

PASTORAL PLAN MISSION OBJECTIVES: COMMUNITY – FELLOWSHIP

Ministry Goal: Communication and Collaboration

To give various groups within OLGc the ability to communicate and collaborate with one another.

1. Create a community organization directory with leadership contact and gathering information. Working with the website committee and communications team, create an online directory that is easy to locate and access, and is sortable by type of organization (youth, prayer group, athletic, creative, etc).
2. Create a community family directory. Working with the website committee and communications team, create an online directory that is easy to locate and access, and is sortable by neighborhood and occupation. This family directory may include pictures and is an opt-in option for members of the OLGc Community. For privacy and security, it should be password protected, requiring the member to create a log-in. This unique log-in could give them access to online payments, scheduling, and additional resources like Formed and Fr. Matt's Musings.
3. Create a shared Master Calendar that all members of the community can easily access and understand.
4. Create an online form for bulletin and website announcements. Many of our organizations shared that they feel they need to put more in the bulletin and are not sure the best way to do so. There is no clear process publicized to groups, and as a result, Merle has information coming in from multiple avenues which creates an additional burden on the bulletin editors to process information, and ensure that everything makes it in. The school uses an online form for all Chatter submissions. Creating a similar form for bulletin and website requests would ensure that deadlines are clearly communicated and all requests are coming in the same format.
5. Younger groups don't need to meet in person to experience Fellowship. Create an online forum or chat room for community members to share feedback on specific topics.
6. Foster an environment of collaboration and sharing of resources between the various groups and ministries at OLGc. Create a "Best Practices for Community Leaders". This will be part of a community leadership training retreat which gives all leaders within the community the opportunity to come together to share the Parish Mission, and learn about resources and procedures (accounting processes, building access and policies, Virtus requirements, etc), while encouraging groups to share recruiting best practices, collaborate on similar events, and share resources among similar organizations.

Ministry Goal: Facilities Access and Quality

Create a system for scheduling facilities that ensures Parish Groups have the ability to use our facilities, and have easier access to keys and other resources. Maintain facilities appropriately and with regard to the usage.

1. Create an online scheduling system that groups can access to request availability. Master Calendar should be published with all space and activities listed.
2. Groups using the space after hours need a better option to gain access than picking up keys from the Administration Office and returning the next day. Multiple hard copies of keys floating around creates security concerns, and it is difficult for working professionals to come during the day. This can be remedied by adding key card locks (as on the gym) to the Counsel Room and DeSales Hall. Key Cards can be programed to the point of contact booking the space, and simply deactivated if necessary for security reasons.
3. Publish and circulate facility use guide so all groups are held accountable to the same guidelines, and require groups to sign a form acknowledging procedures prior to having access to space. Groups that continually violate terms of use will not be allowed to use facilities. Group leaders should also have a clear understanding of whom to contact in case of an emergency or change in schedule. Staff should have a list of contacts for all groups using space (example: AA uses SJC weekly, and we do not know whom, or how to contact group leaders to communicate changes, needs, or emergencies).
4. Put in place specific guidelines and procedures regarding priority of access. Groups that are affiliated with OLGK should have first priority over other groups, and there should be a "booking window" so that outside groups cannot reserve the space before internal groups have the chance to define their calendars. Specific space should be assigned based on specific uses and size of group.
5. Ensure that the facilities are maintained properly and with regard to the groups using them. Upper and lower fields should be mowed regularly and "pot holes" should be fixed. The baseball diamond should be maintained properly.
6. Internal space should be clean and clear from trash and storage items. Lightbulbs should be replaced as needed, and broken furniture should be removed or repaired.
7. Evaluate the fields for feasibility of building a track and additional sport surfaces for use by the Athletic groups and general population of the community.
8. Create additional meeting and classroom space by demolishing and rebuilding St. Joseph's Center. This would require a planning committee and usage survey, and major fundraising to possibly include a capital campaign.

Ministry Goal: Increase Participation

Many of our groups are struggling to find willing and able participants and volunteers. This creates a viability issue.

1. Engage participants by giving them increased autonomy. It has been expressed that individuals feel that participation is appreciated because it brings numbers, and that the focus is not on individual talents or contributions. By allowing organization leaders to make decisions regarding their groups, with input from community members, a sense of ownership and inclusion is instilled. Groups are motivated to get involved because they can see the impact of their efforts, and understand their own role in supporting the overall mission.
2. Show value in participation by recognizing the contributions of members of our communities. Volunteers have been less available in recent years. Schedules have become more demanding, and as a result, we tend to overburden the willing. By recognizing the value of individual talent and time contributions, and by showing appreciation and gratitude, we incentivize individuals to get more involved. The Volunteer Appreciation Mass can be transformed back to an Appreciation Dinner and Service Awards, where we recognize individuals and organizations that go above and beyond. Staff will show support by planning, facilitating, and serving the evening. All staff and organization leadership should be encouraged to participate and invite their volunteers to attend.
3. Determine whether all community groups support the overall vision of the community and meet the needs of our active parishioners, by evaluating organizational goals against the values established: Prayer and Worship, Faith Building, Service to Others, Family-Focused, and Inclusion/Hospitality. Conduct a community wide survey of time, talent, and need, and adjust our organizations to meet those needs. This may encourage some groups to re-focus, and it may also lead to the uniting of groups with similar goals.
4. Support community fellowship by capitalizing on gatherings that bring everyone together. Use Mass and other community gatherings as an opportunity to engage in fellowship with one another. This can be accomplished through meet and greets before and after Mass, information sharing by use of electronic reader boards located throughout the Narthex, DeSales Hall, and the School, and encouraging Ministers to be welcoming and engaging Congregants.
5. Increase Staff Support and Presences with Parish Groups. Many of the organizations stated that they did not feel supported by staff and had to come up with work-arounds to accomplish goals and objectives. We can work on creating a greater sense of welcoming and hospitality by ensuring our environments are welcoming, and ready to receive volunteers and members. Staff should be encouraged to participate in events and organizational meetings, offering support and encouragement, and empowering volunteers. A staff directory - with pictures - can be available on the website so that members of the community know who to call with specific needs.