

RAW Transcription of Flip Charts & Sticky Notes

LAMENTIONS & PETITIONS parking lot

Parish self-concept—Victim attitude

We perceive ourselves as victims

Please redefine “victim.” This is a very weighted word, especially with certain populations.

Move from “helpless victims” to “empowered with new life” by using our difficult journey by leveraging:

- Quilt
- The story of our mergers
- The “good stuff” that has come out of the pain

We need healing/Exorcise our “demons”

We need to pray together to heal

We need assistance, a framework, to help us “let go.” Look to Scriptures. Perhaps Lent.

Missed Opportunities (such as poor response to survey)

No systems for Building & Grounds

Our Archdiocese is NOT diverse

We don’t appreciate being SHOWBOATED and disrespected.

We don’t LISTEN to each other

We did not pray to start this day (in a way that resonated with me)

SPECIAL INTENTIONS parking lot

We need better communication! Bulletin?, Web, Announcements, etc.

We need to better use new technology: Bulletin, In Mass, and communication with everyone

Quarterly Meetings

We should have Quarterly meetings like this

Commissions should meet with Councils at least 4 times a year

Allocate resources so we pay attention to and participate in National/International endeavors

Awareness of Black & Multicultural Education

Outreach with Educators for Formation Students

Unifying Annual Themes

What is the protocol for getting things done?!!!

We need a flow chart.

Opportunity to do Ministry “out of our abundance” instead of out of scarcity

Opportunity to create a “potluck” out of our gifts

Church Ministries

Need more training for lectors

Logistics of running Mass

- Why is 8AM Mass no longer ending on time? This disrupts religious education, messes with meetings and impacts parking. 8AM Mass needs to end on time (8:45-9:00). Most parishes have a “shorter” Mass.
- Disruption in the narthex during Mass. Close doors after Father walks in.

SWOT Inventory (Strengths, Weaknesses, Opportunities, & Threats)

STRENGTHS:

We are managing our debt
Our church community is very diverse
Outreach Ministries (Meal Program & Food Pantry)
Wealth of knowledge & skills (in our pews-parishioners)
The location of our parish (central city)
Strength of our leadership
Creativity (utilize it)
Knights and Ladies of Peter Claver (i.e. picnic)
CST (Catholic Social Teaching)

WEAKNESSES:

"Poor me" attitude/needy
Lack of communication
Lack of invitation (reaching out to others to participate)
Lack of communication (structure not working)

- Verbal
- Bulletin
- Electronically

Sharing knowledge of our faith
Operate in silos/lack of alignment
Lack of assessment tools to build on what we have (600 families???)
Reach out to the youth
Residual feelings/attitudes w/change of leadership
Don't emphasize Catholic Social Teaching (CST)
Lack of Vocations

OPPORTUNITIES:

Outreach Ministries (Social Support)
Listening to parish needs (survey)
Location of our parish
Large group (600 families??). They need to be given information on needs
Understanding the community
Change of attitude
From the Pyramid Approach to the Synod Approach (shared pastors). A change of structure.
Expectations of the community to be the leaders
Alignment of discipleship
Address our resources
Learn how we follow national Black Catholic
Listen to the youth (get together with the youth)
Joint masses
Residual feelings/Attitudes w/change of leadership (Goal=healing)
Develop policy, procedures, protocols
Theology of all Cultures/ethnicities
Strengthen, clarify ASCC priority to social justice issues
Improve Communications w/ hospitality & w/visitors/collaborators
Make people feel welcome
Increase ecumenism

THREATS

We are old (aging parishioners)

President-Elect (unknown future)

Afraid of giving (tithing? Past experiences)

Don't understand (biblical reference?)

Healing after change of leadership

Unspecified priority of social justice (fragmented)

Lack of welcome

Lack of ecumenical activity

Failure to emphasize CST

Not listening/not giving others opportunities to speak

Decline in the #'s/how Catholics represent themselves/participation.

Not reaching out/growing our parish

Not understanding/listening to why people attend/do not attend.

Not understanding how people worship in 2016. (more spiritual based outside of the church)

"Elite" attitude

National bishops not aligned or in touch w/church goers & non-church goers

Building (All Saints) is falling apart/maintenance support

Political Leadership out of touch w/human concern

Lack of vocations

WORSHIP

PARISHIONERS

- Song/choir correlation with current worship/homily
- All Saints Celebration & Cultural Exchange
- At least once a year have a “Joint” Mass bringing 8AM and 10:30 together
- Develop a liturgical layout for incorporating Scripture into a “letting go” message and journey. Possibly during Lent. Celia “volunteers” to help.
- Black Theology—International Conference attendance

Seniors

- Outreach to the homebound
- Senior Ministry

Youth

NEIGHBORS

Seniors

Youth

COLLABORATORS

- Invite special guests to come witness our Mass.

FORMATION

PARISHIONERS

- Black Theology—Training/education
- Education on what “spirituality” means
- Education on what “stewardship” means
- Formal training for all ministries/ministers
- Create a written book of “how to’s at All Saints”
- Seek to promote vocations to priesthood, religious life and lay ministry.
- Be intentional about tapping people on the shoulder regarding their potential

Seniors

- Outreach to the homebound
- Senior Ministry

Youth

- In-Mass “Children’s Time” (4-7 years)
- Develop and nurture a strong Youth Outreach Program
- Young Adult Ministry (by single, married, etc.)
-

NEIGHBORS

- Black Theology—Training/education
- Why join us? People of Color. Outreach.

Seniors

Youth

COLLABORATORS

HUMAN CONCERNS

PARISHIONERS

- Catholic Social Teaching education (for all groups)
- Strategies for opportunities for CST discuss

Seniors

- Catholic Social Teaching education (for all groups)

Youth

- Catholic Social Teaching education (for all groups)

NEIGHBORS

- Catholic Social Teaching education (for all groups)
- Society events (national, local, state concerns, etc.)
- Strategies for opportunities for CST discuss
- Promote the “what we have seen and heard” initiative

Seniors

Youth

COLLABORATORS

- Catholic Social Teaching education (for all groups)
- Strategies for opportunities for CST discuss

STEWARDSHIP

PARISHIONERS

- Cultural Exchange (All Saints Day follow up)
- Intergenerational Get-Togethers
- Scheduled community-building FUN events (picnics, game nights, bingo, etc.)
- Enhanced Giving Pledge Drive (Time, talent and treasures)
- Xavier Institute — Lift up Black Catholic theology
- Fundraise (coordinated with Finance Council) for this
- National Black Catholic Congress
- International Conference for Stewardship
- Do a better job of communicating WHY WOULD YOU WANT TO BE A CATHOLIC (of color)

Seniors

- Senior Spiritual Needs Ministry

Youth

- Young Adult Spiritual Needs Ministry

NEIGHBORS

- Do a better job of communicating WHY WOULD YOU WANT TO BE A CATHOLIC (of color)

Seniors

Youth

COLLABORATORS

- Do a better job of communicating WHO WE ARE
- Work with visitors to provide information

Lori's Notes & Suggestions & Questions

All Saints Pastoral Council and Commissions Recollection Retreat
Schoenstatt Retreat Center Waukesha, WI
Saturday, December 10, 2016

Lori's notes in green. Just one person's observations. Intended to spark discussion and thought.

LAMENTIONS & PETITIONS parking lot

Parish self-concept—Victim attitude

We perceive ourselves as victims

Please redefine "victim." This is a very weighted word, especially with certain populations.

Move from "helpless victims" to "empowered with new life" by using our difficult journey by leveraging:

- Quilt
- The story of our mergers
- The "good stuff" that has come out of the pain

We need healing/Exorcise our "demons"

We need to pray together to heal

We need assistance, a framework, to help us "let go." Look to Scriptures. Perhaps Lent.

These **ALL** address the **VICTIM ATTITUDE**. Hmmm. Did we address this in our **TOP SIX ALL SAINTS GOALS**? If not, how can we?

Missed Opportunities (such as poor response to survey) "IT DIDN'T WORK ONCE SO I GIVE UP" ATTITUDE. "We tried. They just won't listen! Nothing we can do about it"

No systems for Building & Grounds **Not addressed with an action plan anywhere**

Our Archdiocese is NOT diverse **Is this in our corner of the vineyard. What can we do about it? We CAN pray. Can develop our youth.**

What else?

We don't appreciate being **SHOWBOATED** and disrespected. **Kids just come to get bulletin signed.**

We don't **LISTEN** to each other **Hmmm. True. How do we address? Training? Reminders? Show by example?**

We did not pray to start this day (in a way that resonated with me) **One person's feeling.**

SPECIAL INTENTIONS parking lot

We need better communication! Bulletin?, Web, Announcements, etc.

We need to better use new technology: Bulletin, In Mass, and communication with everyone

YUP. This made it to the TOP OF THE TOP SIX!

Quarterly Meetings

We should have Quarterly meetings like this

Commissions should meet with Councils at least 4 times a year

Wow. Three different stickies addressed this. This did not get captured in goals. So, I ADDED TO A COUNCIL'S GOAL LIST I ADDED TO THIS VERSION.

Allocate resources so we pay attention to and participate in National/International endeavors

Awareness of Black & Multicultural Education

I THINK this is captured??

Outreach with Educators for Formation Students

Addressing visitors just coming for the school credit??

Unifying Annual Themes **Marjorie wants another Year of Mercy. Father says we will get one.**

What is the protocol for getting things done?!!!

We need a flow chart. **Marjorie wants explicit direction of how things get done. This is something we have to figure out together.**

I think this is a start. I also put some of this onto new Councils' Goals Lists I added. Should be an intrinsic requirement of all commissions and councils... to "leave a legacy"... to leave behind systems and written protocol for future volunteers to easily grasp and improve upon

Opportunity to do Ministry "out of our abundance" instead of out of scarcity Tonya
Opportunity to create a "potluck" out of our gifts Other gentleman from Finance Council

Church Ministries Not sure, don't remember what this sticky meant.

Need more training for lectors

Logistics of running Mass Captured in WORSHIP??

- Why is 8AM Mass no longer ending on time? This disrupts religious education, messes with meetings and impacts parking. 8AM Mass needs to end on time (8:45-9:00). Most parishes have a "shorter" Mass.
- Disruption in the narthex during Mass. Close doors after Father walks in.

SWOT Inventory (Strengths, Weaknesses, Opportunities, & Threats)

STRENGTHS:

We are managing our debt

Our church community is very diverse

Excellent Outreach Ministries (Meal Program & Food Pantry)

Wealth of knowledge & skills (in our pews-parishioners)

Great location of our parish (central city)

Strength of our leadership

We are filled with Creativity when we use it (utilize it)-OR We are an exceptionally CREATIVE lot

Knights and Ladies of Peter Claver are a strong and able presence (For example, their summer picnic was well executed, well attended, well done. A great example of a successful event. (i.e. picnic)

CST (Catholic Social Teaching)

WEAKNESSES:

"Poor me" attitude/needy

Lack of communication

We can't see to work together well

Communication structure not working

- Verbal
- Bulletin
- Electronically

Lack of invitation (reaching out to others to participate) I think this is HUGE. How do we capture and capitalize on this? I believe "you have to ask." I believe we can't be martyrs and ASSUME others should know what we need or want or that anyone else thinks like we do.

~~Sharing~~ We don't share our knowledge of our faith

Operate in silos/lack of alignment or collaboration

Lack of valid assessment tools to build on inventory what we have (Many among us don't believe we have 600 families???)

We don't reach out to the youth

Residual feelings/attitudes w/change of leadership

Don't emphasize Catholic Social Teaching (CST)

Lack of Vocations

OPPORTUNITIES: Trying to clarify what was intended by these notes... as well as frame them into clear opportunities

Outreach Ministries (Social Support) (Not totally clear what was intended here. We have an opportunity to better reach out? To lend more social support?)

Listening more to parish needs. (For example, do more better surveys)

Location of our parish

Large group (600 families??). They need to be given information on needs (Huh?)
We need to better understand the community ?? OR We have a keen understanding of our community around us???
We can gain much with a Change of attitude
We are moving from the Pyramid Approach to the Synod Approach (shared pastors). This change of structure can give us more empowerment, more freedom and more opportunity.
Expectations of the community to be the leaders ??? HUH? The Community expects us, as the Church, to be their leaders. LET's DO IT!
Alignment of discipleship HUH?
Address our resources There are a ton of resources out there. We can learn to better leverage our resources and better collaborate with our collaborators?
Learn how we can better follow and leverage strength of national Black Catholic Organizations?
Listen to the youth (get together with the youth)
Joint masses would strengthen our parish family?
Residual feelings/Attitudes w/change of leadership (Goal=healing)
Developing policy, procedures, protocols would increase our chances of success and greatly decrease our internal strife and apathy.
Theology of all Cultures/ethnicities
Strengthen, clarify ASCC priority to social justice issues
Improve Communications w/ hospitality & w/visitors/collaborators !!!!
We can easily do a better job of making ~~Make~~ people feel welcome
Increase ecumenism**
** ecumenism (noun) the principle or aim of promoting unity among the world's Christian churches.

WOW!! GREAT stuff here!

THREATS Threats are external things over which we may have no direct control. They are things we must maneuver around or plan to address. They are not internal issues we can change.

We are old (aging parishioners)
~~Incumbent~~ President-Elect (unknown future)
Afraid of giving (tithing? Past experiences) Wow. Yes!! Hmmm.
Don't understand (biblical reference?) (???)
We are in desperate need of Healing after change of leadership
Unspecified priority of social justice (fragmented) (???)
Lack of welcome Weakness???
Lack of ecumenical activity Weakness???
Archdiocese's Failure to emphasize CST (or if it is All Saint's Failure, then it is a weakness)
Not listening/not giving others opportunities to speak Weakness???
Decline in the #'s/how Catholics represent themselves/participation. Catholicism numbers declining. AND Respect for Catholicism continues to decline. ???
Not reaching out/growing our parish Weakness???
Not understanding/listening to why people attend/do not attend. Weakness???
Not understanding how people worship in 2016. (more spiritual based outside of the church) Weakness???
"Elite" attitude
National bishops not aligned or in touch w/church goers & non-church goers
Building (All Saints) is falling apart. We need a lot of maintenance support
Political Leadership out of touch w/ human concern
Lack of vocations

WORSHIP

PARISHIONERS

- Song/choir correlation with current worship/homily
- All Saints Celebration & Cultural Exchange
- At least once a year have a “Joint” Mass bringing 8AM and 10:30 together
- Develop a liturgical layout for incorporating Scripture into a “letting go” message and journey. Possibly during Lent. Celia “volunteers” to help.
- Black Theology—International Conference attendance
- Need more training for lectors
- Logistics of running Mass
- Listening more to parish needs. (For example, do more better surveys)
-

Seniors

- Outreach to the homebound
- Senior Ministry

Youth

NEIGHBORS

Seniors

Youth

COLLABORATORS

- Invite special guests to come witness our Mass.

“Leave a Legacy”

Develop and leave behind systems and written protocol for future volunteers to easily grasp and improve upon

Follow Committee BEST PRACTICES protocol

- Effective meeting practices
- Meeting notes and communication back and forth to Councils
- Communication to Parish
- Training for Commission members
- Attract new Commission members
- Develop and nurture Commission “sub committees” — Task forces, ministries and ad hoc teams. This is how we build tomorrow’s leadership.

Parking Lot Sticky Notes and SWOTS addressed:

Many Special Intentions address us being “victims,” such as “We need assistance, a framework, to help us “let go.” Look to Scriptures. Perhaps Lent.”

Allocate resources so we pay attention to and participate in National/International endeavors

Awareness of Black & Multicultural Education

Need more training for lectors

Logistics of running Mass

Residual feelings/attitudes w/change of leadership

Joint masses would strengthen our parish family?

Residual feelings/Attitudes w/change of leadership (Goal=healing)

What is the protocol for getting things done?!!! We need a flow chart.

FORMATION

PARISHIONERS

- Black Theology—Training/education
- Education on what “spirituality” means
- Education on what “stewardship” means
- Formal training for all ministries/ministers ([Isn't this Worship?](#))
- Create a written book of “how to’s at All Saints” ([Isn't this Worship?](#))
- Seek to promote vocations to priesthood, religious life and lay ministry.
- Be intentional about tapping people on the shoulder regarding their potential
- [Outreach with Educators for Formation Students](#)
- Listening [more](#) to parish needs. (For example, do [more better](#) surveys)
-

Seniors

- Outreach to the homebound
- Senior Ministry

Youth

- In-Mass “Children’s Time” (4-7 years)
- Develop and nurture a strong Youth Outreach Program
- Young Adult Ministry (by single, married, etc.)
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NEIGHBORS

- Black Theology—Training/education
- Why join us? People of Color. Outreach.

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Youth

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Parking Lot Sticky Notes and SWOTS addressed:

[Outreach with Educators for Formation Students](#) We don’t appreciate being SHOWBOATED and disrespected. Kids just come to get bulletin signed.

[Lack of Vocations](#)

[We don’t reach out to the youth](#)

Afraid of giving (tithing? Past experiences) [Wow. Yes!! Hmmm.](#)

[What is the protocol for getting things done?!!! We need a flow chart.](#)

HUMAN CONCERNS

PARISHIONERS

- Catholic Social Teaching education (for all groups)
- Strategies for opportunities for CST discuss
- Listening [more](#) to parish needs. (For example, do more better surveys)
-

Seniors

- Catholic Social Teaching education (for all groups)

Youth

- Catholic Social Teaching education (for all groups)

NEIGHBORS

- Catholic Social Teaching education (for all groups)
- Society events (national, local, state concerns, etc.)
- Strategies for opportunities for CST discuss
- Promote the “what we have seen and heard” initiative (Huh? What's that?!!)
- [What about Food Pantry and Meal Program?? All working perfectly??](#)
- Listening [more](#) to parish needs. (For example, do more better surveys)
-

Seniors

Youth

COLLABORATORS

- Catholic Social Teaching education (for all groups)
- Strategies for opportunities for CST discuss

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Parking Lot Sticky Notes and SWOTS addressed:

We don't reach out to the youth

Don't emphasize Catholic Social Teaching (CST)

What is the protocol for getting things done!!!! We need a flow chart.

STEWARDSHIP

PARISHIONERS

- Cultural Exchange (All Saints Day follow up)
- Intergenerational Get-Togethers
- Scheduled community-building FUN events (picnics, game nights, bingo, etc.)
- Enhanced Giving Pledge Drive (Time, talent and treasures)
- Xavier Institute — Lift up Black Catholic theology
- Fundraise (coordinated with Finance Council) for this
- National Black Catholic Congress
- International Conference for Stewardship
- Do a better job of communicating WHY WOULD YOU WANT TO BE A CATHOLIC (of color)
- [Communication Audit and Development of Parish Communication Plan & Policy Manual !!](#)
- [Parish-wide CALENDAR](#)
- Listening more to parish needs. (For example, do more better surveys)
- [We can easily do a better job of making ~~Make~~ people feel welcome](#)
-

Seniors

- Senior Spiritual Needs Ministry ([Huh? Worship or Formation?](#))

Youth

- Young Adult Spiritual Needs Ministry ([Huh? Worship or Formation?](#))

NEIGHBORS

- Do a better job of communicating WHY WOULD YOU WANT TO BE A CATHOLIC (of color)

Seniors

Youth

COLLABORATORS

- Do a better job of communicating WHO WE ARE
- Work with visitors to provide information

“Leave a Legacy”

Develop and leave behind systems and written protocol for future volunteers to easily grasp and improve upon

Follow Committee BEST PRACTICES protocol

- Effective meeting practices
- Meeting notes and communication back and forth to Councils
- Communication to Parish
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- Develop and nurture Commission “sub committees” — Task forces, ministries and ad hoc teams. This is how we build tomorrow’s leadership.

Parking Lot Sticky Notes and SWOTS addressed:

SI: We need better communication! Bulletin?, Web, Announcements, etc.

SI: We need to better use new technology: Bulletin, In Mass, and communication with everyone

W: Lack of communication

W: Communication structure not working

- Verbal
- Bulletin

- Electronically

We can easily do a better job of making ~~Make~~ people feel welcome
 What is the protocol for getting things done?!!! We need a flow chart.

FINANCE COUNCIL

- Develop a Building & Grounds HELP NEEDED Plan
- Work with Stewardship to communicate these needs and to recruit & manage volunteers
- Develop Building Care & Management Policies
- Produce a manual, publish, educate and communicate with all Commissions and parishioners
- Identify Key Special Fundraising Needs (National/International Participation, Choir...)
- AND integrate these special interest fundraising efforts into overall fundraising agenda
- Research and provide valid assessment tools to inventory what we have?
- Research, study and teach all of us what it means to “move to a synod structure of leadership”
- Act less “top down” and more in communion with all Commissions

PARISHIONERS

NEIGHBORS

COLLABORATORS

“Leave a Legacy”

Develop and leave behind systems and written protocol for future volunteers to easily grasp and improve upon

Follow Councils BEST PRACTICES protocol

- Effective meeting practices
- Meeting notes and communication back and forth to Commissions
- Communication to Parish
- Training for Council members
- Attract new Council members

Parking Lot Sticky Notes and SWOTS addressed:

SI: No systems for Building & Grounds

What is the protocol for getting things done?!!! We need a flow chart.

Operate in silos/lack of alignment or collaboration

Lack of valid assessment tools to ~~build on~~ inventory what we have (Many among us don't believe we have 600 families???)

Residual feelings/attitudes w/change of leadership

We are moving from the Pyramid Approach to the Synod Approach (shared pastors). This change of structure can give us more empowerment, more freedom and more opportunity.

Building (All Saints) is falling apart. We need a lot of maintenance support

PASTORAL COUNCIL

- Research, plan and provide training for Commissions in key needed and uplifting areas such as...
 - How to run an effective meeting
 - Consensus decision-making
 - Personality styles (and working well with your toughest challenging types)
 - BEST PRACTICES (parishes, fundraising, marketing, communication, for each commission...)
 - Current trends in...
 - How to take care of yourself while giving yourself to others
- Arrange for QUARTERLY meeting/workshop/retreat for Commissions & Councils
- Oversee the integration and prioritization of the 4 Commissions goals, strategies and tactics to work together as one unified parish
- Work with Stewardship Committee to oversee a Parish-wide Communication Plan (internal, external and in between, starting with Communication Audit)
- Work with Stewardship to create, foster and implement a unified, collaborative, synergistic parish-wide Calendar
- Research and provide valid assessment tools to inventory what we have?
- Research, study and teach all of us what it means to “move to a synod structure of leadership”
- Act less “top down” and more in communion with all Commissions

PARISHIONERS

NEIGHBORS

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- Communication to Parish
- Training for Council members
- Attract new Council members

Parking Lot Sticky Notes and SWOTS addressed:

SI: Several Special Intentions addressed the need for regular/quarterly meetings. For example: “Commissions should meet with Councils at least 4 times a year”

What is the protocol for getting things done?!!! We need a flow chart.

Operate in silos/lack of alignment or collaboration

Lack of valid assessment tools to ~~build on~~ inventory what we have (Many among us don't believe we have 600 families???)

Residual feelings/attitudes w/change of leadership

We are moving from the Pyramid Approach to the Synod Approach (shared pastors). This change of structure can give us more empowerment, more freedom and more opportunity.

ALL SAINTS TOP PRIORITIES for 1-5 years

1. Better Communication—Internal, External and In between. Start with Communication Audit
2. Multicultural Community of Color — Unique Black Heritage and Multicultural Theology
3. Our Unique Role in Diocese
4. Authentic Encounter with Visitors
5. Prophetic Voice—Catholic Social Teaching
6. Lay & Religious Vocations

Is this really our TOP SIX PRIORITIES for the next 1-5 years? My guess is this is a good start... but some other initiatives might sneak in here.

It is really kind of the start of a VISION Statement (50,000 foot “If I were King of the World” view).

Not really a set of goals (except communication)

ALL SAINTS TOP PRIORITIES for 1-5 years

Better Communication—Internal, External and In between. Start with Communication Audit

Multicultural Community of Color — Unique Black Heritage and Multicultural Theology

Our Unique Role in Diocese

Authentic Encounter with Visitors

Prophetic Voice—Catholic Social Teaching

Lay & Religious Vocations