



## Strategic Plan Development

### St. Jerome Catholic Church of the Diocese of Richmond, VA

#### Vision

Our community embraces all and together, we shall form the Body of Christ.

#### Mission

We, the faith community of Saint Jerome Roman Catholic Church, are called to holiness. We dedicate ourselves to the on-going mission of Jesus Christ by celebrating the Sacraments and by proclaiming and living the Gospel, in loving service to all people.

#### Goals

1. Develop and maintain a review process for evaluating and updating the strategic plan
2. Expand opportunities and increase stewardship in ministerial life
3. Establish a multi-layer communication strategy and tools to simplify accessibility identify opportunities and distribute information.
4. Productively utilize and manage parish assets (financial and property) and investments.
5. Identify, develop and implement plans to meet parish and community needs.
6. Elevate and unite diverse cultures, perspectives and stations in life providing benefit to the St Jerome community.
7. Expand the Ecumenical community.

## Goal: Develop and maintain a review process for evaluating and updating a parish strategic plan

- ❖ *Strategic planning, while a corporate concept, is to be guided/shepherded by the Holy Spirit*
- ❖ *A strategic plan:*
  - *Provides for community/parish continuity, sustainability and growth*
  - *Brings clarity and agreement on mission and vision*
  - *Links the individual pieces together*
  - *Provides focus - walking the same path, in the same direction!*
  - *Helps anticipate and manage change and prepares for the future*
  - *Guides the use of limited resources*

### Objectives

1. Develop a 3-5 year strategic plan.
2. Ensure periodic reviews to maintain and monitor progress of the strategic plan's goals and objectives are conducted by an integrated parish community.
3. Ensure goals and objectives alignment with Richmond Diocesan objectives (i.e. Evangelism)

### **Objective 1: Develop a 3-5 year strategic plan**

- ❖ The development of the strategic plan shall be the responsibility of the Pastoral Council (PC).
- ❖ The PC will develop, approve and propose the first set of goals for Father's approval.
- ❖ The PC's vice-chairperson shall coordinate development of the plan and support the council members in developing the objectives.
- ❖ Pastoral council members (preferably two) shall be appointed to lead the development of objectives for a specific goal and submit a proposal to PC for review.
- ❖ Short term subcommittees should be created and led by the appointed council members, to develop goal objectives. Team members should be tapped from the parish based on experience in related field.
- ❖ When possible, benchmarking other organizations shall be incorporated in developing objectives.
- ❖ Develop a schedule for completion of the development of individual goal objectives and monitor progress to plan.

### Strategies

- Develop and propose goals for a 3-5 year window.
- Develop a schedule to complete the development of objectives for goal and monitor progress to completion
- Work to develop objectives for 2-3 goals at a time until initial plan is fully developed.
- PC leads should commit to the timeline for development of objectives.
- Establish temporary committees to develop and propose to the PC goal objectives.

- Research other parish and organization processes / objectives to avoid recreating the wheel.
- Establish a communication plan and roll out plan to incorporate ministries and additional strategies development.

**Objective 2: Ensure periodic reviews to maintain and monitor progress of the strategic plan's goals and objectives are conducted by an integrated parish community.**

- ❖ The strategic plan shall be maintained and periodically reviewed.
- ❖ The SP reviews shall incorporate an integrated view of the parish
- ❖ Facilitated Strengths, Weaknesses, Opportunities, Threats workshops shall be coordinated by PC vice chair every 2-3 years.

Strategies

- Maintenance of the strategic plan shall be the responsibility of the PC
- Develop a SP board consisting of Father, the pastoral council, the DRE, and heads of Liturgy, J&P, Stewardship committees and Finance Council with a designated secretary.
- Schedule an annual review/workshop of strategic plan and objectives with advisory board
- Establish a communication plan for updates and progress to the strategic plan
- Support the development of implementation strategies of the ministries.
- Establish a work shop to evaluate strengths, weaknesses, opportunities, threats incorporating all ministries, programs, and office staff and incorporate into annual review of strategic plan goal and objective development.
- Develop a method to evaluate performance to progress to plan.

**Objective 3: Ensure goals and objectives alignment with Richmond Diocesan's objectives (i.e. Evangelism)**

- ❖ Annually review SP and ensure alignment with Diocesan objectives and proposed processes
- ❖ Identify gaps and propose changes to current goals, objectives and strategies

Strategies

- Develop a committee to review the Diocesan's plan for the parishes.