



Stewardship Strategic Plan

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

Goal: Increase the understanding and impact of stewardship

- ❖ *Increase the understanding, based on scripture, that all parishioners have a responsibility to support the Church as stewards; this includes time, talent, and treasure.*
- ❖ *Stewardship is not simply making donations or taking care of the building and grounds. It is a spirituality – hence a way of life – made of four parts:*
 - *Receiving the gifts of God with gratitude*
 - *Cultivating them responsibly*
 - *Sharing them lovingly in justice with others*
 - *Standing before the Lord in a spirit of accountability*

It is up to the parishioner to determine how they will live out this stewardship way of life. It is up to the Stewardship Ministry to identify the responsibility.

Objectives

1. Ensure Commitment of Leadership
2. Establish Stewardship Committee and sub-ministries
3. Improve Hospitality, Evangelization and Outreach
4. Communication and Education
5. Recruiting, training and recognizing gifts of time and talent
6. Accountability

Objective 1: Ensure Commitment of Leadership

- ❖ The personal commitment of the pastor is absolutely necessary for the success of parish stewardship and development efforts. In addition, wherever possible, parishes should have active stewardship committees whose members include a representative group of pastoral and lay leaders willing to pray, discuss, learn, and lead.
- ❖ The leadership team commissioned by the pastor should be responsible for (1) stewardship formation and educational programs in the parish, and (2) oversight of the parish's efforts to promote gifts of time, talent, and treasure for annual, capital, and endowment purposes.
- ❖ Objective 1 is the start of the process and therefore the most critical; establish stewardship committee, Father Henry introduces stewardship focus and initial 6 lay witnesses identified by 1 June. Lay witnesses testimonies scheduled by Father Henry.

Strategies

- Direct the establishment of Stewardship Committee

- Incorporate stewardship topics into homilies and educational programs
- Solicit parishioners to be personal witnesses
- Support stewardship budget

Objective 2: Establish Stewardship Committee and sub-ministries

- ❖ As in all aspects of church life, the collaborative leadership and active involvement of many people are essential to the success of parish stewardship efforts.
- ❖ A parish assessment (scope is TBD) and a draft implementation plan will be accomplished by 1 June.

Strategies

- Identify/recruit pastoral and lay leaders willing to pray, discuss, learn and lead
- Conduct parish stewardship assessment (sample size of parishioners)
- Identify initial list of Stewardship sub-ministries
- Develop framework for budget

Objective 3: Improve Hospitality, Evangelization and Outreach

- ❖ Communities known for the vitality of their faith and for the quality of their service to people in need invariably inspire others to participate in their ministries and to be generous in their financial support
- ❖ Initial ideas will be incorporated into the draft implementation plan

Strategies

- Develop ideas to incorporate new parishioners into St. Jerome activities; new registered people, RCIA, others
- Develop list of on-going service projects and encourage participation; therapy dogs, assisted living/convalescent centers, etc.

Objective 4: Communication and Education

- ❖ Given the competition that exists today for people's time and attention, parishes that wish to be successful in stewardship and development must pay careful attention to the effectiveness of their communications.
- ❖ Initial communications efforts will be centered on homilies, bulletin inserts, and website.

Strategies

- Research other diocese for stewardship related materials; letters from bishops or pastors, witness talks, posters
- Develop communications plan
- Utilize all forms of communication to spread the word; email, website, bulletin handouts, bulletin announcements, homily, announcements

Objective 5: Recruiting, training and recognizing gifts of time and talent

- ❖ The demands made on people's time and energy makes it more important than ever to recruit, train, and recognize gifts of time and talent for the parish or diocese. Active recruitment of volunteers is essential to the parish's or diocese's stewardship of its own human and financial resources because the active involvement of individuals, families, and communities in the mission and ministries of the Church is one of the surest signs of the health and vitality of any faith community.
- ❖ To make sure that the time and talent of volunteers are respected and used wisely, dioceses and parishes should invest staff time and budget resources in the training and continuing education of volunteers. They should also find appropriate ways to recognize and celebrate the precious gifts of time and talent that people contribute to the Church on behalf of the mission of the Church.

Strategies

- Development recruitment plan
- Identify possible training requirements
- Find ways to recognize and celebrate people's contributions of time and talent to the Church on behalf of the mission of the Church

Objective 6: Accountability

- ❖ Parishes and dioceses are urged to prepare annual reports of their stewardship. These reports should be prepared in a manner that promotes understanding of the relationship between the ministries of the Church and the financial affairs of the parish or diocese. Church leaders should also use the annual report to render an account of their stewardship of human resources (personnel policies, just compensation, etc.), and their stewardship of church property and facilities.
- ❖ Annual Stewardship Report is due by 1 Feb.

Strategies

- Prepare annual stewardship report

Actionable Tasks-

1. Time and Talent Response Card (September)
2. Financial Commitment Card (April)
3. Annual Stewardship Report (January)