

**SAINT FRANCIS OF ASSISI PARISH
18825 Fuller Heights Road
TRIANGLE, VA 22172-2007**

**STRATEGIC PLAN
2020-2025
Adopted January 11, 2020**

This Strategic Plan contains the Mission and Vision of the parish. Prepared by the Pastoral Council this document was provided to the Pastor for his consideration and acceptance. It was approved by the Pastoral Council on the date indicated and became effective immediately. The Plan addresses in general terms the Parish's **Administration and Organization; The Celebration of the Liturgy; Sacramental Preparation; Ministries, Programs, and Services;** and, **Saint Francis School.**

PREAMBLE

MISSION: As parishioners of St. Francis of Assisi Catholic Church, our mission is to live the Gospel, celebrating our Franciscan Spirituality during a diverse and everchanging global culture. Led by the Spirit of God and blessed with great diversity, we joyfully welcome all people.

OUR VISION: As a community of faith, with the Sunday Eucharistic celebration as the source of our strength, and inspired by the vision of Saints Francis and Clare;

- We come together seeking the face of Christ in each person and respecting the dignity and affirming the value of each individual.
- We come together as partners in ministry, reaching out in compassion and justice to people of diverse cultures, the poor, the elderly, the homebound, the immigrant, the lonely, single parents, children and young adults, those alienated, and all those who have felt un-welcome.
- We come together embracing and celebrating the gifts of each parishioner. Through God's grace, we are empowered to share these gifts with each other, with our community and with our Church.
- We come together to encourage one another to deepen our relationship with Jesus, who calls us to share God's love and to put our faith into action.
- We come together as a reconciling community, trusting in God, who turns our minds and hearts to thoughts of peace. We stand as a people committed to seek the kingdom of God, where enemies begin to speak to one another and those who are estranged join hands in friendship.

In these ways, we will strive to build up the Church, fulfill the message and mission of Jesus Christ, and to love God and all God's creation.

ADMISTRATION AND ORGANIZATION –

Clergy –

The Pastor will, in consultation with the Pastoral Council, pursue the assignment of Friars to the Parish as he deems necessary to meet the spiritual needs of the faith community. This will include Spanish speaking Friars to minister to our Hispanic parishioners as well as a Friar to minister to our younger single and married parishioners.

Staff –

The Pastor has the responsibility and the authority, in consultation with the Pastoral Council and Finance Council, to create, change or eliminate staff positions as required by the needs and resources of the parish. He will recruit and hire personnel for these positions in coordination with the Pastoral Council and Finance Council. He has the responsibility and authority to terminate personnel when warranted.

Pastoral Council –

The Council serves as a collaborative and consultative body to the Pastor as he carries out the mission and the vision of the Parish.

The Council will:

- Meet monthly at a minimum.
- Facilitate the development of a five (5) year Strategic Plan.
- Review and evaluate the effectiveness and validity of the Strategic Plan annually or when directed by the Pastor.
- Recommend changes to the Strategic Plan to the Pastor for his consideration.
- Review and evaluate the Parish's mission and vision statements annually.
- Provide open and honest communication with the Pastor regarding all aspects of the Parish.
- Provide sound and thoughtful advice and counsel to the Pastor on short-term and long-term topics and assist him when emergency situations and circumstances surface.
- Partner with the Finance Council to ensure the mission and vision of the Parish are the focus of the financial efforts of the Parish and to ensure a viable financial plan is developed and monitored using sound fiscal practices.
- Spearhead sound volunteerism and stewardship throughout our faith community.

- Promote and attend Parish activities that reflect the strength of our community of faith – including but not limited to fundraising events, social events, faith education events, and actively participate in the outreach programs of the Parish.

Finance Council –

The Council assists and advises the Pastor with the administration of all Parish resources and facilities as mandated by Canon Law.

The Council will:

- Assist in preparing and reviewing a five (5) year Financial Plan with prioritized goals and objectives in concert with this Strategic Plan.
- Assist in preparing and reviewing a facilities plan / physical plant plan that addresses the overall maintenance and replacement requirements anticipated throughout the plan.
- Assist in preparing and reviewing an annual budget. The budget will be coordinated with the Pastoral Council and submitted to the Pastor for his acceptance and approval.
- Review and compare the Parish’s finances with the quarterly budget report prepared by the Business Manager.
- Assist in preparing and reviewing appropriate quarterly financial statements and reports in accordance with Generally Accepted Accounting Principles (GAAP) to the Pastor and the Pastoral Council.
- Assist in preparing, reviewing, and evaluating annually (at a minimum) all business operations documents – (contracts, salaries and benefits, insurance coverages, etc.).
- Assist in developing and implementing a sound stewardship program that adequately covers anticipated expenses and provides for the accumulation of a reserve to cover unanticipated emergencies and deferred maintenance.
- Ensure all parish facilities and parish grounds are maintained.
- Explore the feasibility of a capital campaign to address the current need for additional meeting space.
- Review from time to time and at the discretion of the pastor any particular items of administration beyond the budget, which seem of greater significance or for which the pastor wishes advice.

Organizational Chart – Enclosure (1)

THE CELEBRATION OF THE LITURGY –

Keeping in mind that “...the liturgy, through which, especially in the divine sacrifice of the Eucharist”, “the work of our redemption is accomplished”, and... through which “the faithful are enabled to express in their lives and manifest to others the mystery of Christ and the real nature of the true Church: (from the Introduction to Vatican II’s Constitution on the liturgy).

The Parish will:

- Empower and train parishioners to perform ministries such as sacristans, ushers, altar servers, lectors, and Eucharistic ministers.
- Provide a liturgical experience reflective of the Liturgical calendar and sound liturgical theory.
- Encourage full participation of the laity.
- Provide opportunities at liturgy for the inclusion of non-English speaking parishioners.
- Provide young parishioners, single parishioners, and young families with opportunities to more fully embrace the presence of God at Mass, sacramental events, and to carry God’s presence with them in all that they do.
- Provide music that is reflective of the liturgical feasts and seasons and is enhanced by choirs, instruments, and cantors.
- Provide Mass guides, hymnals and periodic seminars for parishioners on the liturgy.

SACRAMENTAL PREPARATION –

The Pastor and Staff will provide appropriate and proper preparation for all parishioners seeking full participation in the Church’s community of faith. This effort will enhance full communal participation in the sacraments.

The Parish will:

- Provide annually preparatory instruction for the Order of Christian Initiation for Adults (OCIA), Baptism, First Holy Communion, the Rite of Reconciliation and Confirmation (for all age appropriate children).
- Provide Marriage Preparation.
- Welcome each candidate into the faith community in a celebratory fashion, to include recognition in the Weekly Bulletin, website, and other social media platforms.
- Seek feedback from the participants and instructors on ways to improve the preparation experience.

MINISTRIES, PROGRAMS, AND SERVICES –

The Parish will offer such ministries, programs, and services as approved by the pastor. These will include those called for by Canon Law, Holy Name Province, and our Diocese, as well as community outreach, social justice and other ministries as determined by the parish leadership. All ministries, programs, and services will be reviewed annually by appropriate clergy, staff, and lay leadership to ensure each continues to serve its intended purpose, remains effective, and where applicable, has used fiscal and other resources responsibly. There is a list of all ministries, programs, and services on the Parish website, www.stfrncis.org, for reference. Some will be led by Friars, Staff, or lay volunteers; regardless, it is incumbent on each leader to provide feedback to the Pastor via the appropriate channels, to include the Pastoral Council, of the successes, failures, challenges, issues, and recommended changes to the ministry, program, or service. Our ministries and programs will welcome the participation of all parishioners. Proposals and recommendations for new ministries, programs, or services are always welcome and should be brought to the attention of the Pastor directly or through the Pastoral Council or the cognizant staff member. The Pastor will discuss any proposal or suggestion with pertinent Staff, the Pastoral Council, and others, including external resources, as needed to assist him in determining its feasibility.

Objectives going forward:

- Enhance and expand the current faith formation / education programs, to include additional family enrichment and adult education opportunities.
- Explore and execute a retreat program for families.
- Explore and execute a retreat for Parish leadership (Friars, Pastoral Council, Finance Council, and Staff, etc.).
- Monitor the psychological counseling services program for usefulness and effectiveness.
- Seek out, develop and engage in more ecumenical opportunities within our local area, the state, and beyond.

SAINT FRANCIS SCHOOL –

Saint Francis School will provide a Catholic focused education in the Franciscan Tradition for all enrolled students (Pre-School through Grade 8). The School will provide a positive learning environment for students in coordination with the Pastor, parents, faculty, and staff. Each student will experience an academically vibrant learning environment that will deepen his / her faith. To achieve the highest level of academic excellence and foster the development of each student's journey in the Catholic faith, the Principal, in coordination and cooperation with the Pastor, the School Board, and faculty and staff, will work towards the following goals.

These goals are:

- Provide appropriate educational programs as outline by the Commonwealth of Virginia and the Arlington Diocese.

- Ensure there is grade – level academic rigor and assessments to meet required / desired standards of learning.
- Maintain a diverse (cultural, learning styles, faith based, and family life) student population.
- Support local, national, and worldwide outreach programs.
- Pursue and hire highly qualified faculty and staff.
- Provide a Christ – centered (Franciscan) learning environment.
- Provide differentiated instruction for all learners, maximizing their individual learning styles, needs, and abilities.
- Develop and evaluate annually (more frequently as needed) the enrollment and publicity plans.
- Develop, implement, and assess financial plans to meet all required and anticipated financial needs during the academic year and coming school years.
- Provide faculty and staff professional development opportunities to maintain their credentials and classroom effectiveness.
- Ensure a safe environment for all School personnel and students.

ST. FRANCIS OF ASSISI PARISH

