



November 23, 2013

## **Table of Contents**

### **I. Introduction**

Letter from Father Clem Davis

### **II. Mission, Vision and Values Statement**

Mission, Vision and Values Statements created by the 2012-2013 St. Bartholomew Commissions and Pastoral Council

### **III. Organization Profile and History**

Abbreviated history of St. Bartholomew Church as an organization and the Catholic faith community of Bartholomew County.

### **IV. Summary of Core Strategies**

Based upon the input of the St. Bartholomew Parish from a parish wide survey process in the late spring and early summer of 2013, the long range planning committee developed these core strategies to guide the planning for the church for the next 3-5 year period (2013-2018)

### **V. Long Term Goals and Objectives**

Using the survey data collected in the spring and summer of 2013—the long range planning committee, commissions and Pastoral Council developed an initial set of 3-5 year objectives to guide the work of the Parish as it pursues its long range vision: To build the kingdom of God.



November 23, 2013

Dear Parishioners,

Several years ago we decided to examine how we need to grow as a parish. My motivation was to obtain input for the next projects for St. Bartholomew. The “Courtyard Building” was in my mind as one possibility, since we struggle to find adequate space for many activities.

Meeting with some very dedicated parishioners, we realized that we needed to assess where we are as a parish, what we are sensing as primary needs, and what we want to be known for within Bartholomew County. We put all thoughts of launching a building program on hold and discerned our Vision for the future of our parish. We needed to develop a strategic plan for carrying out that Vision: **“Building the Kingdom of God.”** That is the purpose of the Church in the world, to fulfill the mission on which Christ sent his disciples.

Parish leadership responded to the Gospel call and the life of the Church in which we live and identified a fourfold Mission:

***To live and share the Gospel of Jesus as expressed through the Catholic Church;  
To live with integrity in truth and love;  
To serve the needs of others; and  
To know God through a personal relationship with Jesus Christ.***

Everything we do as St. Bartholomew Parish must serve to carry out one or more of these missions.

We collected and listed the aspects of Catholic life that we value: the liturgy and the real presence of Christ in the Eucharist; our being members of Christ’s Body by virtue of our baptism; the sanctity of human life from conception to natural death; the family as domestic church and the foundation of faith formation; and Catholic education as a right and privilege for all ages.

These values flowed from the work of leadership groups and input of the survey forms made available to parishioners age 11 and beyond. The Long Range Planning Committee used a Six Sigma process to assess the responses so that every voice was heard. Over 900 voices were carefully assembled to distinguish kudos and challenges, successes and tasks to be assumed.

Herein you will find six core strategies that emerged from your voices, with the goals and objectives that are the framework for all our activities at St. Bartholomew. These strategies will give direction to the Pastoral Council, the Commissions, and our Pastoral Team members for the next two to five years. May you perceive in these pages an expression of your hopes and dreams for our parish. We are a work in progress, and all of us together are the workers.

May God bless us in our taking up of this gentle yoke!



November 23, 2013

Fr. Clem Davis

## **II. St. Bartholomew Parish Vision, Mission and Values**

### ***Vision:***

Building the Kingdom of God

### ***Mission:***

Live and share the Gospel of Jesus as expressed through the Catholic Church  
To live with integrity in truth and love  
To serve the needs of others  
To know God through a personal relationship with Jesus Christ

### ***Values***

We value:

- 1) Liturgy and the real presence of Jesus Christ in the Eucharist and the sacraments.
- 2) Being Christ's Body, serving one another and those in need.
- 3) The sanctity of life from conception to natural death; respect for life and the value of each individual.
- 4) An open, welcoming community with outreach and understanding for all.
- 5) The family as the foundation for faith formation.
- 6) Catholic Education and growing in faith for all.
- 7) Free will and the proper development of conscience through study of Holy Scriptures, the teachings and traditions of the Church, and the guidance of the Holy Spirit.



November 23, 2013

### III. Organizational Profile and History

St. Bartholomew Parish, established in 1841, is known for its vibrant, faith-filled liturgies and welcoming attitude towards new Catholics in the area, visitors from both the U.S. and other countries, and individuals seeking further information and potential initiation into the Roman Catholic faith.

We have a strong history of assessing and addressing the challenges which face the faith community of Bartholomew county including:

- The consolidation of two separate Catholic grade/middle schools.
- The consolidation of two separate Parishes (St. Columba and St. Bartholomew) in 1994
- Built a new single church for the combined parishes, completed in 2002 to hold roughly three times as many attendees at Mass than the previous church located on the Home Avenue Campus.
- Built a gym, new parish rectory and remodeled the school building, including new windows and administrative areas.
- Developed a vibrant collection of ministries with and for our Spanish speaking members.
- Restructured to a commission model of leadership to allow for local parish governance actions and input from a group of 60 or more parishioners; three times the number involved before the restructuring.
- Paid off the parish debt associated with the most recent and major building project (2002).

The strength of the parish seems to flow from its ability to connect with the will of God and move the Bartholomew Catholic Community in the direction necessitated by its circumstances but always connecting with our faith heritage and commitment to doing what Jesus would expect from the faithful.

Now, a little over 10 years after completing the construction for our new church at Home and 27<sup>th</sup> Streets, we are faced with growing needs as a parish paired with a decline in local and national church attendance and commitment to organized religion which seems to be plaguing our country. To position ourselves as a truly welcoming parish and allow for continual growth and involvement of all of our parishioners and potential parishioners across the life course and across cultural boundaries, we are faced with the challenge of needing to build and reconfigure our church facilities and our parish organization to better meet the challenges of the future.

These local, national and global trends include:

- Growing local needs to accommodate and engage youth, young adults and young families
- Increasing global and ethnically/culturally diverse local populations including an exploding Spanish speaking population.
- National and local trends which cite that only 30% of adults who were raised in the Roman Catholic faith actually attend Mass.
- Increasing numbers of former Roman Catholics who pursue the fire of their Christian Faith in other Christian churches.

These are the challenges facing St. Bartholomew as we look to the next 3-5 years and our soon to be celebrated 175<sup>th</sup> anniversary year in 2016. This celebration will begin with the feast of St. Bartholomew in 2015.



November 23, 2013

## **IV. Summary of Core Strategies**

In order to guide the work of the parish over the next 3-5 years, the Long Range Planning Committee adopted a model whereby long range goals could be developed under an umbrella of 3-6 strategic themes or core strategies. The 6 core strategies that evolved from the committee's work, the input of commissions, and the parish survey, are listed below--accompanied by short descriptions to assist the reader's understanding.

### **1. Develop the Body of Christ through individual and church spiritual growth.**

This strategic theme is designed to address the needs for spiritual development of the entire parish as well as the development of the organization as church. In order to grow as a parish each parishioner should be seeking the way to develop and grow on his or her own faith journey—this can only be accomplished through a leadership and staff support structure which is robust and committed to moving the parish forward.

### **2. Invest in the future through focus on faith formation, education, and vocations for all.**

After the parish survey was completed, it was obvious that developing the “pipeline” of future parishioners was needed and the support structures and facilities to enhance and make the participation in parish activities for our youth, young adults and young families needed attention and enhancement.

### **3. Provide a quality worship and spiritual experience for all.**

The parish survey underscored many of the attributes of our parish which seem to be going well or which we appear to be “doing correctly” in order to engage our current membership. Music, liturgy, homilies and the Mass by and large are appreciated and are making church matter for our current parishioners. Our challenge here is to maintain and improve and find out what may be missing or needing attention to help with bringing in new parishioners or engaging those who have fallen away.

### **4. Become Church for one another in order to grow as disciples.**

This theme is meant to address our satisfaction with how each parishioner is living as a member of the body of Christ and endeavoring to show that and share that with his or her fellow parishioners through interactions and ministries intended to serve one another within our parish and church structure.

### **5. Develop the resources to allow for continual achievement of mission.**

As our local economy and that of the country ebb and flow, the challenge here is to remind and engage all parishioners of the fact that we are church...without the time, talent and treasure of each of us, the parish is not able to maintain, grow or develop. The focus here is to begin to show how the investment of time, talent and treasure actually contributes to demonstrated outcomes in growth, hospitality, outreach, and evangelization.

### **6. Evangelization, outreach and growth through innovative and inspired means.**

How are we living out Jesus's challenge to each of us to be disciples and bring new or fallen away Christians and Catholics back to his Church?



November 23, 2013

## **V. Long Term Goals and Objectives:**

- 1.1 Provide for a development and succession plan for key staff and volunteers of the parish.
- 1.2 Ensure faith formation opportunities for adults, young adults, youth and children of the parish from baptism through death.
- 2.1 Provide for ongoing Catholic education for the young people of Bartholomew and surrounding counties by maintaining and improving our Catholic School.
- 2.2 Develop a feasibility study for Pre-K Catholic education.
- 3.1 Ensure that individuals who attend worship services are welcomed and feel appreciated and missed when not present.
- 3.2 Create and implement a Christ-centered spiritual development and renewal experience for all.
- 3.3 Continue to provide inspirational liturgical experiences.
- 3.4 Develop a feasibility study to evaluate and address needs of hearing impaired/special needs for the worship experience.
- 4.1 Ensure that the church experience for new and existing members conveys the message of Christ's love for all and encourages them to put Christ's love into action.
- 4.2 Allow for regular feedback as to whether parishioners, students, parents, community members feel that we are living our Catholic Christian values.
- 4.3 Create a formal welcoming and tracking process for new potential parishioners.
- 5.1 Develop administrative processes to support parish wide communication, technology and all special needs.
- 5.2 Identify and implement strategies for financial & resource growth to support our mission and vision.
- 5.3 Develop facilities plan and capital funding to address growth and outreach.
- 5.4 Provide a means to measure, report and evaluate results in achieving our goals.
- 6.1 Create and improve strategies to bring former parishioners and faded away Catholics back to their faith and active participation in the parish.
- 6.2 Identify and support outreach ministries and charitable efforts which flow from spiritual development and build the Kingdom of God.
- 6.3 Develop a plan to reach the un-churched and those seeking a church home (including new Catholics in the Bartholomew county area).