

April 2017

Dear St. Leo Community,

It has been a year since we entered a discernment process of co-creating a Five Year Plan with you.

During this period you have most generously given your time and your thoughtful comments. You have told us what you most love about your worshipping community, what keeps you here, and what you see as the challenges facing us over these next five years. You have offered suggestions on how we might move forward together.

So, in collaboration with you, the Five Year Planning Committee prayerfully and respectfully presents the fruits of our labor.

The plan consists of the analysis of our in-pew survey, to which 528 of you responded, our listening to the approximately 250 of you who made up 19 focus groups, 110 of you who came to our all parish gathering, and archdiocesan data provided over the past five years including demographics.

As in any good discernment, the committee came into this free of any particular outcomes or agendas of our own; that is to say, we trusted the Spirit to guide us with this sacred information that you so willingly gave us.

We now return it to you, the St. Leo Community, to help us implement this plan with your continued generosity of stewardship in the sharing of your gifts.

The Five Year Planning Committee,

Gilda Warden, Cappri Boitano, Matthew Kunkel, S.J., Mike Hoag, Peggy McEntee, James Harper, Linda Lou Miller-Bever, Barb Gorzinski, Carolyn Blasdel, Anna DeFoe, Marilyn Gooley, S.N.J.M., Kevin Glackin-Coley, Judy Jones, Artee Young, Steve Lantry, S.J., Colleen Mulligan

ST. LEO 5 YEAR PLAN – 2017

MISSION STATEMENT

St. Leo is a Jesuit parish, a Catholic community centered in the Eucharist, enriched by diversity, committed to Gospel values, and continually seeking to be Christ's servant presence in the world.

VALUE STATEMENTS

St. Leo Parish, being an intentional community, values:

- ▶ Respect for diversity by welcoming the gifts of all.
- ▶ Vibrant liturgies reflecting the Spirit working through the people.
- ▶ Lived commitment to peace, justice, service, and non-violence.
- ▶ Lifelong faith formation.
- ▶ Ignatian Spirituality, especially seeking to find God in all things.
- ▶ Recognition and acceptance of the brokenness in ourselves and others.
- ▶ Stewardship of Creation.

GOALS & OBJECTIVES

Goal I:

ST. LEO WILL RESTORE A STRONG ORGANIZATIONAL STRUCTURE WHICH EMPOWERS THE COMMUNITY TO SHARE IN THE DECISIONS OF HOW WE PROCEED IN LIVING OUT OUR SHARED MISSION STATEMENT.

Goal II:

ST. LEO WILL DEEPEN OUR UNDERSTANDING OF STEWARDSHIP AS A WAY OF LIFE.

Goal III:

ST. LEO WILL CONTINUE TO ASSESS, PROMOTE AND OFFER ADULT AND YOUTH FORMATION OPPORTUNITIES.

Goal IV:

ST. LEO WILL HONOR THE DIVERSITY OF ALL COMMUNITY MEMBERS.

Goal V:

ST. LEO WILL PROVIDE FOR A SAFE AND SECURE CAMPUS FOR ALL STAFF, PARISHIONERS AND GUESTS.

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GOAL I

ST. LEO WILL RESTORE A STRONG ORGANIZATIONAL STRUCTURE WHICH EMPOWERS THE COMMUNITY TO SHARE IN THE DECISIONS OF HOW WE PROCEED IN LIVING OUT OUR SHARED MISSION STATEMENT.

A. Objective - The Commission Model will be restored.

■ Action Step:

- ▶ A new Parish Administrator staff position will be developed and added.

Responsibility – Pastor

■ Action Steps:

- ▶ Provide leadership training for new commission and council members.
- ▶ Establish operating guidelines for commissions.

Responsibility – administrator with commission and council chairs and secretaries.

B. Objective – Strengthen internal and external communication.

■ Action Steps:

- ▶ Develop and implement communication plans to pass information internally and externally.
- ▶ Consider the information needs of all St. Leo communities and partners: internal - staff, councils, commissions, parishioners and external - campus partners, the Hilltop and Tacoma community.

Responsibility – administrator with commission and council chairs and secretaries.

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GOAL II

ST. LEO WILL DEEPEN OUR UNDERSTANDING OF STEWARDSHIP AS A WAY OF LIFE.

A. Objective – we will encourage active participation in all areas of ministry with special attention to newly registered members.

- Action Step: A “welcoming” plan will be developed and implemented for all new parishioners.

Responsibility – Stewardship Commission

- Action Steps:

- ▶ Educate parishioners to help them discern what ministry they might feel called to enter.
- ▶ Encourage parishioners to look for gifts in each other (personal invitations).
- ▶ Post personal ministry reflections in the bulletin.

Responsibility – All commission chairs

B. Objective – Ensure parish stability based on sound, annual financial planning.

- Action Steps:

- ▶ Present final annual budgets to Pastoral Council in May, each year.
- ▶ Present the practical implications of the budget, including the financial resources needed to deliver on the approved plan commitments.
- ▶ Present a full financial report to parish, by end of July, each year.
- ▶ Continue weekly budget updates in the bulletin.
- ▶ Provide education to engender “Stewardship As A Way of Life.”

Responsibility – Finance Council, Business/Facilities Manager, Pastor, Stewardship Commission, and Administrator.

C. Objective – Maintain and manage St. Leo facilities to provide space for all parish ministries and guests.

- Action Steps:

- ▶ Develop an annual maintenance plan for all facilities.
- ▶ Develop a Five Year Plan for all facilities by Sept. 2017

Responsibility – Facilities Commission and Business/Facilities Manager

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GOAL III

ST. LEO WILL CONTINUE TO ASSESS, PROMOTE AND OFFER ADULT AND YOUTH FORMATION OPPORTUNITIES.

A. Objective – St. Leo will assess the needs of parishioners in strengthening and developing its adult formation opportunities.

■ Action Steps

- ▶ Provide new opportunities for Faith Sharing groups; continue Lenten and Advent groups.
- ▶ Offer Ignatian Spirituality opportunities (*Light Works, SEEL, JV-Encorps*).
- ▶ Provide more day time formation opportunities for men's groups (*retreats, bible study*).
- ▶ Provide information regarding formation opportunities in the Archdiocese.

Responsibility – Faith Formation Commission

B. Objective – Make intentional efforts to recruit young adults to St. Leo.

■ Action Steps:

- ▶ Convene parishioners to develop a plan for recruiting/retaining young adults.
- ▶ Connect with other Jesuit ministries throughout the Archdiocese.

Responsibility – Faith Formation and Interfaith/Ecumenical Commissions

C. Objective – Enhance St. Leo Youth Ministry.

■ Action Steps:

- ▶ To develop and send a survey to evaluate needs assessment for St. Leo Youth Ministry distributed to youth, parents, grandparents, or designated legal adult caregiver.
- ▶ To schedule intergenerational meeting to brainstorm new opportunities for service and activities for St. Leo youth.
- ▶ Implement information/data collected to enhance programs offered through St. Leo Youth Ministry.
- ▶ Explore and develop opportunities for collaboration with other youth ministries in the community.

Responsibility – Faith Formation

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GOAL IV

ST. LEO WILL HONOR THE DIVERSITY OF ALL COMMUNITY MEMBERS

- A. Objective – St. Leo will form a **Multicultural Task Force** to study and make recommendations on how the community should proceed in a way that honors and represents all cultures in all aspects of St. Leo community life.

■ Action Steps:

- ▶ Convene a task force, representing all cultures of the St. Leo Community. This task force will consider among other things the use of cultural symbols in the worship space, musical traditions of various cultures, important feast days or times of year - The Lunar New Year, St. Joseph the Worker.

Responsibility – The Pastoral Council, Social Justice Commission and the Parish Administrator will recruit and appoint the **Multicultural Task Force**.

GOAL V

ST. LEO WILL PROVIDE FOR A SAFE AND SECURE CAMPUS FOR ALL STAFF, PARISHIONERS AND GUESTS.

- A. Objective – Develop a comprehensive campus safety plan.

■ Action Steps:

- ▶ Prepare the plan and present to the parish community.

Responsibility – Facilities Commission, Tahoma Center Board.

