

**BULLETIN AND WEB SITE B
GETTING PARISH BUY IN
Last edited: Nov 25, 2015**

Dear Parishioners:

OLGC comprises about 520 households (1400 persons) and is likely to become a much larger parish over the next five years; this, especially given the significant increase of housing construction that is coming on line.

The concern for the parish becomes how to foster a vibrant faith-community within the Roman Catholic tradition and changing times and demographics.

To help achieve this, an on-line-survey was conducted last year to which 202+/- persons responded. Following that survey, two Focus Groups (April 2, May 11, 2015) were then conducted to help sift through the over 15,000 response items to the survey, and to discern varied ideas, trends and needs.

This draft document of a PARISH FIVE-YEAR plan is the result. As the title states, this is a parish Five-Year Plan. *It cannot be achieved simply or primarily by our small hired staff. Success will require the active buy-in and participation of a wide variety of parishioners.*

Please take the time to read the document. It can also be printed.

INCLUDED, YOU WILL FIND:

- I. (A) Certain Socio-Cultural Trends in American Catholic Church and (B) Diocese.
- II. Process of Discernment for how we arrived at Draft of OLGC Five-Year Plan
- III. The Present Draft Outline of the Five Year Plan.

May we know the *Peace and Good Things of the Lord* as we forge ahead!

Father Guy

**FIVE YEAR PLANING / PROCESS
FY 2016 AND FORWARD
[File: OLGC Five-Year]**

I. CERTAIN SOCIO/CULTURAL TRENDS WITHIN THE AMERICAN CATHOLIC CHURCH AND THE DIOCESE OF SAINT AUGUSTINE:

A. PEW RESEARCH:

On May 11, 2015 Pew Research released its findings on America=s Changing Religious Landscape. There are about 35,000 participants and a margin of error of 0.6 percent. One of the most dramatic findings is that while Christianity is still compelling to about 70% of Americans, the Christian community is not compelling to many Americans and people are distancing themselves more and more from the doors of Christian and most all religious institutions. And a full 8% of the sample state that they are former Christians, no longer identifying with Christian confession. Catholics, Evangelicals, Mainline Protestants B all are on the slide.

A new sociological category has been given to designate Americans who now state that they want no formal association with any faith community. They are called >Nones= (no affiliation). They apparently represent at least 22.8% of the American population (up from 16% 8 years ago), are more numerous than Catholics, and the majority of these state that they believe in >nothing in particular=.

Percentage according to age of those who profess to be U.S. Catholics (2014):

- Silent Generation (born between 1928-1945) 24%
- Boomers (born between 46-64) 23%
- X (born between 65-80) 21%
- Older Millenials (born between 81-89)16%
- Younger Millenials (born between 90-96) 16%

Increasing rate of person reporting that they are moving from Catholic Church to >unaffiliated= between 2007 and 2014:

	Spread:	Net Increase of leaving:
Silent Generation (b.1928-1945)	9% B 11%	+2%
Boomers (b.1946-64)	14% B 17%	+3%
X (n. 1965-80)	19% B 23%	+4%
Older Millenials (b. 1981-89)	25% B 34%	+9%
Younger Millenials (b. 1990-96)	16% B (N/A)	

B. DIOCESE OF SAINT AUGUSTINE:

-- Sacramental reception of baptism/confirmation has been in steady decline (1998: 10,000+; 2014: 8000 +).

In our Diocese, sacramental participation has decreased by about 20% since 1998. At the same time, Florida census shows an average growth State-wide at 1.5% per year, or 22%-24% over the same period of time. (That implies a spread of 40+%).

-- National participation in weekly Eucharist is on decline. Marriages are also in sharp decline (at OLGC 3 parishioners married since 2006). There have also been no vocations to priesthood or religious life in the parish since 2006.

II. PROCESS OF DISCERNMENT FOR OLG C FIVE-YEAR PLAN:

Within this socio/cultural context, the considerations below are the results of: a) a parish survey of 202+ persons (192 = on line; 10 = hard copy), b) two focus groups responding to concerns surfaced in reading the surveys, c.) an Environmental Scan regarding issues within the parish and wider church/secular community.¹

Below, the main priorities raised in the Focus Groups are listed first (#s 1-8). Then other issues have been added (#9, a, b, etc) based on the Environmental Scan which considers additionally important issues and factors within and beyond the immediate parish environment.

We are aware that this is a five-year plan and an on-going process. Crafting the initial plan calls for creativity and discernment, not simply a reaction to provide as many services as possible. Engagement in discipleship is a key methodological concern.

NOTES FROM FOCUS GROUPS:

1. Becoming more effectively a welcoming community.
2. Specific outreach to children K-12, including possibility of a qualified Youth Director (Job description, effective, performance measurements).
3. Nursery capacity during Sunday mass, primarily 10:00 and 12:00.
4. Homilies that are more focused (7/8 like the typical content).
5. Further development of the role of youth in liturgy.
6. Ecumenism: Relationships among other churches.
7. Invite seminarians in to witness on Sundays, two times per year.
8. Eucharistic community B source and summit. A) dialogue mass; b.) adoration (welcoming
9. Added based on Environmental Scan
 - a. Adult ed and formation
 - b. Administrative concerns
 - c. High School ministry
 - d. Maintenance Concerns
 - e. Capital Concerns B Building to accommodate housing construction and new members
 - f. (Surely there are other items that could also be listed).

¹*** **PLEASE NOTE:** Regarding the parish survey, not everyone responded to every question. In some question-areas a relatively large majority answered; in other areas, fewer responded.

III. FIVE-YEAR PLAN

[Last Edited: November 25, 2015]

Parish Mission Statement:

To become a community of disciples, called to walk *AThe Way@* of Christ Jesus in our households, church community and society.

Parish Vision:

At OLGCC we understand and structure the Parish under the 4 W=s: *Word, Worship, Witness* and *Welcome*. Through *Word* and *Worship* we are gathered to hear the Lord=s message and be transformed in His spirit. *Witness* is a fruit of this ongoing transformation.

In so doing we seek to attract others to our life of faith, and *Welcome* all, not so much by what we say but by what we do and become.

Goals:

To achieve this Mission and Vision, the following (specific) goals are outlined. *[For financial and spiritual reasons, in order to achieve these goals, an intentional spirit of discipleship among our members is needed].*

[PLEASE NOTE: There are many ministries that we are presently fully engaged in that are not mentioned in the Five-Year Plan. *It is assumed in this report that those ministries are already functioning and will continue to do so.* The particular ministry areas that are listed below are based on feed-back which we received via our Parish survey and Focus Groups.]

I. THE CHURCH AT PRAYER [WORSHIP]:

Vision:

AThat the whole body of the faithful may be able to contribute that active participation which is rightly theirs.@ (*Vat II. Sacrosanctum Concilium* 114)

ALiturgy is the font and summit of the Church=s life. [...] To promote active participation, the people should be encouraged to take part by means of acclamations, responses, psalmody, antiphons, and songs, as well as by actions, gestures, and bodily attitudes. And at the proper times all should observe a reverent silence.@ (*Vat. II Sacrosanctum Concilium*, no 8, 30)

Goals:

1. A Liturgy Committee will be re-instituted, and resources will be devoted toward their formation. The main task of this committee will be the ongoing analysis of every aspect of the liturgy within the context of the 4 W=s. of >word=, >worship=, >witness= and >welcome=.
2. In order to enhance the communal nature and unity within our Eucharistic sacrifice, the >dialogic= nature² of the mass will be further explored

² Example of this structure: AThe Lord be with you@ and response: AAnd also with you:, etc shows this >dialogic=

through the use of a scripturally based antiphon/response structure.

3. Homilies will focus mainly on points for application to a life of discipleship.
4. The active role of youth in liturgy will be explored, particularly at last Sunday mass of day. Examples: Lectors, Eucharistic Ministers, Ushers, Greeters, Servers, Choir, etc.
5. Using part of our facilities for voluntary nursery capacity will be explored for certain Sunday masses, primarily during the last two masses of the day. Items of study will include a.) place, b.) staffing, c.) content/method.
6. Opportunities for Eucharistic adoration will be explored, associated with the weekly mass.
7. Parish Preached Lenten Missions will be chosen specifically around the themes of our parish Mission Statement.
8. The development of a funeral choir will be explored, perhaps tied into Bereavement Ministry.
9. The possibility of an additional Sunday Mass will be investigated as a temporary address to our changing demographics and new home construction.
10. Pastoral preparation processes for Baptism, Marriage and Annulments will be reviewed and refined within diocesan and canonical guidelines.

II. RELIGIOUS FORMATION [WORD]:

Vision: Romans 10: 14-15 >How will they believe in Him whom they have not heard? And how will they hear unless they have someone to share the good news? (Romans 10: 14-15)

Goals:

A. YOUTH FORMATION GRADES K-8:

1. The Religious Education Committee will be tasked with preparing for a change from a classroom model of child catechesis to an Assembly model of inter-generational catechesis.
2. Rite of Christian Initiation for Youth (RCIC) for non-catechized children over the age of 8/3rd grade will be explored.

B. HIGH SCHOOL FORMATION:

1. The development of an experientially based series of events will be explored for High School Students. This will include the Four W components of Word/formation, Worship, Welcome/service and Witness/service.³
- 1-A NOTE: Diocese is entering into a new initiative: RiseUpYC.com (Rise Up Young Catholics). First Jacksonville event is April 4, 2016 (Mark Hart). Target ages: High School, College, Young Adult. Envisioned as four (4) per year. Also sprouting in New Orleans, Jacksonville, New York City.

Described (by Fr., Guy) as somewhat pre-catechetical/evangelization gatherings in off-church-site centers (for the moment)..
2. Confirmation candidates will be integrated into this High School program.
3. The Confirmation program will be evaluated for the possibility of moving immediate Confirmation preparation from Grade 7 to a high school age for Spring of 2017

C) ADULT:

1. A parish-wide program for lectionary-based small groups will be explored. Ideally, this will be neighborhood based, including the purpose of inviting unaffiliated Catholics back home. Initially, this will be offered during the seasons of Advent and Lent.⁴
2. Newly registered parishioners will specifically be invited to participate in these groups as part of their welcoming process.
3. As part of the parish=s evangelization efforts, the AAlpha@ Catholic evangelization program will be explored.
- 4.. Parishioner initiated formation activities will be encouraged, including those already existing such as AThat Man is You@/ TMIY, AWomen with Purpose, A/WWP, AJacksonville Prayer Community@/JPM, etc.
5. A parish-wide survey/audit will be conducted regarding adult formation needs and possible programs. Ecumenical possibilities herein will also be explored, (e.g., with Village Church and other ecclesial communities).

³ Claude Fiori will undertake this as part of his 3rd year practicum for MFP. Note: Another movement that=s been successful especially for vocations is a youth program called ArcoirisCAWe are the Rainbow.@ It=s like Cursillo but for young people. One of the fascinating things that=s a part of the program is the kids put on a retreat for their parents. Parents always want their kids to be a part of the church, but here the children are helping lead the parents into a deeper relationship with Christ.

⁴ Don Pepino will undertake this as part of his 3rd year Practicum for the Diocesan Ministry Formation Program (MFP). Resources to be explored: a) Renew; b) Liguoiri/(Good Ground Press); c.) Alpha faith presentations; d.) Other

6. The addition of a deacon to the Staff will be investigated.
7. The position of an overall Director of Parish Spiritual Formation/ Education for all ages will be explored.

Note: The Diocese is advocating a number of family initiatives including AChoice Wines@ (Bollman) (9 weeks sharing for couples in groups, takes about 1 1/2hrs), Mother daughter retreats, and AHope Undimmed@ for older HS (?) and young adults. Options are: a) sessions in parish B about 1 2 hours one night per week/9 weeks; b) small groups in homes, requiring about 1 hour + (an interesting small group consideration); c.) Parish weekend retreat at church (Saturday/Sunday)

III. ADOPTING OUR YOUTH [WITNESS]:

Vision: Youth are called to live as disciples of Jesus Christ in the world today. They are co-responsible for participation in the life, mission and work of the Catholic faith community. As such, each young person should be assisted in fostering total personal and spiritual growth.⁵

Goals:

1. Each Ministry will be asked to develop a specific vision and implementation for separately engaging our Youth both on the elementary and high school levels in their ministry. The Parish Ministry Coordinator will help encourage and guide the parish ministries in this process.
2. Better use of our grounds for youth activities will be explored (e.g., sports, summer camps, Vacation Bible Schools, Music Camps, etc...), along with the feasibility of a Youth Coordinator Ministry.

IV. FAMILY LIFE [WITNESS] [In concert with Diocesan Family Life Department]

Vision: AWithin the family are joys and trials, deep love and relationships which, at times, can be wounded. The family is truly the "school of humanity" (GS, 52) The family is uniquely important to the Church and in these times, when all believers are invited to think of others rather than themselves, the family needs to be rediscovered as the essential agent in the work of evangelization.@⁶

AAlthough the human race has come to understand the need to address conditions that menace our natural environments, we have been slower to

⁵ See ARenewing the Vision: A Framework for Catholic Youth Ministry@ (USCCB).

⁶ See AThe Vocation and Mission of the Family in the Church and the Contemporary World@, *Instrumentum Laboris*, Vatican City(2015).

recognize that our fragile social environments are under threat as well, slower in our culture and also in our Catholic Church. It is therefore essential that we foster a new human ecology and advance it. (Pope Francis, *On the Family*).

Goals: Family-life representative(s) will be appointed as a liaison between the Parish and the Diocesan Family-Life Office. Such person(s) will:

1. Collaborate with the pastor in creating a plan to build up marriage and family at the parish.⁷
2. Serve as Chair of a parish Family Life Committee, if one is organized.
3. Use NACFLM (National Association of Catholic Family Life Ministers) Marriage-Building Parish Assessment Tool to work with the pastor to identify priority areas for the parish.

V. WELCOMING:

Vision: A Genuine spiritual accompaniment always begins and flourishes in the context of service to the mission of evangelization (173) [...] The pace of this accompaniment must be steady and reassuring, reflecting our closeness and our compassionate gaze which also heals, liberates and encourages growth in the Christian life (169) [...] Listening helps us to find the right gesture and word which shows that we are more than simply bystanders (171). (*Evangelii Gaudium*, Pope Francis) [...] The church is called to always be the open house of the father. No closed doors. No closed doors! (Pope Francis, Audience, Vatican City, August 4, 2015)

Encounter] Accompaniment] Inclusion!

Goals:

1. The Parish will continue a Welcoming Committee with an emphasis on OLGC=s being an intentional Acommunity of disciples.
2. The Rite of Christian Initiation for Adults (RCIA) will be enhanced in team size and capacity as part of the welcoming mission of the parish. [RCIC for children will also be explored.]
2. The Parish Ministry Coordinator will encourage and assist all ministries in their formal recruitment of members, including new members to the parish, to use their time, treasure and talents. Recruitment/rotation of leaders will also be addressed.
3. As new neighborhoods come on board, a parish reach-out ministry for these neighborhoods will be explored.

⁷ The Diocese is advocating a number of family initiatives including *Choice Wines* (Bollman) (9 weeks sharing for couples in groups, takes about 1 1/2hrs), Mother daughter retreats, and *Hope Undimmed* for older HS (?) and young adults. Options are: a) sessions in parish B about 1 2 hours one night per week/9 weeks; b) small groups in homes, requiring about 1 hour + (an interesting small group consideration); c.) Parish weekend retreat at church (Saturday/Sunday)

4. A cadre will be formed of voluntary Parish receptionists with an eye to perhaps an eventual staff person as needed.
5. Parish events and festivals will specifically focus on welcoming parishioners and others in our neighborhoods. Outreach through social media (e.g., Face Book, etc.) will be explored for these events.
6. Varied parish/community assessment tools will be explored.⁸

VI. STEWARDSHIP OF FINANCES AND CAPITAL CAMPAIGN [WITNESS]:

Vision: Stewardship is the way we live our total life through the management and sharing of our personal and communal/parish resources of time, treasure and talent.

Goals:

1. The Annual AParish Operations@ Report will highlight ministerial activities, events and milestones during the given Fiscal Year. The value of a mid-year report will be explored.
2. The Finance Council will re-structured, and new members solicited, with the specific focus of a hands-on implementation of the Parish Five-Year Plan.
3. A Parish Council will be re-instituted with the specific focus of a hands-on implementation of the Parish Five-Year Plan.
4. A Feasibility Study will be investigated to explore the parish=s capacity for a Capital Campaign to build a c.1000 seat multi-purpose sanctuary with additional educational/meeting and ministry space.
5. The parish will seek to increase parishioner weekly offertory by 2-3% per year, over-and-above an increase that is caused by new members. Parishioner witness talks will be explored as part of this initiative.
6. The parish will seek to move toward an operational budget that is based on parishioner stewardship as Afirst fruits@, and not dependent on fund-raisers.⁹
7. A Vocations Committee will be formed. The Parish will also invite seminarians to visit and to witness at Liturgy twice per year.

⁸ Example: Charterforcompassion.org; Ministry Capacity Analysis tools, etc.

⁹ Stewardship resources within the Diocese central offices will be explored, along with varied resources from other parishes within the Diocese.

VII. ECUMENISM [WELCOME]:

Vision: @Commitment to ecumenism responds to the prayer of the Lord Jesus that Athey may all be one@ (Jn 17:21). [...] The credibility of the Christian message would be much greater if Christians could overcome their divisions and the Church could realize Athe fullness of catholicity proper to her in those of her children who, though joined to her by baptism, are yet separated from full communion with her@. [...] In this perspective, ecumenism can be seen as a contribution to the unity of the human family.[...] If we concentrate on the convictions we share, and if we keep in mind the principle of the hierarchy of truths, we will be able to progress decidedly towards common expressions of proclamation, service and witness.@ (*Evangelii Gaudium*, Nos 244,245).

Goals:

1. Shared outreach initiatives with other churches/ecclesial communities will be explored and fostered (e.g., Pantry, neighborhood service events, etc.)
2. Shared adult education (Christian life, Bible studies), devotions (e.g., Stations of the Cross in Lent), and also choral/music events will be explored. Shared social events will also be explored.

VIII. COMMUNICATIONS [WELCOME]:

Vision: AThe desire for connectedness and the instinct for communication that are so obvious in contemporary culture are best understood as modern manifestations of

the basic and enduring propensity of humans to reach beyond themselves and to seek communion with others. In reality, when we open ourselves to others, we are fulfilling our deepest need and becoming more fully human. [...] Modern technologies are truly a gift to humanity and we must endeavour to ensure that the benefits they offer are put at the service of all human individuals and communities." (Benedict XVI, ANew Technologies, New Relationships@, 43rd World Communications Day, Sunday, May 24, 2009).

Goals:

1. A committee will be established to explore and implement varied forms of social media communication (e.g., Bulletin, Web site Internet, Face Book, Twitter, E-mail blasts, Instagrams, Parish Apps, etc)
2. The Parish Registration process will be regularly evaluated according to established criteria.

IX. ENVIRONMENT:

Vision: Pope Francis and his predecessors have introduced themes of ecological consciousness into the Corpus of Catholic Social teaching. These themes should be explored both in terms of stewardship of our resources and also the ecological footprint of our present physical plant and future church buildings and campus development.

Goals:

1. Adult educational sessions will be explored for discussion of the encyclical *Laudato Si'* and its applications to the Christian spiritual and socio-political forums.
2. An environmental study/audit will be explored for possible use at OLGCC both for the present facilities and also future construction (capital-campaign) planning. It is possible that youth and young adults might spearhead this process¹⁰ along with skilled adult guides.

X. ADMINISTRATION/ AND LONG-RANGE PLANNING;

Vision: Standards for Excellence create a culture of ethics, accountability, openness and confidence in leadership. They give parishioners and other donors assurance that their dollars are well spent.¹¹

Goals:

1. An integrated three to five-year budget planning template will be developed. Included in these considerations will be: a) land debt, b.) leverage of parish land on the corner of SR # 16 and WGPkwy, c) operating budget projections, including new staffing needs, demographic projections, d.) construction/capital-campaign needs for a sanctuary/meeting space e.) eventual new facilities (e.g, park and ride, early child care, etc.)

XI. FORTIETH ANNIVERSARY:

1. Father Guy envisions a celebration of his 40th anniversary year of ordination in (August, 2016)

¹⁰ a) See *LEED@, Leadership in Energy and Environmental Design, environmental study for a church.* [<http://leedcert.com/>; <http://www.nrdc.org/buildinggreen/leed.asp>].

¹¹ See *Standards of Excellence@, National Leadership Roundtable.* Also, *Faith and Excellence, A learning resource for Christian leaders and their institutions from Leadership Education at Duke Divinity.*

