

Saint Joan of Arc Strategic Plan FY 2018 Goals

Mission Statement: Saint Joan of Arc is a joyful Christian community which celebrates the loving word of God in worship and in action. We transcend traditional boundaries and draw those who seek spiritual growth and social justice. We welcome diverse ideas and encourage reflection on the message of the Gospel. We are committed to the equality of all our members and strive to ensure their full participation through liturgy, education and service. By these means we seek to empower all who come to grow in wisdom and bring to reality the promise of Christ.

Vision: To be a visible, progressive Catholic community, compassionate and welcoming to all.

Overview

Strategic Planning in a vibrant parish like Saint Joan of Arc Catholic Community has to be a continuing process. We have to regularly look at who we are as a community; who leadership serves; our strengths, our weaknesses, our opportunities, and our challenges. Planning calls on us to look forward and see where we want to grow and where we need to improve. Given our parish's continuing membership growth, it's easy to say that we're doing fine. We will continue to grow and be financially sound if we do more of the same. But we know that "change is inevitable" and we also know that we have to prepare for it - "Growth is optional". We present this document because Strategic Planning must be ongoing – it is a journey, not a destination.

This Strategic Plan is built on four overarching goals:

- A. **Expand Our Space:** Expand facilities for hospitality and faith formation needs with sustainable practices. Develop master plan for space usage through 2025.
- B. **Secure Our Funding:** Maintain reserves equal to 10% of anticipated annual income; increase weekly contributors and contributions by 20% to increase revenues net of reserve.
- C. **Extend Our Outreach:** Enhance spiritual, physical, and emotional health of the greater community through partnerships and/or collaboration with regional universities, healthcare providers and arts organizations.
- D. **Continue to Welcome:** Continue to be known as a "welcoming" church for all who are seeking a new spiritual home. Increase volunteer resources by 50% over 5 years to enhance and implement ministries and events.

These goals represent areas of SJA that we feel should be addressed today. This document outlines the strategic opportunities as we see them. With those laid out we will work with the staff and parish ministry volunteers to develop the tactics to support our goals.

The Parish Council also recommends that we agree to the following Operating Principles concerning how we work with each other (employees, parishioners, volunteers, others that we serve):

- Collaboration
- Flexibility
- Accountability (Fiscal and Moral)
- Mutual Respect

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FACILITIES

1. Be sensitive to our neighbors and the needs of our growing the SJA community. Evaluate need for and availability of off-site parking, shuttle service. (A)
2. Work with staff to explore the availability, liability and legality of neighborhood use of The Arc. (C, D)
3. Help to implement Capital Campaign plan. (A)

FINANCE

The finance committee will provide recommendations to the pastor which promote the financial health of the parish. (B)

FINANCIAL DEVELOPMENT

1. Re-establish the SJA Stewardship Committee. (B)
2. Work with parish leadership to develop efficient and sustainable stewardship opportunities. (B)

ADULT EDUCATION

1. Continue to support affinity groups such as SAGES and to encourage other such groups. (C, D)
2. Explore SJA speaker series ala Westminster Forum. (C)
3. Recruit academics, and alums (from local colleges) in SJA community to help in the planning of parish programs and presentations. (C)
4. Revitalize Under 40 group via programs/events. (C, D)
5. Create a curriculum, including forums and encounters, to set the parish community on a path toward becoming an intentionally anti-racist faith community. (C, D)

COMMUNICATIONS

1. Build communications around "Welcome to SJA" including maps, guides, programs and ministries. (C, D)
2. Enhance signage for buildings and rooms on SJA campus. (D)
3. Increase ministry area information on the Web site and bulletin. (C, D)
4. Build greater awareness of the SJA Web site among community members. (D)
5. Plan periodic mailings and advertising to invite neighbors to visit SJA and to inform neighborhood about SJA community building and remodeling work. (C, D)

PEACE AND JUSTICE

1. Increase focus on pairing speakers and upcoming events/programs at weekend liturgies. (C, D)
2. Look for ways to better promote SJA community participation in social justice issues. (C,D)
3. Clarify donation and financial reporting process of the Outreach Fund. (D, B)
4. Work with ISAIAH and other Sanctuary and Sanctuary Supporting Congregations to establish SJA as a fully operational Sanctuary Supporting Congregation. (D)

LITURGY

1. Recognize new members and visitors at weekend liturgies. (D)
2. Host post-Mass hospitality events for new members to meet Council, Staff, Ministry Leaders. (D)
3. Revitalize active and involved Liturgy Committee with speaker and program input. (C, D)

FAITH FORMATION

1. Develop opportunities that better inform parishioners about the various Faith Formation programs. (C, D)
2. Build awareness of and attendance at Family Mass. (C, D)

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