

# ST. PIUS X ROMAN CATHOLIC CHURCH

## PARISH STRATEGIC PLAN



*"Planning for the future."*

*(September 14, 2015)*



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## *History of St. Pius X Roman Catholic Church*

Early in 1957, Bishop Frances P. Leipzig, Bishop of Baker, began investigating the possibility of establishing a second Catholic parish in the Klamath Falls vicinity, preferably in the south suburban area. He issued a call to Father George Murphy, who arrived in Klamath Falls on February 14, 1957 and immediately began establishing a church.



Monsignor  
Timothy Patrick Casey

Bishop  
Frances P. Leipzig

Father  
George Murphy

A house at 4501 Bristol Street was purchased for use as a rectory. It was determined that property in the vicinity was available to establish first, a school for Catholic children in the suburban area second, a rectory and finally, a church. In the meantime, services would be held in the gymnasium of Peterson school. Announcements were made at Sacred Heart Church on March 29, 1957 about the new Catholic Church. The first gathering of the parish was at Peterson school on May 3, 1957 and the new parish was on its way.



Construction of the church building across the street from Peterson School, which was to be the gymnasium of the school, was begun on September 9, 1958. St. Pius X Catholic Church has progressed steadily since that date with classrooms being added in 1963 along with a parish hall and kitchen facilities. A rectory was built in 1966 and a "family room" addition in 1979 added to church capacity. Ground was broken in 1998 for the new and permanent St. Pius X Catholic Church that would seat 800 worshippers and serve the needs of the Catholic community for several generations to come. This church building was consecrated on April 11, 1999.



## Demographic Data – Based on the year 2010

The following data covers the 97601 and 97603 zip code areas. While much of the St. Pius X Catholic Church boundary is within the 97603 zip code, parishioners come from both zip code areas.

<b>Total Population</b>	<b>Male population</b>	<b>Female Population</b>
97601 – 22,230	11,153	11,077
97603 – 29,715	14,523	15,192
Total – 51,945	25,676	26,269

### **Median Age**

97601 – 35.98

97603 – 39.42

<b>Occupational employment</b>	<b>White Collar</b>	<b>Blue Collar</b>
97601	7,431	4,385
97603	5,684	3,816

<b>Number of Households</b>	<b>97601</b>	<b>97603</b>
Total Households	9,076	11,868
Family Households	5,284	7,863
Non-family households	3,791	4,005
Households with Children	2,643	3,725
Households without Children	6,432	8,143
Average person per Household	2.37	2.48

<b>Marital Status</b>	<b>97601</b>	<b>97603</b>
Never Married	4,672	5,576
Married	6,783	10,948
Separated	442	653
Widowed	524	593
Divorced	2,222	2,471

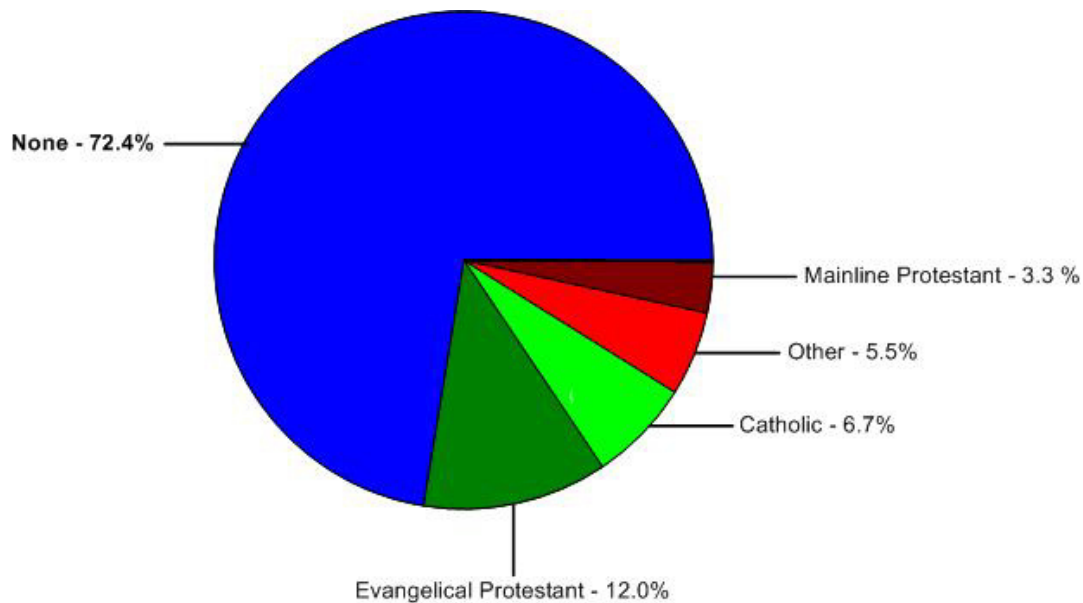
<b>Education Statistics</b>	<b>97601</b>	<b>97603</b>
No High School	460	754
Some High School	1,399	1,890
Some College	3,593	5,326
Associate Degree	1,396	1,930
Bachelors Degree	2,114	2,113
Graduate Degree	1,522	767

<b>Household Median Income</b>	<b>97601</b>	<b>97603</b>
Median Income under 25	\$24,013	\$39,590
Median Income 25-44	\$32,847	\$47,426
Median Income 45-64	\$47,551	\$54,756
Median Income Over 65	\$37,386	\$42,894



## Religion Statistics Profile – Based on the year 2010

The following data covers Klamath County. Being that the vast majority of the population and Churches fall within the Klamath Basin, the data is a valid representation of the basin.



Religion	2010	2000	Change
Evangelical Protestant	7,945 (12.0%)	8,486 (13.3%)	-6%
Catholic	4,460 (6.7%)	6,307 (9.9%)	-29%
Mainline Protestant	2,218 (3.3%)	2,626 (4.1%)	-16%
Other	3,677 (5.5%)	2,529 (4.0%)	+45%
Total	18,330 (27.6%)	22,131 (34.7)	-17%
None	48,050 (72.4%)	41,644 (65.3%)	+15%

This data indicates that there are a large number of people who are not affiliated with any church and considered 'Un-Churched'. Another disturbing piece of data is the fact is that the Catholics represent the largest decrease from 2000 to 2010. There is no reason to expect that this trend has stopped or reversed.

In one sense, this could be seen as a negative; yet, it could suggest that there is an opportunity to attract some of these people to our church through a well planned and executed Strategic Plan.



Dear Parishioners of St. Pius X,

Jesus replied “Then every scribe who has been instructed ... brings from his storeroom both the new and the old” (Matthew 13:52)

It is with great happiness I present to you the ‘Five Year Strategic Plan’ for St. Pius X Catholic Church. It unfolds the fact what kind of parish we strive to be in this 21<sup>st</sup> century. We have a dynamic parish and it doesn’t mean that we have to rest and relax, we need to go higher and establish God’s Kingdom. We are on a mission, a mission of Jesus Christ. The parish strategic plan is tool for discernment, for direction and a signpost to the future.

In order to be successful, implementation requires the involvement of all parishioners. Make this plan an opportunity to build up the future of our parish. When different ministries ask of your help, respond generously and enthusiastically in the spirit of Christian Stewardship. This is our parish and its part of our spiritual journey. This is your call and commitment. “As each one has received a gift, use it to serve one another as good stewards of God’s varied grace” (I Peter 4:10)

We are grateful to our Parish Pastoral Council for the months of hard work preparing this plan. On behalf of the parish, I thank them. I invite all of you to join together to build up our community and may all of us give the testimony to His life giving message.

Fraternally in Christ,

Your Pastor

Fr. Shiju Thuruthiyil OSH

## **1. Introduction**

The success of any Catholic initiative requires God's grace and human cooperation with that grace. We cooperate with that grace by prayerfully discerning the call of the Holy Spirit, putting that call into action and allowing God to work through us. The St. Pius X Catholic Church (St. Pius X) Strategic Plan is our collective response to the call of the Holy Spirit.

Early in 2015, Father Shiju Thuruthiyil, OSH, and the pastoral council recognized the need to develop a strategic plan that will allow St. Pius X to unify around a shared mission, vision and set of goals. The plan challenges us to put our respective gifts and talents at the service of the stated goals, build on the success of the past, and look forward to the challenges of the future.

In March 2015 a strategic planning subcommittee was formed and started meeting. The members of the subcommittee were drawn from the pastoral council members and other ministries as required. After several months of work the Parish Strategic Plan was finally drafted and approved by Father Shiju and the Pastoral Council on September 14, 2015. The plan is a result of a prayerful and collective effort by committed parishioners.

The Parish Strategic Plan is not the Pastoral Council's plan but a plan for St. Pius X. Every ministry and employee of St. Pius X needs to embrace and implement the plan. Whether the goals are new or old, achieved or proposed, success of this plan depends on every person in the parish. Every parishioner needs to keep the plan forefront in their mind whenever exercising their function as an individual or a ministry. This will allow us to focus the energy, resources, and time of everyone in the parish in the same direction.

## **2. Plan Structure – This plan is organized as follows:**

- 2.1. Mission Statement** – A mission statement defines who we are, why we exist, and our reason for being. Prior to starting the Strategic Plan process, a subcommittee of the Pastoral Council revised the existing mission statement to reflect our purpose and reason for existing as seen by the current Pastoral Council. This revision was accomplished soon after the new Pastoral Council was appointed by Father Shiju at the February 2015 meeting.
- 2.2. Vision Statement** – A vision statement defines the optimal desired future state for St. Pius X. Again a subcommittee of the Pastoral Council developed a Vision Statement

for St. Pius X which defines the kind of parish we want to create for the future. A main consideration in developing a vision statement was that a vision statement did not exist for the Parish.

**2.3. SWOT Analysis (Strengths, Weaknesses, Opportunities, and Threats)** – A SWOT analysis is a structured planning method used to evaluate and identify the key areas of St. Pius X that may need targeted resources as well as opportunities or opposing factors that could affect the Strategic Plan. During the SWOT process, the committee identified the internal strengths and weaknesses as well as external opportunities and threats.

**2.4. Core Values** – The basis for our plan rests in our core values. Core values are shared principles and qualities that bond individuals together as a community. Just as DNA now can identify members of an extended family, well-articulated core values help identify a reason (or reasons) for individuals to come together, to seek communion in the whole. These core values represent who we are as a unique organization; they are our parish's 'identity'. Core values are deeply held and we would not consider making any important parish decisions without taking them into consideration first.

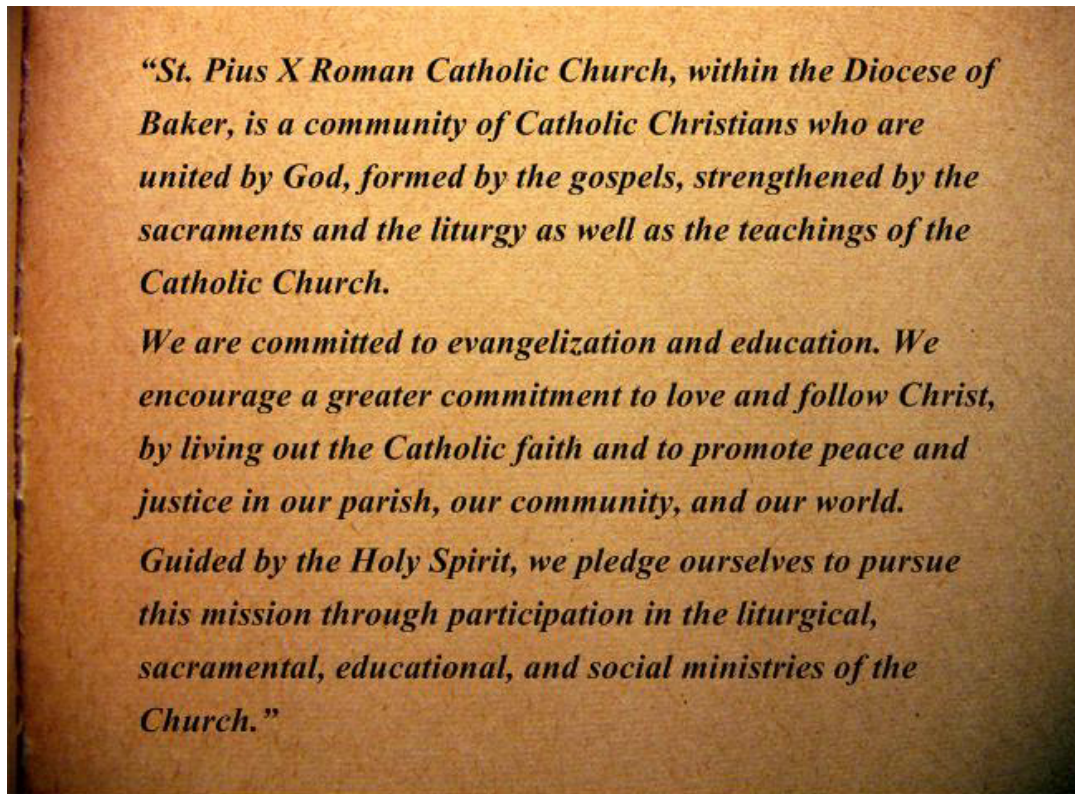
**2.5. Strategic Plan Elements** – Equipped with the foundation made up of the mission statement, vision statement, SWOT analysis, and core values the strategic plan was expressed in the following three components. While there are many variations and names of the components, Goals, Objectives and Tasks are the names the subcommittee employed.

**2.5.1. Goals** – Where do we want to be at the end of the plan? While goals tend to be long on direction and short on specifics they define the destination we're going towards. In other words, goals will connect our mission to our vision. What areas need our attention in order to achieve our vision?

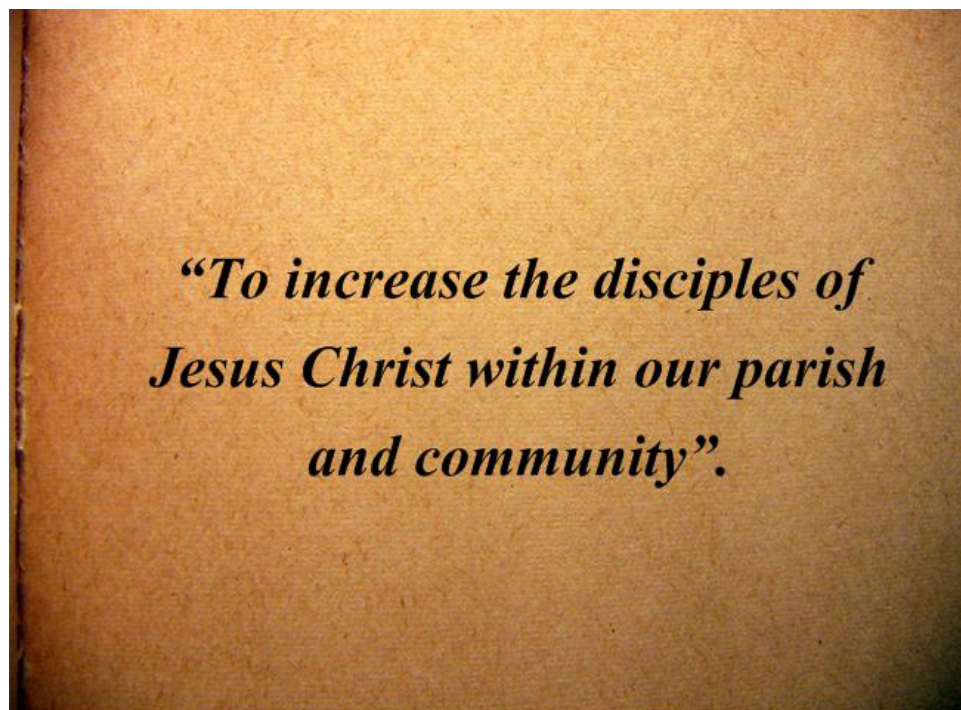
**2.5.2. Objectives** – Objectives are areas that our efforts or actions are intended to accomplish the goal. Objectives help set a course by giving a general direction required to achieve the goals.

**2.5.3. Tasks** – Tasks are specific actionable events that are assigned to individuals or ministries to achieve the objectives and ultimately the goals.

### 3. Mission Statement



### 4. Vision Statement





## 5. Core Values

- ***Worship:***  
*We are strengthened and unified by the Word, Eucharist, and our gathering.*
- ***Spiritual Formation and Evangelization:***  
*We are dedicated to the pursuit and use of knowledge of our faith to carry on the message of Jesus to all people.*
- ***Service:***  
*Motivated by the example of Christ, we joyfully fulfill our obligation to serve others.*
- ***Stewardship:***  
*We are committed to develop and share our gifts of time, treasure, and talents to serve others.*

## 6. Parish Strategic Plan

6.1. Goal 1 – Worship: Active Mass participation – “We value active preparation and participation of parishioners in meaningful, inspirational and reverent liturgies....”

- Objective 1: All those who support the Liturgy offer their very best in order to inspire the congregation to actively participate fully. The scope of this objective includes but not limited to; Acolytes, Altar Servers, Lectors, Extraordinary Ministers of Holy Communion, Choir, and Ushers.
  - Task 1: Draft appropriate written guidelines for the various ministries that support the Liturgy. Owner: Pastor or his designee. (2015)
  - Task 2: Ensure that all volunteers for the ministries that support the Liturgy are familiar with the guidelines and receive appropriate training on both their actions and spirituality of their ministry. Owner: Pastor or his designee. (2015 – ongoing).
  - Task 3: At least once a year conduct reoccurring training on the guidelines to promote skill enhancement and address any changes. Owner: Pastor or his designee. (2015 – ongoing).
  - Task 4: Provide feedback immediately after Mass to those supporting the Mass on actions that require attention. Owner: Pastor or his designee. (2015 – ongoing)
  - Task 5: Conduct practice sessions for all unique Masses; for example but not limited to, Easter Triduum, Feast Days, Weddings, etc. Owner: Pastor or his designee. (2015 – ongoing).
- Objective 2: Increase active participation in the Liturgy by the parish.
  - Task 1: Provide parishioners with opportunities to be educated on the necessity of appropriate participation during Mass, e.g., following the missal, hymnal and know when the congregation is to respond. Consider that songs from the hymnal are prayers and we should participate. Owner: Pastor or his designee. (2015 – ongoing)

- Objective 3: Gain a deeper appreciation of the reverence of Mass.
  - Task 1: Increase opportunities for sacramental celebrations at masses. Currently Baptisms, First Holy Communion, and Confirmation are celebrated during Mass. Consider including Renewal of Wedding Vows, and Healing Mass. Owner: Pastor. (2015 – ongoing)
  - Task 2: Discourage conversations within the Nave of the Church for at least 15 minutes prior to and after Mass. This will allow parishioners to have quiet time for prayer and reflection. Owner: Pastor. (2015 – ongoing)
  - Task 3: Increase the use of Liturgical Banners (Nave and Vestibule) for the various Liturgical seasons. Owner: Arts and Environment Commission. (2016 - ongoing)
  - Task 4: Provide an understanding of each Liturgical season as we enter it. This will be done from the Ambo within the homily as well as information in the Bulletin. Owner(s): Pastor and Parish Staff. (2015 – ongoing)
  - Task 5: Provide education about the Mass using different mediums which include but not limited to; homilies, faith forum, bulletin, etc. Owner: Pastor or his designee. (2015 – ongoing)

## 6.2 Goal 2 – Evangelization – “We exist to build a faith community called by God...”.

- Objective 1: Have as many parishioners as possible make the drop from the head to the heart.
  - Task 1: Create opportunities for parishioners to internalize the Gospel message through homilies, Retreats, Missions, Sacraments, Sacramentals, Devotions and classes. Owner: Director of Religious Education. (2016 – ongoing)
- Objective 2: Incorporate evangelization into all aspects of Parish life.
  - Task 1: Ensure that every ministry incorporates evangelization in all they do as individuals and ministry. Owners: Ministry Leaders. (2015 – ongoing)



- Objective 3: Provide ongoing spiritual growth opportunities.
  - Task 1: Conduct yearly family centered events, e.g., ‘Mother/Daughter’, ‘Father/Son’ etc. which are dedicated to strengthening the spiritual life of those participating in the event. Owner: Catholic Vocations Commission (Note: currently no leadership committee) (2016 – ongoing)
  - Task 2: Create more opportunities for spiritual growth through Retreats, missions, speakers, classes, bulletin articles, etc. Owner(s): Pastor, Director of Religious Education, Director of Adult Education. (2016 – ongoing)

### 6.3 Goal 3 – Education – “We teach the truths of our Catholic faith...”

- Objective 1: Diversify and expand education opportunities for the parish.
  - Task 1: Create short term education opportunities (2-3 times per year) on the faith essentials. Back to basics. Owner: Director of Religious Education (2015 – ongoing)
  - Task 2: Create space in the bulletin for education. Owner: Parish Staff (2015 – ongoing)
  - Task 3: Create a diversity of educational opportunities and instructors. Need to recognize that “One Method does not fit all”. Consider; age, married, single, men, women, with young children, etc. Owner: Director of Religious Education. (2015 – ongoing)
  - Task 4: Create a job description for volunteer catechists so that the requirements of the position are clear and honestly communicated. Owner: Director of Religious Education. (2016)
  - Task 5: Create education criteria for every level of education, CCD, Youth, and adults. Thus allowing catechists, parents, and participants an expectation of what will be taught. Owners: Director of Religious Education and Director of Adult Education (2015 – ongoing)
  - Task 6: Ensure that the curriculum adequately satisfies the education criteria thus providing the best opportunity for success. Owners: Director of Religious Education and Director of Adult Education (2015 – ongoing)

- Task 7: Form and equip parents to serve as the primary religious educators of their children, and as examples of faith for their children. Owner: Director of Religious Education. (2016 – ongoing)
- Task 8: Develop a comprehensive plan for the Youth Ministry that educates, evangelizes, and fulfills the spiritual and social needs of our youth. Owner: Director of Youth Ministry. (2015 – ongoing)
- Task 9: Provide educational opportunities for all catechists to be better equipped to teach. Owner: Director of Religious Education. (2015 – ongoing)
- Task 10: Initiate a follow-up program for those who have gone through the RCIA process and received Sacraments. The purpose is to evaluate their continued growth in faith. Owner: Director of Adult Education. (2015 – ongoing)

6.4. Goal 4 – Communication – “We strive to be a vibrant, welcoming and faith-filled community...”

- Objective 1: Promote ongoing information regarding parish events/life using various methods.
  - Task 1: Improve existing communication mechanisms, create and maintain new methods of communication with and among parishioners. Owner: Pastoral Council and Parish Staff. (2015 – ongoing)
  - Task 2: Explore the advantage of creating a quarterly newsletter. Owner: Pastoral Council. (2016)
  - Task 3: Include information on ministry activities on the web site. The information should include but not limited to, background on the ministry, specifics of the activity and pictures of the activity. Owner: Ministries and Parish Staff. (2016 – ongoing)
  - Task 4: Continue and enhance programs for welcoming new parishioners, expanding beyond the initial registration. Owner: Social Events/Hospitality Commission. (2015 – ongoing)

- Task 5: Develop systems for follow-up and contact through their first year as registered parishioners. Owner: Social Events/Hospitality Commission. (2016 – ongoing)
- Task 6: Develop a mentor ministry for new parishioners. Owner: Social Events/Hospitality Commission. (2016)
- Objective 2: Enhance the use of electronic media.
  - Task 1: Increase the amount of Catholic Links that would be of interest to Parishioners. Owner: Parish Staff. (2015 – ongoing)

6.5. Goal 5 – Finance – “Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver...”

- Objective 1: Support the financial success of St. Pius X and its ministries.
- Objective 2: Foster an environment of giving and support for St. Pius X and its ministries
  - Task 1: Financial Presentation – Dispel rumors: Owner: Finance Committee. (April 2015)
  - Task 2: Update mailing to parishioners. Owner: Finance Committee. (July 2015)
  - Task 3: Financial box in bulletin – 1<sup>st</sup> weekend of the month: Owner: Finance Committee. (2015 – ongoing)
  - Task 4: Explain online giving procedure. Owner: Finance Committee. (May 2015)
  - Task 5: Financial report update in bulletin. Owner: Finance Committee. (Fall of 2015)
  - Task 6: Faith Forum – Stewardship. Owner: Finance Committee. (Fall 2015)
  - Task 7: Publish Agenda – How are we cutting expenses to meet the budget? Owner: Finance Committee. (June 2015)

6.6. Goal 6 – Stewardship – “We commit ourselves to cultivating and sharing our time, talent and treasure....”

- Objective 1: Engrain a model of Stewardship within the parish.
  - Task 1: Stewardship opportunity cards in the pews. Owner: Pastoral Council. (2015 – ongoing)
  - Task 2: Create a ‘Volunteer Resource Center’ that includes information on every Ministry within and supported by St. Pius X. This would be a physical location as well as the web site. Owner: Pastoral Council and Parish Staff. (2015 – ongoing)
  - Task 3: Continue to host Ministry Fairs with the theme related to and emphasizing Stewardship. Owner: Pastoral Council. (2015 – ongoing)
  - Task 4: Ensure that all six commissions have a leadership committee in place to manage the commission. Owner: Pastoral Council. (2016)
  - Task 5: Explore the needs and develop new ministries as required (e.g., Bereavement, Marriage Mentors, College/Military Support, etc.) Owner(s): Commission leadership and Pastoral Council. (2016 – ongoing)
  - Task 6: Encourage youth to participate in parish ministries. Owner(s): Commission leadership and Director of Youth Ministry (2015 – ongoing)

6.7 Goal 7 – Vocations: “We are not called upon to do all the good that’s possible, but only that which we can do...”

- Objective 1: Increase opportunities for discernment for our men and women in the parish.
  - Task 1: Research and publicize opportunities in Baker Diocese and the Portland Archdiocese (Priesthood or religious Come and See, Marriage Encounter, Engaged Encounter,) Owner: Vocations Committee. (2016 – ongoing)
  - Task 2: Identify key individuals within and outside St. Pius X who can assist and support those who are in serious discernment for the priesthood or religious life. Owner: Vocations Committee. (2016 – ongoing)
- Objective 2: Continue to offer parish support and education for all four vocations.

- Task 1: Offer at least monthly articles that provide catechesis on vocations. They would appear in the Bulletin and any other information medium. Owner: Vocations Committee. (2015 – ongoing)
- Task 2: Better utilize the Vocations bulletin board in the Vestibule of Church and Parish Hall with quarterly themes. Owner: Vocations Committee. (2015 – ongoing)
- Task 3: Continue to facilitate CCD letters to those men and women in training for the priesthood and religious life. Owner: Vocations Committee. (2015 – ongoing)
- Task 4: Offer at least one program/presentation per year on the vocations of priesthood, religious life, single and marriage. Owner: Vocations Committee. (2015 – ongoing)
- Task 5: Encourage yearly visits of Seminarians to parishes to discuss their journey. Owner: Vocations Committee. (2016 – ongoing)
- Objective 3: Have at least one man actively discerning the priesthood; one woman actively discerning religious life.
  - Task 1: Expand prayer activities beyond the monthly ‘Holy Hour’ for vocations. Owner: Vocations Committee. (2015 – ongoing)
  - Task 2: Increase involvement in the “Vocations Crucifix Program” to a point where the schedule is always full. Owner: Vocations Committee. (2015 – ongoing)
- Objective 4: Develop programs that increase parishioner’s awareness of marriage as a vocation.
  - Task 1: Involve volunteer married couples in the mentoring of marriage prep couples to walk the marriage prep journey with them and provide follow up after receiving the sacrament of marriage. Owner: Catholic Vocations Commission (Note: currently no leadership committee) (2016 – ongoing)
  - Task 2: Create activities that recognize couples who have reached special marriage anniversaries. Owner: Vocations Committee. (2015 – ongoing)

- Task 3: Conduct an annual renewal of wedding vows event. Owner(s): Pastor and Vocations Committee. (2015 – ongoing)
- Task 4: Expand marriage preparation programs (Catholic vocations commission; not vocations committee). Owner: Catholic Vocations Commission (Note: currently no leadership committee) (2016 – ongoing)
- Objective 5: Increase parish involvement in vocation ministry.
  - Task 1: Explore varieties of ways to be involved and invite involvement of parishioners with unique gifts. Owner: Vocations Committee. (2015 – ongoing)
  - Task 2: Celebrate involvement. Owner: Vocations Committee. (2015 – ongoing)
- Objective 6: Develop a culture of vocation as a parish
  - Task 1: Investigate the possibility of bringing Totus tuus program/retreat to St. Pius X. Owner(s): Director of Religious Education and Vocations Committee (2016 – ongoing)
  - Task 2: Recognize locally the national and world-wide vocation days established by the USCCB and the Vatican. Owner: Vocations Committee. (2016 – ongoing)
  - Task 3: Continue to support and contribute to diocesan efforts to promote vocations. Owner: Vocations Committee. (2015 – ongoing)

## **7. Conclusion**

Since 1957, the people of St. Pius X have faced many challenges with steadfast faith and determination. With great generosity of time, talent, and treasure, the members of St. Pius X have worked together to build the Church – both the physical campus and, more importantly, the spiritual Church, the Body of Christ.

This strategic plan provides a roadmap for the future. The plan recognizes the many successes achieved, but encourages us to achieve even more. The plan recognizes the many gifts of the people of the parish already being shared, but calls forth other talents and new gifts needed at this time in the life of the parish. The plan appreciates the sacrifices of the past, but invites us to grow in discipleship through more generous stewardship of time, talent and treasure. The plan gratefully acknowledges the people who have come before us, but challenges the current parish family of faith to move the parish forward.

Implementing our parish strategic plan is not the work of a few. Rather, each of us, as Disciples of Christ have the sacred obligation to do our part in building God's kingdom on earth. Each of us must recognize our role in the Body of Christ, discern the unique contributions we are called to make, and then go about our work with faith and courage. We must work together as one Body to preach the Good News of Jesus Christ and His desire for everyone to reign with Him in glory.







**St. Pius X Roman Catholic Church**

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