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Gifted  
Sent



# IMMACULATE CONCEPTION CATHOLIC CHURCH

A Stewardship Parish | Una Parroquia de Corresponsabilidad

## STRATEGIC PLAN SYNOPSIS 2019-2023

### EXECUTIVE SUMMARY

The Franciscan nature of the parish, along with the parish's diversity and focus on social justice will still be hallmarks of the parish and help guide the parish's course.

We retained the Mission and Vision Statements from our 2010-15 plan, and gathered new input from the parish and school community, along with input from the Diocese and Franciscan order.

Five key pillars + communications were identified:

1. Deepen the faith life of the community
2. Establish a united parish
3. Provide opportunities to serve and effect change
4. Ensure financial stability
5. Address facility and administrative needs of the parish

### MISSION STATEMENT

Immaculate Conception is a Roman Catholic community led by Franciscan friars. We are a multicultural and stewardship parish that is called, gifted and sent to proclaim the gospel of Jesus Christ through worship, parish-wide faith formation, our parish school, pastoral care, and living the church's social teaching.

### VISION STATEMENT

From our worship to our world in the spirit of St. Francis, Immaculate Conception will be a grateful and giving parish making a difference in the lives of others by living the love of God.

#### 1. DEEPEN THE FAITH LIFE OF THE COMMUNITY

Overall Goal: Enhance the faith life of the community by improving the Sunday Mass experience and Faith Formation efforts, including our Catechesis of the Good Shepherd program (CGS).

We will increase the depth and breadth of engagement in the faith life of the parish by:

- Advancing programs addressing needs for all parishioners
- Providing opportunities that engage our parishioners
- Continuing to improve the Sunday Mass experience

#### Ongoing Efforts

- Support sacraments and faith formation for youth through CGS, Youth Ministry and Immaculata Catholic School, and build on social and service opportunities for young parishioners
- Enhance RCIA, Young Adults Ministry, Bible Study and additional Faith Formation efforts

- Improve participation in Parish Retreat, Women's Retreat, Engaging Spirituality and Adult Sacramental preparation

#### New Efforts

- Hire a Full-Time Minister for Adult Faith Formation (RCIA) to direct new programs on campus and home-based
- Reestablish the Liturgical Committee to improve our Mass Experience
- Determine support needed to strengthen Faith Formation
- Conduct a study of parish demographics to improve communications efforts and sacramental and faith formation programs for each group

#### Success Indicators

- Quantify the participation of parishioners engaged in one or more faith formation program in addition to weekly Mass, with a goal of growth in participation and excellence
- Faith Formation programs are adequately staffed and funded
- Positive feedback regarding the Sunday Mass experience



#### 2. ESTABLISH A UNITED PARISH

Overall Goal: Form a more united parish by bringing together all the communities of our parish, across Mass worship times, the school community, our cultural communities, and all age groups by:

- Providing special Mass opportunities followed by social fellowship
- Coordinating activities that gather us in both large and small groups
- Coordinating activities that bring together parishioners in small groups
- Providing personal service opportunities for individual parishioners and groups within the parish and the Durham community

#### Success Indicators

- Quantify the number of parish-wide events and participation
- Determine the increase in parishioner participation

### 3. PROVIDE OPPORTUNITIES TO SERVE AND EFFECT CHANGE

Overall Goal: Engage and empower our parishioners to make a difference in others' lives by:

- Leading IC Ministries in the areas of Faith Formation, Liturgy, Social Action, Parish Life, Pastoral Care, and Parish Committees
- Providing opportunities for gifts discernment — Time, Talent, Treasure
- Focusing on personal invitations to serve
- Improving communications about opportunities and their positive impact

Provide more opportunities to make a difference in the lives of others by:

- Creating a Social Action Council
- Developing programs to better serve the needs of our parishioners
- Reviewing current ICC Ministries to improve viability, leadership and priority
- Empowering ministry leaders via support and training
- Expanding Pastoral Care Ministries

#### Success Indicators

- Quantifying current participation in IC Ministries and on-line spiritual gifts
- Increasing parishioner participation in IC Ministries



### 4. ENSURE FINANCIAL STABILITY

Overall Goal: Establish the financial stability of the parish through initiatives which will support the current and future goals of the parish by:

- Reassessing parish and community needs
- Communicating the financial status of the parish
- Engaging parishioners and staff in financial planning

We will ensure the parish has the right financial resources to serve parishioners and the community by:

- Growing revenues through regular financial giving and capital campaigns
- Tightening expenditures in line with needs
- Establishing a capital plan for campus maintenance
- Communicating the financial status of the parish at least annually, planning for shortfalls or excess funds, and publishing weekly offertory amounts in the bulletin
- Paying off the Church and Office mortgages

- Assessing needed capital improvements and maintenance costs
- Determining when to conduct a capital campaign to support parish and school programs and building improvements
- Establishing financial giving goals for parishioners based on demographic study results
- Creating programs to increase giving among various parishioner groups
- Establishing a financial stability program for Immaculata Catholic School

#### Success Indicators

- Identifying financial goals that are clear and measurable
- Seeing that Staff and Lay leadership are engaged in financial planning
- Ensuring programs and capital projects receive timely funding
- Ensuring an adequate capital reserve and implementing a plan to achieve it

### 5. ADDRESS FACILITY AND ADMINISTRATIVE NEEDS OF THE PARISH

Overall Goal: Revitalize existing facilities to meet parish needs and to reorganize and enhance staff to best serve our parish community.

We will address facility needs by:

- Creating a maintenance committee to assess facility, grounds needs, and sound system needs
- Recommending strategies to promote full participation in the liturgies
- Implementing both a short- and long-term maintenance plan, based on input from the maintenance committee

Communications team will:

- Develop a method to more fully utilize the website and other parish communications
- Apply information from parish communication instruments to determine its effectiveness

We will ensure optimal care and utilization of administrative needs by:

- Routinely reviewing job descriptions to optimize staff value
- Assessing our staff structure based on overall parish requirements to include more defined job descriptions and the relationships each position has with the parish staff and parish at large

#### Success Indicators

- Identifying capital replacement needs and putting in place a capital replacement program
- Installing a sound system that better supports our liturgies
- Updating website communications
- Ensuring organizational structure, job descriptions and salaries are current and appropriate to needs
- Identifying uses of current facilities and maximizing usage to suit IC needs