

# **What's Our Bull's Eye?**

## **All Saints Councils & Commissions Day of Recollection Planning Workbook**

**December 10, 2016**

# WHAT'S THE BULL'S EYE?

This “workbook” is intended to be a tool for us to use to create our VISION, what we would dream our parish could be. What we imagine the ideal parish community would look like if we were King Of the World—with no fears, resentments, obstacles or threats—aligning it with our archdiocese mission.

From the vision, we drill down to our MISSION, what we intend to achieve, with the core values that guide us, toward that ideal within the next 1-5 years. From this, we identify and prioritize our most immediate SHORT-TERM GOALS. From that, each of our commissions will be asked drill down to the SPECIFIC STRATEGIES and tactics we believe will best meet those objectives.

Of course, being human, our best attempts will not always hit the mark. Continuous EVALUATION and course correction is imperative. Just like in our personal lives. Periodically, it is important for us to review our actual *results* against our plans and our actual efforts. Some of our ideas won't work. Sometimes this will be due to faulty assumptions. Other times, it will be lack of execution. During periodic review, we will need to revise our plan, modifying our goals, our assumptions, our strategies or how we tried to accomplish what we were trying to do.

In other words, this is intended to be a living document... a continuously changing instrument... that we will use for direction and as a measuring stick for our success. Hopefully, such a plan will be passed down and improved upon by future councils and commissions.

## ***So, we ask ourselves: what is our common bull's eye? What target are we attempting to reach?***

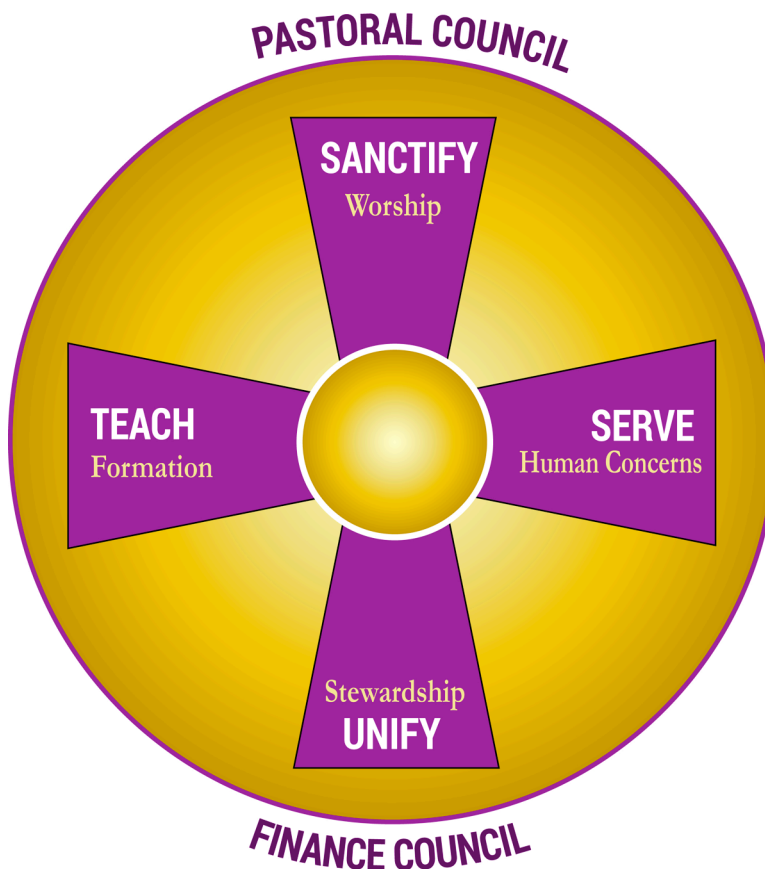
*“Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution. It represents the wise choice of many alternatives. Choice, not chance, determines your destiny.”*  
– Aristotle

*“You have had a dream for so many years. Let today be the day you make a plan for it. Just think about how much more likely you are to hit your target when you finally aim at it.”*  
Dr. Steve Maraboli—Behavioral Scientist, best-selling author

*“You can't hit a target if you don't know what it is.”*

Tony Robbins

# ALL SAINTS WORKING FRAMEWORK



**FINANCE COUNCIL** exists to provide oversight to our temporal goods, to keep us in compliance and to provide guidance and support to the four pastoral commissions

**PASTORAL (Parish) COUNCIL** exists to give guidance and support to the four pastoral commissions

*In collaboration with the councils, the pastor and staff, and in alignment with the Archdiocese, here are the charges for the four commissions:*

**WORSHIP** nourishes and gives direction to the liturgical and communal prayer life of the community.

**FORMATION** promotes and develops opportunities for lifelong faith formation aimed at personal conversion and growth in faith.

**HUMAN CONCERNS** discerns and responds to the needs of people in the parish, the community and the world by identifying resources to meet their needs and enlisting the active cooperation of parishioners.

**STEWARDSHIP** supports efforts, which build and strengthen a community of discipleship and evangelization with the Church as a family of families.

# WORSHIP

## Purpose:

Help parishioners fully embrace a personal spirituality. Help train our various ministers, prepare sacred environments and provide liturgical resources to the parish.

## Shepherding:

- Augmenting and enhancing:
  - Sunday Masses
  - Holy Day Masses
  - Liturgical Year
  - Personal Devotions
  - Sacramental Celebrations
- Training and formation of liturgical ministers
- Access to Spiritual Direction

## Including:

- Environment
- Greeters/Hospitality
- Lectors
- Eucharistic Ministers
- Choir

## Responsibilities:

1. Prepare for worship by **planning for liturgical seasons and feasts**, which reflect the diversity of the congregation.
2. Educate and form for liturgy by informing and forming the commission and the entire parish about **liturgical guidelines and practice**.
3. Provide **various forms of prayer by offering seasonal, cultural, and spirituality-related prayer experiences** as applicable to and supported by parishioner groups.
4. **Recruit, prepare, and organize the liturgical ministers** to serve at the various liturgies and prayer experiences in the parish.
5. Ensure that the **worship space is cared for, maintained, furnished and decorated** with genuine and quality elements by monitoring the space, providing seasonal liturgical environments, and recommending updates and improvements as needed.
6. Serve as a **resource for liturgical music** by ensuring that the selection and performance of music follows universal norms, is appropriate and allows for the full participation of the assembly, and incorporates cultural elements.
7. Assess the appropriateness and effectiveness of worship activity by conducting **regular evaluation** involving parishioners.
8. Review and evaluate the worship budget in conjunction with the Director of Worship and the Finance Council.
9. **Implement universal and Archdiocesan Church liturgical guidelines** and practices by ensuring that the commission is **familiar with the guidelines and practices and that parish practice is consistent with liturgical documents**.

# FORMATION

## Purpose:

Promote and develop opportunities for lifelong faith formation aimed at personal conversion and continuously growing faith, celebrating the joy of a Christian life.

## Shepherding:

- Catechesis/Formation programs
- Evangelization efforts

## Including:

- Invitation of new members (RCIA)
- Adult Faith
- Child Sacramental Preparation
- Age Appropriate Activities and Formation
- Youth Group (learning to enjoy a Christian life)

## Responsibilities:

1. Consult on the design and development of programs for evangelization and faith formation with education and formation administrators.
2. **Identify parish needs** and respond to diocesan initiatives regarding faith formation.
3. Participate in the budget process as requested by the Finance Council and monitor the financial report for faith formation ministries during the year.
4. Assist in the annual **evaluations** of the programs to affirm their effectiveness and to identify any necessary changes.
5. Report and/or meet with the Pastoral Council to review faith formation ministries, advise the Council on faith formation, and consult on innovations or adaptations to programs.
6. Assist with the **identification, formation and training for volunteers and leadership** in the formation ministries.
7. Aid in the promotion, communication and recruitment efforts for any programs in this area of mission.
8. Assist the pastor with the **development of pastoral staff** job descriptions in this area and serve, as requested, on a search or interview committee/team for vacant staff positions.

# HUMAN CONCERNS

## Purpose:

Discern and respond to the needs of people in the parish, the community and the world by identifying resources to meet their needs. Focus and shepherd the active participation of parishioners, partners and collaborators.

## Shepherding:

- Service
- Advocacy
- Justice education
- Empowerment
- Catholic Social Teaching

## Including:

- Direct Services
  - Meal Program
  - Food Pantry
- Connections
  - Employment
  - City Services
  - Elderly Care
- Collaboration
  - Neighborhood Groups
  - City Government
  - National
- Catholic Social Teaching ambassador

## Responsibilities:

1. **Assess the level** of basic human needs within the parish and the wider community by studying the demographics of the parish area and surveying the needs.
2. **Identify resources** to meet needs by learning about existing Church agencies and community groups and providing referral information.
3. **Develop services and programs** by involving others in the ministry to help people in need and to work for justice.
4. Develop a **parish-wide consciousness of Catholic social teaching** by educating and forming people about right to life and human dignity issues.
5. Coordinate and **support the activity of committees and ministry teams** which are directly involved in particular projects and ministries.
6. Promote and organize **twinning and sharing relationships** with international or national parishes as well as parishes within the diocese.
7. Review and evaluate the commission budget in conjunction with the parish finance council.

# STEWARDSHIP

## Purpose:

Support efforts which build and strengthen a community of discipleship and evangelization with the Church as a “family of families.”

## Shepherding:

- Welcoming
- Communication
- Socializing and Celebration
- Fostering the sharing of time, talent and resources

## Including:

- New Member Ministry
- Bereavement
- Parish Communication
- Events
- Fundraising
- CALENDAR

## Responsibilities:

1. Understands our discipleship as **owners of Christ’s Mission**. Assumes **personal accountability by doing God’s work in communion with others**.
2. **Inspires and supports a generous family camaraderie that gives back.**
3. **Develop effective** print and media **communications** to keep parishioners **informed and engaged** in the parish community and the life of the Church.
4. Conduct a **program or process which welcomes new parishioners** with the intention of developing a **sense of belonging**, providing materials to inform and invite into parish life, and encouraging active participation in parish activities and ministries.
5. Present a program or process for **parishioners to assess their gifts and talents** so that these may be shared with the parish and wider community.
6. Organize a **procedure for connecting people’s time and talent with parish ministries** and activities ensuring that there is follow through and update.
7. Coordinate **social events**, which are designed to **build relationships and strengthen the community**.
8. Conduct an **annual stewardship pledge process** so that parishioners have an opportunity to re-commit their treasure to the building up of the kingdom of God.
9. Participate in **regular evaluation** of all aspects of stewardship activity and ministry.
10. Review and evaluate the stewardship budget in conjunction with the finance council.

**WE are the church!**

# WHAT'S OUR ALL SAINTS BULL'S EYE?

From the **BIG PICTURE** drilled down to the specific...

FATHER BOB'S "DREAM"—A VISION

That our parishes be:

- A haven to those in spiritual need
- A home for those trying to grow in faith
- A place where faith is put into action—making a difference in our homes, in our neighborhood and in our world

We are able to deepen the faith and touch the lives of

- Our parishioners, visitors and future parishioners
- Those who partner with us
- Their communities
- The wider metro area

And that All Saints demonstrates

- Formation in the faith is exciting and relevant
- Our sacrament celebrate all this in the personal lives of our community
- We be known for creative, meaningful and faith-generating collaboration
- We are truly a faith community of disciples that changes with world through following Jesus Christ

ARCHDIOSES OF MILWAUKEE MISSION STATEMENT

To proclaim the Gospel of Jesus Christ through his saving death and resurrection by calling, forming and sending disciples to go and make new disciples. As a people, we are called to encounter Jesus through the Sacramental Life of the Church.

ALL SAINTS PARISH MISSION STATEMENT

With the help of God, we, the members of All Saints Catholic Church commit to: celebrate the Death and Resurrection of Jesus in Word and Eucharist; bring the Good News of Christ to the people of Milwaukee's central city and beyond; work for justice for the poor and the powerless; build up and foster a multi-racial, multi-cultural community of faith, hope and love.

## ALL SAINTS SHORT TERM 1-5 YEAR GOALS

	Parishioners	Neighbors	Collaborators
<b>WORSHIP</b>			
<b>FORMATION</b>			
<b>HUMAN CONCERNS</b>			
<b>STEWARDSHIP</b>			



# OUR AUDIENCES

## PARISHIONERS

Weekly attendance  
Bimonthly attendance  
Holiday only attendance  
Lapsed  
Potential  
Researching, seeking a spiritual home  
Just visiting  
Just came to hear the choir

Demographics:  
All sorts of ages, races, cultures, education levels,  
spiritual maturity.

Which do we target first?

COLLEGE  
MIDDLE-AGED

What is important to this individual?

## NEIGHBORS

Homeowners here for a long time  
Renters  
Transients  
Shop owners  
Etc...

## COLLABORATORS

Holy Angels  
Holy Apostles  
St. Monica's  
St. John Vianney  
St. Dominic  
St. Lumen Cristi  
St. Joe's Grafton  
Fellowship of Believers  
"Lighthouse"  
Christ Child's Society  
Milwaukee Works Job Corp  
Department of Vocational Resources

### Potential Collaborators

Gesu Parish  
Old St. Mary's  
Marquette  
Etc...