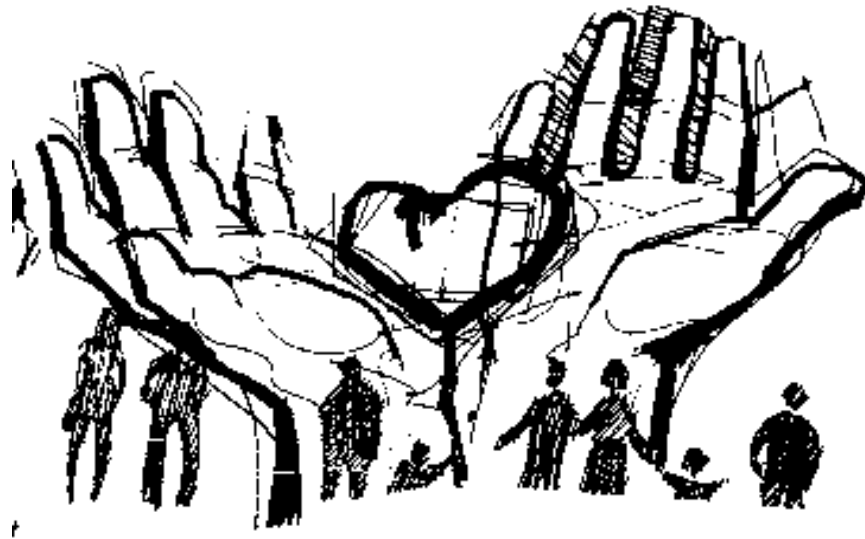


**St. Francis of Assisi Catholic
Community
Commission and Ministry
Team Goals
2006-2008**



**Relationship Building, Growth
Spirituality, and Discipleship**

STRATEGY #1 - ECCLESIAL COMMUNITIES

To form Ecclesial Communities throughout the parish to ensure that liturgy, hospitality, pastoral care and service are focused

GOALS FOR 06-08

1. Continue to build and promote growth of the ecclesial communities through actions that include personally engaging the parishioners to participate in our liturgy, involving youth, encouraging registration and improving the worship space.
2. Instill a prayerful, discerning leadership style through active recruitment of new leadership and by leading through example.
3. Increase the number of opportunities for parishioners to interact with each other through social activities such as picnics and pancake breakfasts and involvement in social justice projects.
4. Provide life-giving and transformative worship experiences by encouraging parishioners to participate in retreats, prayer groups and Generations of Faith.
5. Engage the EC members in the pastoral ministries and the life of the parish through continued participation in Feast Day activities, Stephen ministries, Generations of Faith, etc.
6. Improve the communication of information between the parish leadership and the ecclesial communities.

STRATEGY #2 - FAITH FORMATION

To encourage and develop life long learning and growth in knowledge and the practice of our Catholic faith for all ages

GOALS FOR 06-08

1. To collaborate with adult spirituality efforts to expand opportunities for adult faith formation and spirituality.
2. To better organize and coordinate those who volunteer to assist in faith formation.
3. To provide catechetical training for those engaged in teaching the Catholic faith.
4. To integrate Catholic social teaching and justice activities into faith formation programs.
5. To continue to improve the content and process of learning sessions to fully engage participants of all ages and backgrounds.
6. To develop a preschool advisory group.
7. To develop leadership core teams with adult leadership for youth ministry programs.
8. To improve communications of faith formation programs and activities and to continue growth in participation and home/individual practices.
9. To form a Catholic school team to promote and inform families of opportunities for Catholic Education.

STRATEGY #3 – SOCIAL JUSTICE

To be informed advocates for peace and social justice

GOALS FOR 06-08

1. Promote Immigration Reform
2. Gulf Coast Initiative: Education/information, volunteer opportunities, collection/donations
3. Alternative Giving
4. Support PACT initiatives: Children's Health Initiative, Mayoral Race forum, Immigration Rights
5. Participation in the Justice Symposium at Santa Clara University in June
6. Continue the "Vision of Justice" campaign with parishes in the Deanery
7. Send a representative to EC meetings quarterly to provide information on social justice initiatives
8. Tables featuring our partners at ministry fair
9. Involve Generations of Faith and Young Adults in social justice initiatives

STRATEGY #4 – CULTURE

To Increase cross cultural participation and awareness

GOALS 06-08

1. Recruit and Form a Cross Cultural Ministry Team (CCMT)
 - a. Continue to pursue added representation of cultures present at St. Francis of Assisi.
2. Educate, Communicate and Collaborate with Parish Ministries
 - a. Identify new opportunities to support the education of the community regarding culture.
 - b. Strategize how to work with other parish ministries to enhance cultural awareness in the parish.
 - c. Identify and implement other celebrations/events to expose parishioners to other cultures.

STRATEGY #5 – ADMINISTRATION AND STEWARDSHIP

To instill in all a spirit of stewardship which recognizes the generous gifts of people's talents, esteems their diverse abilities, and ensures the prudent use of these valued resources

GOALS FOR 06-08

1. To employ the full giftedness of the community not only to deepen involvement but to expand the resources for the mission of the parish
2. To manage efficiently the resources (time, talent, treasure)
3. To ensure the mission of the parish is funded and staffed and the capital resources are adequate and maintained

4. To develop a hospitality ministry and ensure that new parishioners are welcomed and their needs responded to from initial contact to the building of a relationship.
5. To develop/update/finalize five year maintenance and financial plans
6. To conduct a combined capital campaign with the diocese to meet diocesan goal, reduce parish debt and build a ministry center
7. Set aside 53k to provide for anticipated building maintenance
8. To develop a large number of volunteers to assist with and support the parish office and facility and ground needs
9. To improve office administrative systems
10. Develop collaboration between the Memorial Garden and Pastoral Care ministries to better respond to the needs of parishioners

FINANCE TEAM GOALS 06-08

1. Partner with the Parish Leadership Committee to drive parish strategies in an attempt to assist the parish to make best uses of its available resources.
2. Generate a consistent positive operating income and cash flow over a five year budget cycle.
3. Explore with the Memorial Garden board ways of maximizing sale of inventory (\$1.5 million) in the Memorial Garden. Develop a plan for creating this value by 3-29-07 and implement this plan by 7-1-07.
4. Use the finance committee to develop leadership talent, which can be recycled back into the parish to drive its future growth and prosperity

STRATEGY #6-PASTORAL CARE

To provide for the Pastoral needs of the Parish community through various ministries which reach out to parishioners at various significant or vulnerable stages of their lives, in order to provide spiritual growth, emotional support and to reaffirm each person's significance as a member of the St. Francis of Assisi community

GOALS 06-08:

1. To provide adequate and meaningful instruction to prepare couples for the baptism of their child, or who are preparing for marriage, in a very welcoming and hospitable environment.
2. To regularly provide for the spiritual needs and to bring comfort to those who are homebound due to illness or infirmity.
3. To sincerely walk with those who are grieving due to the loss of a loved one, and to offer a listening ear to those who are weary and troubled.
4. To disseminate information on the various aspects pertaining to funerals and to assist those who are interested to prepare for this last rite of passage
5. Integrate activities of the various Pastoral Ministries with Generations of Faith whenever applicable
6. Invite and involve parishioners of various ethnic and cultural backgrounds to join into the Pastoral Ministries so as to more effectively address the needs of our diverse community.
7. Continue to offer information seminars on the Funeral Preparation Ministry

STRATEGY #7 – SPIRITUALITY (Goals and Outcomes listed)

To provide a spiritual development program which touches individuals, leading them to conversion and transformation.

1. Provide monthly opportunities to nurture the spiritual life of parishioners and their growth as disciples.
 - a. Opportunities for spiritual transformation have access points, and audiences beyond core leaders
 - b. Spirituality events are widely communicated, outreach, & promotion involves peer recruitment
 - c. Collaboration with delivery systems (ecclesial, generations of faith, pastoral) creates a synergism that enhances the spirituality of all participants
2. Ground all parish events within a context of prayer, God's presence, and the mission of Jesus.
 - a. Focus on prayer for parishioners is evident throughout parish
 - b. Sincere effort to pray and reflect on scripture is evident
 - c. Commitment to discipleship – and to spiritual growth reflects an internalization of baptismal promises.
3. Develop self-sustaining groups whose focus is to nurture the individuals' relationship with Christ and to invite others to participate in groups or spirituality events as a means of spiritual growth.
 - a. Participants recruit, lead, & host subsequent events for continuing growth
 - b. A task force gives duration & impetus for growth of spiritual development efforts
 - c. New small faith groups develop out of spirituality events

STRATEGY #8 - LEADERSHIP

To develop a strong organization composed of Lay Leadership, the Pastor and the Staff

1. Monitor and evaluate the new staff organizational structure and continue to prepare for succession of staff and leadership
2. Track and monitor progress on parish strategies and goals. Design and implement measures for accountability and assessing successful achievement of goals
3. Provide support and leadership to the combined capital campaign
4. Develop and implement a plan to welcome new parishioners in every ministry of the parish
5. Improve parish communications and marketing through the rebuilding of the parish communications team