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St Peter The Apostle Parish

PASTORAL PLAN

*We are an active, welcoming, spirit-filled
community nourished by the liturgy to
serve God and others.*

July 16, 2005

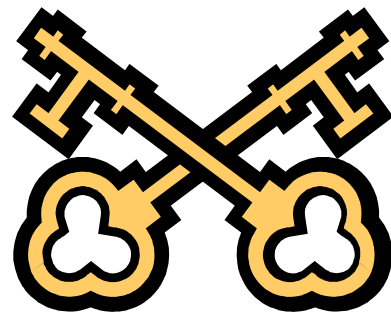


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St. Peter the Apostle Church Pastoral Plan

July 16, 2005

PART I: INTRODUCTION, HOW WE GOT HERE

In the Spring of 2001, St. Peter's began work on a "Long Range Plan" with the assistance of the Institute of School and Parish Development (ISPD), New Orleans, LA. ISPD examined six (6) areas of parish life and identified numerous challenges for St. Peter's. Challenges were prioritized, and actions to address each of the challenges were taken beginning almost immediately.

One limitation of this initial attempt at planning by the parish was that no individual or group within the parish was assigned the responsibility of continuing or updating the plan. It was essentially a one-time event.

In April of 2005, all the ministries of St. Peter's parish convened together at a planning workshop with the purpose of developing input to this initial Pastoral Plan. The ministries of St. Peter's have been grouped into eight (8) commissions. Each commission has a specific purpose and goals and objectives which contribute to accomplishing the mission of St. Peter's parish and form the total of this Parish Pastoral Plan.

NOTE

The success of St. Peter's Pastoral Plan depends on maintaining strong working relationships: between our Pastor, the Pastoral Council, the finance council, the commissions and ministries of the parish, and with the parish staff. But the primary purpose of this plan is to invite all members of St. Peter's parish into a deeper and broader involvement in parish leadership and ministries. This plan can only be accomplished when more of our parishioners choose to become involved in the life and ministries of the parish.

PART II: THE PLANNING CYCLE

Basis of Our Plan

Our Pastoral Plan is based on seven essential elements of pastoral life.¹ In developing goals contained in the plan, each commission or ministry examined their specific purpose in light of these elements and the St. Peter's mission statement. The seven elements are:



Seven Essential Elements of Pastoral Life

- Evangelization: How we, St. Peter's parish, spread the good news of Jesus.
- Worship: The sacramental and prayer life of St. Peter's parishioners and friends.
- Word: How the scriptures and traditions of the church enter into the daily life of the people of St. Peter's parish.
- Community: St. Peter's parishioners drawn together in mutual support, activity, and celebration. A spirit of working together among parish groups and organizations.
- Service: Giving back to God some of the talent he has bestowed on each of us. Extending the resources of St. Peter's to the needs of others within the parish and the greater St. Peter's community.
- Stewardship: Sharing our time, talent, and treasure with the St. Peter's parish family.
- Leadership: Showing up at St. Peter's at times other than on Sunday. Visioning, planning, empowering, and evaluating for the service of the greater St. Peter's community.

¹ From: M. Gubish, S. Jenny, and A. McGannon. *Revisoning the Parish Pastoral Council: A Workbook*, New York: Paulist Press, 2001

While each of the seven elements of pastoral life is important in and of itself, the primary focus of St. Peter's parish is and must always remain the Eucharist. Our Sunday celebration of the Eucharist must be dominant in the life of St. Peter's parish. The Sunday celebration of the Eucharist must involve full and active participation by all parishioners.

PART III: THE PLAN FOR ST. PETER'S PARISH

The St. Peter's parish Pastoral Plan consists of the parish mission statement, parish goals, and specific goals and objectives of the parish commissions. The following comprises the plan.

Mission Statement

Every parish has a statement of purpose which reflects the identity and mission of the parish in light of the Gospel, Church teachings and the specific realities of the parish. The mission of St. Peter the Apostle Catholic Church, Boerne is as follows:

We are an active, welcoming, spirit-filled community nourished by the liturgy to serve God and others.

As an outgrowth of our parish mission, we have established the following core values and priorities for St. Peter's. These priorities will help us make evident in Boerne the mandate of the Gospels.

Evangelization Core Values

As a welcoming, spirit-filled community the parish will extend the hospitable reach of the St. Peter's Christian family to those members of the greater Boerne community who have left the Church, are searching for faith, or feel left out. We will always take steps that will enable us to expand our outreach to families and individuals so that they may come to know God better through St. Peter's parish. Sometimes this may mean doing new things that are not easily accepted. We realize that innovation, stepping outside accepted ways, might have its costs. Whenever we reach out for new families and individuals we must always make sure to bring along those who resist the expansion of the faith.

As active members of the Catholic Church, we will work hard to understand the social justice issues that face our community. We will define and communicate our Catholic social mission to St. Peter's parishioners. We will work toward the goal of ending abortion in our community by supporting pregnant women when they are in need. We will strive to educate St. Peter's parishioners about opportunities that exist in our community to serve the poor

face-to-face. We will do our part in helping to make medical benefits available to the community's un-insured.

We intend to take risks for Christ by stepping outside of our "comfort zone," by asking what we can do so that evangelization is not just for fundamentalist Christians.

Worship Core Values

St. Peter's parish members and friends will come together as a community for spiritual nourishment through our active participation in the Eucharist, by sharing the Word as the Body of Christ and in small groups, by offering prayer for our parish family and all who are in need of spiritual aid, and through participation in the fellowship of the community to prepare us to serve God and others.

As a parish, we at St. Peter's will ensure our worship services continue to touch the hearts of all participants, wherever they are in their spiritual journey, so as to move them to a better understanding of God's love for all people and especially Jesus' call for all to the service of others.

We at St. Peter's will ensure that liturgical ministers and the parish at large are provided continuing opportunities to learn about the liturgy so as to achieve a common understanding of Catholic worship services and traditions as a basis for spiritual growth.

We at St. Peter's will ensure the inclusion and active participation by all cultural segments of our community in planning worship services, in conducting those services when appropriate, and in participating in St. Peter's ministries and worship services.

Good celebration is essential to our growth in faith through Jesus. Many elements make up a good celebration. Certainly, the central element in our worship must be the full, conscious, and active participation of all in the assembly. To this end, we will continue to support and encourage the strong music ministry at St. Peter's. Our choirs welcome new singers. We have a wonderful organ which can fill our church with sound when we praise God. All parishioners who do not join one of the choirs, are invited to raise their voice in song (even those who feel they can't sing). All of our voices joined together as one offer fervent praise to God when we assemble.

Word Core Values

As an active parish, we at St. Peter's will provide opportunities for all to come together to build the kingdom of God by learning, praying, reading scripture, enjoying fellowship and serving others in the parish, and our community.

We understand that learning about our faith is a lifelong process that must be cultivated by reading and studying the Gospels, and discussing them with

others. As a community “nourished by the liturgy,” St. Peter’s will make every effort to extend opportunities to learn about our faith to all members of the parish and to the Boerne community.

Community Core Values

Perhaps the greatest impediment to our growth as a Christian community is the lack of a gathering and meeting space. We have taken steps to remedy this problem by launching an effort to build our new Parish Life Center. St. Peter’s intends to continually provide an invitation to all in the community to share in the sacramental and social life of our parish through regularly scheduled and ongoing activities which build up our community. Whether it is tacos served by the Guadalupanas, Tasty Tuesdays sponsored by the Faith Formation group, our parish festival, or some other parish event, we will build up the Body of Christ whenever we can.

Our goal is for St. Peter’s to form the core of our spiritual lives. We hope that all who know us will find strength here. At St. Peter’s we will strive to make people feel reinforced by the spiritual actions of others, and encouraged by the leadership that stands behind all that we do. If successful, we know that our people will spread the Gospel, and talk about this great place they have found.

While the common bond of the Eucharist brings us all together, many communities exist within St. Peter’s parish. Just as the Church consists of many diverse communities within it, we acknowledge and encourage our parishioners’ many approaches to life and God.

Service Core Values

Jesus taught us to serve by washing the feet of his disciples. We at St. Peter’s must emulate Jesus’ model to the best of our ability by serving others in St. Peter’s parish and the community. Each of us must find our own way of serving. For some it will be to help feed the poor, to others it will be to join our voices with one of St. Peter’s choirs, and still others will pass on our faith to the children and youth of the parish. Whatever our talents may be, we each need to find a place to share them and serve others.

In serving and reaching out to the parish family and the family at large we will always remember to preserve the dignity of each individual we encounter along the way. As individuals we will do whatever we can to extend the resources of the parish to meet the needs of others by drawing parishioners together in mutual support of parish and community outreach efforts.

As parishioners of St. Peter’s parish we will extend the resources of the parish (time, talent, money) to the needs of others by demonstrating a commitment to works of compassion and justice. Our focus will be on the needs of the entire community, beginning with our own members and extending to the poor and marginalized in the area, and beyond. St. Peter’s will support programs that

minister to the sick, the bereaved and the homebound. We will make every effort to accommodate persons with special needs.

Stewardship Core Values

Stewardship involves sharing of individual time, talent, and treasure, as well as the commitment of communal resources (temporal, financial, human, etc.) in service to the community. At St. Peter's our goal is that members will realize their obligation to contribute to the fulfillment of the parish mission, and will do so willingly and generously by sharing their personal resources.

St. Peter's faith formation efforts will help parishioners understand their baptismal responsibility to steward their gifts, including the gifts of faith and life in the church.

We recognize that parishioners who offer their gifts in service to the parish should be provided adequate training, encouragement, and supervision so that we all can fulfill our parish mission.

Stewardship means sharing our wealth with others and with St. Peter's. While we recognize the need for special appeals, such as our capital stewardship campaign for the Family Life Center, we should all support the parish adequately so that we can fulfill our parish mission. St. Peter's will not be dependent on extraordinary fund-raisers such as bingo and tickets to support its regular operating budget.

Leadership Core Values

Effective leadership at St. Peter's consists of visioning, planning, empowering, and evaluating for the service of the community. While our pastor is our shepherd according to the model of Jesus, there are many among the laity of St. Peter's who will be called to share in parish leadership. Ministries cannot operate without the participation of many and the leadership of a few. At St. Peter's we ask that those who are able to participate in a shared leadership, volunteer their skills as the Holy Spirit guides them.

The pastoral concerns of St. Peter's will be assessed, evaluated, and responded to by the parish pastoral council in collaboration with the pastor and parish staff.

On-going formation and training of parish leaders for St. Peter's will be provided for and is conversant with diocesan, and Church teachings.

Spirituality

We have outlined our plan for St. Peter's parish. The plan projects an active parish with many ministries and activities, but behind all this activity is an accent on spirituality, and especially the Eucharist. Personal and communal prayer stand at the core of our liturgies, meetings, festivals, fund raisers and youth groups. When we come together, we do so as the Body of Christ. St.

Peter's is, above all, a place where people come to be close to God and to be with others who have values they share or want to make their own.

PART IV: PASTORAL COMMISSIONS

Commission: Pastoral Care

Ministries:

Bereavement Ministry
Stephen Ministry

Samaritan Ministry

Role: Provide spiritual, emotional and physical support to grieving, and people in crisis.

GOAL: Helping people in time of need.

1. Training and spiritual growth; measure number of volunteers going to class/number of volunteers. Schedule a Retreat once a year for the commission (three ministries).
2. Keeping confidentiality of care receiver; measure number of complaints.
3. Recruiting receptive people to minister; measure: number of ministers/caregivers.
4. Reaching out; Is a prison ministry needed? Determine need and what type of support groups (i.e. Prison Ministry).
5. More inclusion; Invite more bilingual ministers/caregivers; explain services at the Spanish Mass.
6. Invite formally trained caregivers to re-enlist in ministry. Hold an annual retreat with hope to reactivate the retired caregivers.

GOAL: Spiritual support for sick and elderly.

1. To provide pastoral care in their time of need.
2. Keep them connected to Church family.
3. On going training and spiritual growth for ministers.

Commission: Worship

Ministries:

Liturgy Committee
Shepherds of Christ
Altar Care
Guadalupana Society
Liturgy of the Word for Children
Quinceaneras
Weddings

Liturgical Ministries:
Ushers
Eucharistic Ministers
Lectors
Music
Altar Servers

Role: To come together as a community for spiritual nourishment through active participation in the Eucharist, the Word, prayer and fellowship to prepare us to serve God and others.

GOAL: To ensure worship services continuously touch the hearts of all participants, at the point they are in their spiritual journey, so as to move them toward service to others.

1. To meet the call for serving God and others by increasing by 10% the total participation in the ministries comprising the Worship Commission during this plan cycle.
2. To evaluate the worship services and act on feedback to ensure the hearts of participants are touched and spiritual growth is achieved. Dependency: Devise a method to evaluate progress on a regular basis.
3. To develop and use a theme line that accompanies our church name and is the embodiment of our parish mission.

GOAL: To ensure continuing education is provided to the liturgical ministers, participants and committee members and to the parish at large to provide a common understanding of Catholic worship services and traditions as a basis for spiritual growth.

1. To provide training for liturgical ministers, including continuing education training as required.
2. To provide continuing education in the liturgy for the parish.

GOAL: To ensure active participation within the worship planning, services and ministries so as to include all cultural segments of the community.

1. To practice cultural inclusiveness in worship planning and services. Dependency: Method to evaluate progress.

GOAL: To identify and plan for the staff required to support worship services.

1. To provide an encouraging and prayerful culture for religious vocations.
2. To plan for the assimilation of Deacon Paul and his skills/available work schedule into the church staff upon his retirement.
3. To plan for the assimilation of Deacon Candidate Jim and his skills/available work schedule into the church staff upon his ordination as a Deacon.

Commission: Adult Formation

Ministries:

Alpha Ministry	Knights of Columbus
Living with Christ Retreat	ACTS
Seniors	Adult Bible Study
RCIA Companion/Sponsor	Small Christian Communities
Women's Auxiliary	MOM's
Singles and Young Adults	

Role: To provide life long opportunities for all to come together to learn, pray, read scripture, enjoy fellowship, and serve others in our parish, community, and world.

GOAL: To keep the ACTS movement visible and in the forefront at St. Peter's by strengthening and expanding support of the ACTS ministry.

1. Conduct ACTS fellowship four times a year.
2. Invite members of the ACTS community to become active supporters of retreats, fellowship and Mass.
3. To invite ACTS participants to join in the various parish ministries.

GOAL: To extend the welcoming reach of the St. Peter's Christian family through the Alpha program to those members of the community who have left the Church, are searching for faith, or feel left out.

1. Increase involvement of parish members in the Alpha program from 10 to 25.
2. Reach out to people in the younger adult group (19 to 20+).

GOAL: To enable each member of the parish to participate in the Living with Christ Retreat.

1. To hold at least 5 retreats this year.
2. To enable 50% of the adults in St. Peter's parish to attend a retreat by the end of 2007.

GOAL: To provide Catholic men of St. Peter's the opportunity to gather together as a community, and to share their time, talent, and resources as a service to others in imitation of Jesus.

1. Increase interest in the Knights of Columbus by informing St. Peter's men of the purpose and role of the Knights of Columbus in our community and the world.
2. Invite interested men to join and participate in the Knights of Columbus and its service activities.
3. Increase number of members participating service opportunities throughout the year.

GOAL: To provide Catholic women of St. Peter's the opportunity to become a self reliant ministry where women experience the way of Christ through fellowship and service to others.

1. To increase membership within St. Peter's parish.
2. To continue social and fundraising events to raise funds for scholarships for high school students, adults and sister parish members and to make this organization self reliant when sponsoring events such as the Chili luncheon and Art Auction.
3. To continue at least one active service projects for the parish such as painting restrooms.

GOAL: To provide an opportunity for a better understanding of the Bible and small group fellowship.

1. To have regular classes where adults have an opportunity to study and learn about all aspects of the Bible in a structured sequence.
2. To enjoy time spent with others as adults learn and discuss elements of the Bible.

GOAL: To enrich the lives of the adults in our community by bringing them together for faith sharing in small groups.

1. To continue the Small Christian Communities (faith sharing groups) that began with "Renew" in mini sessions or seasonal sessions.
2. Facilitators will meet 4 times a year to plan for the next quarter whether the themes are seasonal or follow the weekly scripture.

GOAL: To provide the senior members of the parish an opportunity to participate more fully in the life of the parish and larger community.

1. To gain a larger membership through bulletin articles and word of mouth.
2. To continue to meet as an organization on a monthly basis at the Senior Center.
3. To plan six trips for seniors to encounter throughout the year. Examples: cathedrals, painted churches, missions.

Objective: To lead the monthly Eucharistic Adoration on the first Friday of each month.

4. To participate in parish activities in an effort to help the parish community: festival: duck pond, and retreats. (Seniors purchased the handicap buttons for the doors.)

Commission: Operations

Ministries:

Facility Planning	Finance Council
Parish Festival	Administration (staff)
Facility Manager (Family Life Center)	Landscaping

Role: Provide support and services to St. Peter the Apostle Catholic Church Ministry and Parishioner Community related to finance and facilities to facilitate achievement of Ministry and Parishioner Goals.

GOAL: Develop an Operational Strategy for St. Peter's the Apostle Parish. Create a Facilities and Operational Plan to manage St. Peter's Physical Facilities and Grounds.

1. Survey all ministries.
2. Develop facilities guidelines.
3. Survey growth of ministry and church attendance.
4. Communicate plan.

GOAL: At a time in the near future (6-12 months) hire a Facilities Manager.

1. Survey present means of providing this function at St. Peter's.
2. Talk to staff and record findings
3. Review all documents for all facilities

4. Communicate findings

GOAL: Select a Festival Chairman and Co-Chairman for the annual St. Peter's Family Festival. Establish and work with Festival Planning Board.

1. Support new Chairman.
2. Assist in communicating Festival requirements.
3. Communicate findings.

GOAL: Long Term Finance and Facilities Plan (5-15 years). Utilize knowledge and information from gathered data to pro-actively provide a financial and facilities long range plan strategy for St. Peter's.

1. Review, access and utilizes Operations Goals and Plans to assist in future financial and facilities needs of St. Peter's.
2. Develop strategies for additional fund raising (as required).
3. Communicate findings to Fr. Tony, Pastoral Council and Facilities Planning Committee.

GOAL: Support the FLC Capital Campaign. Track incoming pledges and support reporting needs to Fr. Tony, Pastoral Council and Facilities Planning Committee.

1. Provide monthly reports on pledge support for FLC.
2. Communicate findings to Fr. Tony, Pastoral Council and Facilities Planning Committee.

GOAL: Provide means to educate all members of parish ministries in mandatory Sexual Harassment training.

1. Develop a recurring means to ensure all members of parish ministries and staff can meet this archdiocesan requirement.

Commission: Communications

Ministries:

Parish News Reporter
Phone Tree Coordinator
Pictorial Directory

Telephone Committee
Web Page

Role: To provide the means to improve communications to, from, and between the Pastor, the parish staff, commissions and their ministries, and the parish community as a whole.

GOAL: To develop a communications strategy so that the utmost advantage can be taken of all of the means to communicate that are available to the parish.

1. To publish a document that clearly delineates the different communications capabilities that are available to the parish and identify their respective advantages and disadvantages.
2. To define and implement a process that describes the available communications tools and how to employ them.
3. To periodically review and update the strategy, the communications tools, and the process to employ the tools.

GOAL: To further take advantage of the capabilities of the computerized Phone Tree.

1. To identify the capabilities of the Phone Tree and share with the Parish Staff, the Commissions, and the individual ministries.
2. To define the critical steps that are necessary to successfully employ a Phone Tree capability.
3. To employ at least one new Phone Tree capability by the end of 2005.

GOAL: To define and establish a ministry that will both market the ministries within the parish and provide support to ministries so that they can market themselves.

1. To define the Ministry Marketing Ministry by the end of September.
2. To develop a strategy to start this ministry by the end of 2005.

GOAL: To develop a strategy to improve the capabilities and the use of www.stpetersboerne.com.

1. To raise the awareness of www.stpetersboerne.com until the site is accepted as a “high value” and “highly used” information source.
2. To develop a “where do we go from here” content and technical capabilities plan for www.stpetersboerne.com.

GOAL: To develop and implement the methods to communicate from the bottom (e.g. an individual parishioner) up to the Pastor, the Parish Staff, a Ministry Commission, or a specific ministry.

1. To assess the current means of communications that are available to our community.
2. To develop a strategy to improve parishioner communications.

Commission: Outreach and Justice

Ministries:

New Parishioner	Mission Council
Hospitality	SAMM Ministry
St. Vincent de Paul	Community Programs
Hispanic Outreach	ESL Classes

Role: To provide service and outreach to the parish family and the family at large to preserve the dignity of each individual.

GOAL: Extending the resources of the parish to the needs of others by drawing parishioners in mutual support of the services and outreach efforts.

1. Increase participation in the outreach and justice commission ministries.
2. On a semi-annual basis have commission leader speak at masses about our mission.
3. Have ministry representatives available after each Mass
4. Ministry leaders have written material on their respective ministries and to make that information available via various parish communications media.
5. Assess the talents and gifts of the parish as they relate to the outreach and justice commission.
6. Assess new members' talents & gifts.

GOAL: Outreach & justice commission will develop a plan within six months.

1. Ensure that ministries have continued leadership in place
2. Develop a succession plan for each ministry within six months

Commission: Family Faith and Life

Ministries:

Family Fellowship	RCIA – Adults and Families
Good Shepherd	Children’s Faith Formation (Grades 1-6)
Sacramental Preparation for Children	Little Flock
Vacation Bible School	Family Clusters
Marriage Encounter	

Role: The purpose of the Family Faith and Life commission is to continue to build the kingdom of God on Earth through prayer, sacramental participation, social activity and life-long formation.

GOAL: To continue inviting and welcoming families into the sacramental and social life of our parish.

1. Continue to promote sacramental preparation - specifically First Eucharist and Reconciliation - by providing all printed materials in English and Spanish for all parish families, beginning Fall 2005.
2. Invite and schedule the Pastoral Council members and Ministry Leaders (or a representative) to actively welcome those persons who are considering becoming part of our faith tradition by attending the social time prior to the RCIA sessions (10:15am Sunday’s year-round, St. Francis building).
3. By next Easter Vigil (April, 2006), the RCIA team will provide names/addresses of each new person initiated into our faith community to all ministries so a card of welcome/congratulations may be sent to them on behalf of that ministry.
4. Immediately following every Rite of Welcome, the RCIA team will submit the name/address of the catechumen/candidate to the Welcome (New Parishioner) Committee so that they may present a welcome packet/binder to this person or family.
5. Family Fellowship Core Team will evaluate its sponsored events at their next meeting to decide if the events are meeting the needs of parish families. Decisions to keep, adjust, add and drop events will be made according to the results of the evaluations. These evaluations will be ongoing throughout the year.
6. To increase event attendance, the Family Fellowship Core team will personally invite 10 new parishioners or parishioners who have not previously attended, to each Family Fellowship sponsored event - beginning Fall 2005.

GOAL: To strengthen existing faith formation ministries that nourish the lives of all parishioners.

GOAL: To expand the implementation of whole community catechesis and generations of faith in our parish.

Commission: Youth

Ministries:

Youth ACTS Retreats	Life Teen
Edge (Middle School)	Edge Retreats
CYO	Scouting
Kid's Care	

Role: To bring youth (Jr. High and above) to Christ through the Eucharist.

GOAL: To offer regularly scheduled and ongoing activities to build community.

Activities:

ANNUAL	MONTHLY	WEEKLY	ONGOING
Teen ACTS	XLT	Bible Study	Service Projects
Purity Retreat	HS Leadership	Life Nights	
Overnight socials		Edge Nights	
Faith-based trips			
HS Leadership trips			
HS Mission trips			

GOAL: Educate the parish on how/why to support youth ministries.

1. Encourage adults to recognize youth in community to create a welcoming atmosphere.
2. Double revenue generated by HEB cards by the end of 2005.

GOAL: Develop a culture conducive to cultivating a positive atmosphere towards vocations to the religious life.