIA Dir., Soc. Service Director, Adult Form. Dir., DRE, Youth Minister	Advent & Lenten Series will be planned	Begin. Planning for Advent – 2001 in June, 2001 - Ongoing
DRE, Youth Minister, Dir. Of Adult. Formation	Classes for Religious Education Parents will be discussed	Begin planning for Fall, 2001 in May, 2001-Ongoing
Education Ministry, School Principal, DRE,. Dir./ Adult Formation	Family Religious Formation Options will be considered	Feasibility Study begin in Spring, 2002
Pastoral Council, Finance Council, Pastor	Staff Issues will be assessed.	Beginning July, 2001
Pastor, Business Manager, Director, of Adult. Formation	Facilities will be assessed.	Beginning Spring, 2001- ongoing as ministry grows
Pastor, Business Manager, Director of Adult Formation & Evangelization, Finance Council	Separate from Evangelization Ministry	Begin studying feasibility in Spring, 2002 Accomplished by July, 2005
Pastor, School principal, DRE, Dir./AFE	Assess program development and growth needs	Every 2 years beginning 2001 through 2010

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Mission Statement for Religious Education:

The mission of the Religious Education Ministry of St. Mary's Parish is to lead our children into a saving relationship with Jesus Christ (evangelize), and to teach them all the truths of our Catholic Church in a systematic and integral manner (catechize).

Our goal is to make disciples for Jesus who know Him and love Him, and who know, understand, and live the teachings of His Catholic Church and desire to share this knowledge, understanding, and grace with others.

Leader: Hans Rokus
Others: Kathy Rokus
Carolyn Sweeney
Susan Rancak
Diane O'Donnell

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Evangelization

Response to Priority 2 of *With A Heart Renewed*, 1998

Priority 2: To develop a ministry that will include reaching out to active and inactive Catholic members that will include areas of warmth and hospitality and adult religious education.

Objective 2-1: To establish an Adult Formation and Evangelization Commission as part of the St. Mary Pastoral Council in Fall, 1998, that will begin to develop that ministry.

Response to Objective 2:1

On the Feast of the Assumption, August 15, 1998 the Adult Formation and Evangelization was formed. It stated as its mission in furthering the Parish Mission Statement: The Adult Formation and Evangelization Ministry seeks to provide spiritual and educational experiences to adults who would come to St. Mary for theological, scriptural, and educational development. It sees evangelization as its primary mission as bringing the Good News of God's salvation through Jesus Christ to all is the essential mission of the Catholic Church. Opportunities are to be in various settings: individual, small group, retreats, prayer and in parish community. Margaret Sullivan was hired to be part of the parish staff as director of the ministry on August 15, 1998. An Adult Formation and Evangelization Commission was formed that would be part of the St. Mary Pastoral Council. There were eight members on the commission.

Priority 2: The Ministry Today: Currently the commission has grown to twelve members. Currently the ministries under this commission are: Adult Speakers Series, Catholics Returning Home, County Jail Ministry, Divorce and Beyond, Evangelical Outreach, Nazareth Retreat (Light of the World Model), Parish Library, Parish Missions, Mission Andrew, RCIA, Small Christian Communities, Adult Scripture and Catechetical Study.

New Objectives of Priority 2- 2003

Priority 1: To establish a process that will initiate outreach to families of St. Mary School and St. Mary Religious Education Program that will bring the Gospel message to all young families in the parish and provide them with ongoing support. The parish theme of Eucharist for the year will be incorporated into this priority.

Objective 1-1: The Director of the Adult Formation and Evangelization Ministry will work as a liaison with the St. Mary Education Commission beginning in September, 2003 by attending Education Commission meetings with the goal of designing a plan that will begin this outreach.

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Objective 1-2: The Pastor of St. Mary, the President of the Education Commission and the Director of Adult Formation & Evangelization will meet periodically to oversee the progress of this process, to arrive at a consensus for the content of the outreach and to decide on how to facilitate the people involved in the outreach.

Objective 1-3: The process of the outreach, and those who will be visited in the initial phase will be investigated by the Education Commission at monthly meetings. These results will be approved by those designated in Objective 1-2.

Objective 1-4: As soon as the process has been approved, a committee of parishioners will be formed to facilitate the personal outreach.

Objective 1-5: Outreach will begin with the completion of objectives 1:1- 1:4.

Priority 2: As means of support for parents the feasibility of a mentoring program will be investigated that will include places to meet as small groups.

Objective 2-1: The Adult Formation and Evangelization Commission will investigate a program that was provided by member Judy Johnsos at the January, 2004 meeting. Discussion will include who will be mentors and how they will be identified.

Objective 2-2: The AFE Commission will incorporate the parish theme of Eucharist for the year 2003-2004 into the initial phase of this process.

Objective 2-3: Parents will be informed and encouraged to participate in existing programs offered by the Adult Formation and Evangelization Ministry.

Objective 2-4: Once mentors have been identified, training will be conducted under the direction of the Adult Formation and Evangelization Director.

Objective 2-5: Mentoring program will be offered to parents after objective 2-1 through 2-4 has been completed.

Priority 3: To establish a process that will initiate evangelical outreach to those in our community of English and Spanish language who are not evangelized or who are inactive Catholics.

Objective 3-1: Begin creating a plan within the Adult Formation and Evangelization Commission that will focus on evangelical outreach to the wider community beginning after the completion of Priority 1.

Objective 3-2: Begin a dialogue immediately with the Coordinator of Hispanic Ministry for Mc Henry County that will offer the Light of the World Model for Evangelization to the Hispanic community by encouraging their participation in the Light of the World Retreat in March, 2004.

Objective 3-3: Process utilized for evangelization outreach to will be determined by the Pastor and the Director of Adult Formation and Evangelization.

