



DIOCESE OF COVINGTON

Pastoral Plan

2023 — 2026





*Wherever we go from here Lord,
Let us be strong in faith and poor in Spirit.
Make us your disciples With One Heart.*

PREFACE



Since its inception in September 2022, the **With One Heart (WHO) pastoral planning and leadership development project** has focused on gathering feedback from as many people as possible throughout the Diocese. This feedback is being used to fuel three projects: the development of the four-year Diocesan pastoral plan; the development of parish pastoral plans and the leadership development of priests, Curia and parish staff and parish lay leaders.

The Development of the Diocesan Pastoral Plan

From October 2022 through January 2023, Bishop John Iffert together with the WOH Planning Commission — a group of 11 clergy and lay faithful from across the diocese — has hosted and participated in listening sessions to help develop the diocesan pastoral plan.

Five Deanery Strategy Sessions, open to everyone, were held across five locations, with 43 parishes/missions represented, and over 375 participants attending. They also hosted 23 Focus Groups across six locations, with over 150 people attending. These Focus Group sessions were specific to priests, deacons, young adults, lay leaders, and Spanish-speaking lay leaders.

With the guidance of Bishop Iffert, the Planning Commission met regularly with Brendan Menuey, leadership consultant for Catholic Leadership Institute, to review the feedback and to identify common themes,



insights and priorities. These insights and priorities were used to develop the diocesan pastoral plan. The three priorities identified by the Planning Team are: ongoing faith formation, evangelization and leadership development.

The Development of Parish Pastoral Plans

During Lent 2023, pastors and their appointed Parish Point of Contact worked to implement the Disciple Maker Index. The Disciple Maker Index is a 75-question, quantitative survey used to gather the thoughts and experience of parishioners. The DMI helps to identify the strengths and opportunities of the spiritual life of a parish, allowing pastors and parish leaders to make data-driven decisions.

Parishioner engagement to the DMI was extremely strong, with over 40 percent of parishioners diocesan-wide completing a survey. Those parishes with over 30 percent participation from parishioners had sufficient data to help drive decisions to enliven their parish communities.

Pastors and their parish teams reviewed the data collected through the DMI and developed a parish pastoral plan.

Next Generation Parishes

All Saints Parish, Walton

Mother of God Parish, Covington

Divine Mercy Parish, Bellevue

St. Bernard Parish, Dayton

St. Cecilia Parish, Independence

St. Francis Xavier Parish, Falmouth

St. Thomas Parish, Ft. Thomas

Additionally, seven parishes have been designated as a Next Generation Parish. For three to four years, these parishes will have the assistance of a CLI leadership consultant as they implement their pastoral plan.

Separately, 13 parishes were designated Virtual DMI parishes, and participated in four training webinars along with one-on-one assistance from a CLI leadership consultant as they develop their parish pastoral plan.

Leadership Development of Priests

Called for More — During Lent 2023, every priest in the Diocese of Covington completed a self-assessment using CLI's comprehensive Priest Leadership Inventory. The inventory helps priests identify their passions and preferences so that they can use that information to leverage their strengths as they lead parishes. At the priest meeting May 2023, the priests learned how to analyze and implement the information gathered from the inventory.

Good Leaders, Good Shepherds is a voluntary, 15-day leadership training for priests. It builds on the Called for More self-evaluation skills inventory. With both, priests are developing their own personal development plan, using trusted mentors to help them as they work their plan.

Leadership Development of Staff and Lay Faithful

Parish Missionary Disciples (PMD) — This discipleship and evangelization training engages faithful parishioners and transforms them into missionary disciples who pray and teach others to pray, share the Gospel with another, share their own testimony, and accompany one another on their Catholic discipleship journey. The Parish Missionary

Virtual DMI Parishes

Blessed Sacrament Parish, Ft. Mitchell

St. Mary's Cathedral Basilica of the Assumption Parish, Covington

Cristo Rey Parish, Erlanger

Holy Cross Parish, Covington

Mary, Queen of Heaven Parish, Erlanger

St. Agnes Parish, Ft. Wright

St. Anthony Parish, Taylor Mill

St. Augustine Parish, Augusta

St. Edward Parish, Cynthiana

St. James Parish, Brooksville

St. Mary of the Assumption Parish, Alexandria

St. Therese Parish, Southgate

St. Catherine of Sienna Parish, Ft. Thomas

Disciples Cohort 1 was held April 2024; Cohort 2 begins February 2025.

Tending the Talents

Centered on Jesus' model of leadership, Tending the Talents is designed to support parish and diocesan



2024; Cohort 2 begins August 2025.

The Campaign of Mercy: Evangelizing through Service

Service projects — helping others — is typically a very attractive way of living out the faith. We all want to be people of service, people who are authentic in our love for our neighbor. Service can also be an effective way to evangelize.

leaders in their unique role in ministry and to strengthen the talents God has given them so that they can be even more effective Catholic leaders. This formation curriculum complements the primary leadership skills and practices delivered in Good Leaders, Good Shepherds. It seeks to strengthen the overall quality of ministerial relationships and the ministries and priorities that are most important to the local parish and diocese. Tending the Talents Cohort 1 began August

At every Mass, Catholics have a privileged, intimate encounter with Christ in the Eucharist. This encounter compels us to serve others, just as Jesus served others. This service is not just doing a good deed. It is entering into relationship with a person in need; it is another encounter with Jesus.

Using the Corporal and Spiritual Works of Mercy as its foundation, the Campaign of Mercy invites everyone to a three-year discernment and service process:

Year 1 — pray and reflect on those acts of mercy that bring you joy. Ask yourself, “Where did I see Christ today?” “What is Jesus asking me to do?”

Year 2 — make a conscious and prayerful effort to make acts of mercy a part of the way you live your life. Reflect and ask yourself, “How is my service to others affecting my relationship with Christ?”

Year 3 — invite a family member, fellow parishioner or friend to share in your joy by joining you in service. Let your reflection strengthen your faith and form connections with people who are ministering alongside you. Allow that growth of faith and connectedness take hold of you.



November 2024

Dear Brothers and Sisters in Christ,

I give thanks to God for you!

My heart is filled with gratitude as I present to the priests and people of the Diocese of Covington the five-year “With One Heart” pastoral plan “Empowering Priests. Igniting Parishes. Enlivening the Faithful.”

This plan is not simply my vision. It is better and more promising than anything I could have developed on my own. Although I publish this plan and my prints are on it, it is very much OUR PLAN. Included in this diocesan plan are the pastoral plans of every parish in the Diocese of Covington. These plans have been developed through mutual listening and shared labor, a truly Diocesan plan for forwarding the mission and ministry of Jesus Christ in the 14 counties of the Diocese of Covington.

I am especially grateful to those who saw and responded to the need of their local Church by participating in the data collection and analysis processes of the With One Heart initiative. We are learning and growing together — Bishop, priests, religious, curia staff, parish leaders and lay faithful — expanding the capacity of the heart of the Diocese of Covington to meet the needs of our brothers and sisters that Christ has called us to serve.

I am equally grateful to those benefactors who stepped forward, unsolicited, to underwrite a partnership with the Catholic Leadership Institute (CLI). CLI provided the research and processes that underlie every proposal in this pastoral plan.

This funding will also allow a continued relationship with CLI to provide ongoing formation and leadership development for priests and parish evangelizers. Evangelization — that is the heart of our pastoral plan — developing missionary disciples to bring others to Christ.

We now have our plans on paper. And we have already begun bringing these plans to life. Christ has commissioned us — commissioned you — to make his love known. The Church is an organism — a body. I invite every member of the body that is this local Church in Covington to participate in learning, catechizing, evangelizing, and forming leaders for the ongoing mission of Jesus.

Let us move forward boldly and joyfully *With One Heart* — the heart of Jesus.

Devotedly yours in the love of Christ,

A handwritten signature in black ink that reads "+ John C. Iffert".

Most Rev. John C. Iffert
Bishop of Covington

Diocesan Pastoral Plan Priorities and Goals Summary

Priority 1 – Ongoing Faith Formation



Goal: Empower parishes and families to fulfill their shared mission of ongoing faith formation

- + Partner with the Catechetical Institute of Franciscan University to renew catechist formation and certification and promote individual, family and small group study.
- + Deploy small groups to identify and promote best practices in Sacramental preparation.
- + Provide a regular resource (digital or print) to promote faith formation strategies for parents and liturgical touchpoints for families.
- + Form a study group to explore effective concepts and methods of parish-based religious education.

Goal: Provide resources for Catholic Schools for catechesis across the curriculum

- + Hire a Curriculum Specialist as part of the Schools Office staff.
- + Provide basic Catechist certification for all K–12 teachers.
- + Expand Professional Learning Communities for teachers of all subjects.
- + Develop a strategic plan for ACUE schools.

Priority 2 – Evangelization



Goal: Mobilize the local Church to witness to God's love through the Corporal and Spiritual Works of Mercy

- + Invite practicing Catholics to a Campaign of Mercy.
- + Re-evangelize non-practicing Catholics through the Campaign of Mercy.
- + Train parishioners to share their witness to Jesus Christ.

Goal: Boost implementation of the Order of Christian Initiation of Adults (OCIA)

- + Create an OCIA Advisory Committee.
- + Sponsor training opportunities for priests and OCIA team members.
- + Coordinate pre-evangelization opportunities and strategies.
- + Develop a support process for neophytes to help connect them to ongoing faith formation.

Goal: Strengthen specialized outreach ministries

- + Develop Youth Ministry efforts.
- + Develop Diocesan Hispanic Ministry.

Priority 3 – Leadership Development



Goal: Build on priests' leadership skills

- + Develop and work personal growth plans.
- + Invite participation in Good Leaders, Good Shepherds ministry development.
- + Train and provide coach mentors.

Goal: Prepare coworkers in the vineyard to collaborate with priests

- + Offer Tending the Talents to Curia and parish staff.
- + Offer Parish Missionary Disciples training to parish leaders to form evangelization ministries.

Goal: Create clear methods of communication connecting the Curia, parishes, schools and agencies

- + Form a Diocesan Communication Team.
- + Develop an internal communication strategy.
- + Establish Professional Learning Communities for key parish roles i.e. secretaries, business managers, DRE/CREs, media coordinators, youth ministry.

The Core Team

The With One Heart, strategic pastoral plan will affect every diocesan office and parish. Its development and implementation will span four years – its transformative effect a lifetime. A project this grand in scope requires more than a singular vision. It requires a diverse team of people that can encourage and advise key developers while also engaging other parish members throughout the entire process.

The Core Team, a group of 10 people from parishes and religious communities across the diocese, worked with Bishop John Iffert, Deacon Jim Fortner and Carla Molina, providing feedback and making sure that implementation of the, strategic plan, stays on track.

These parishioners and one woman religious were chosen by their pastors and religious superior specifically for this role. Their commitment is substantial – 12 meetings over the next four years. They will be guided by the expertise of Catholic Leadership Institute, with practical assistance from members of the diocesan Curia staff.

The members were chosen for their love of the Catholic faith and their desire to see it thrive in the Diocese of Covington.

The With One Heart Core Team members:

Amy Fathman

St. Pius X Parish, Edgewood

Don Fromme

St. John The Evangelist Parish, Carrollton

Father Baiju Kidaagen

St. Pius X Parish, Edgewood

Dave Ledonne

Sts. Peter and Paul Parish, California

Jenn Ledonne

St. Mary of the Assumption Parish,
Alexandria

Rob Munson

St. Barbara Parish, Erlanger and
Congregation of Divine Providence,
Melbourne

Benedictine Sister Eileen O'Connell

Benedictine Sisters of St. Walburg
Monastery, Villa

Kathy Nienaber

St. Augustine Parish, Covington

Theresa Schlosser

Holy Redeemer Parish, Vanceburg

Hannah Wessels

Holy Cross Parish, Covington

Pastoral Planning Commission Summary

A key aspect of the With One Heart strategic pastoral plan is that it is data driven. Through the tools and programs provided by the Catholic Leadership Institute, everyone in the Diocese was offered the opportunity to provide input. This data was developed into the diocesan pastoral plan.

Hosting listening sessions, gathering and analyzing data into an identifiable and workable pastoral plan was the work of the Pastoral Planning Commission (Commissioning Team). These 11 people include clergy, religious and laity.

They are the dreamers.

Each was chosen by Bishop John Iffert, their religious superior or pastor for their trusted insight and ability to “think big” while identifying priorities.

The Commissioning Team worked closely with Deacon Jim Fortner and Brendan Menuey, Leadership Consultant from CLI, with practical assistance from members of the diocesan Curia

staff. Starting in October 2022 and continuing through December 2022, members of the Commissioning Team, together with the deans, hosted Deanery Strategy Sessions.

Sessions were open to everyone.

The Commissioning Team presented its diocesan Pastoral Plan recommendations to Bishop Iffert in May 2023.

The With One Heart Pastoral Planning Commission members:

Griselda Castellon
Cristo Rey Parish, Florence

Deacon Kevin Cranley
St. Timothy Parish, Union

Chris Goddard
Immaculate Heart of Mary Parish, Burlington and Catholic Charities, Diocese of Covington

Dr. Laura Koehl
Sisters of Notre Dame – SND USA Sponsorship and Network Office

Benedictine Sister Nancy Kordenbrock
Benedictine Sisters of St. Walburg Monastery, Villa Hills

Deacon Chuck Melville
St. Barbara Parish, Erlanger

Laura Schafer
Holy Spirit Parish, Newport and Associate of the Congregation of Divine Providence, Melbourne

Philip Stowers
Our Savior Parish, Covington

James Wendeln
St. Barbara Parish, Erlanger and Parish Kitchen, Catholic Charities – Diocese of Covington

Dr. Bill Wehrman, St. Pius X Parish, Edgewood and Catholic Medical Association

Ben West, St. Timothy Parish, Union

The logo for the Diocese of Covington's strategic pastoral plan



The logo for the Diocese of Covington's strategic plan "With One Heart" was designed by Father Jordan Hainsey. The logo speaks to the first mark of the Church – that it is one – an attribute present from the days of the Apostles (Acts 4:32a).

The logo expresses this unity through the universal imagery of a heart – something that expresses life, breath, and sheer existence.

Here, not only does it symbolize the Sacred Heart of Jesus which burns for love of us, creation, but it also alludes to the collective heart of the faithful constantly offered back in prayer to the Lord.

Some of the earliest images in Sacred Art from the Catacombs show the faithful in the orans position – hands raised up in prayer. Here, hands raised in prayer to the Sacred Heart of Jesus, likewise, double as the flames which envelope the Sacred Heart. Together, the Sacred Heart and hands offered in oblation become one – the image of the faithful joined together in prayer, united to the Lord, "With One Heart."



July 30, 2022

Bishop Iffert announces that he has contracted with the Catholic Leadership Institute (CLI) to lead a four-year strategic plan process, paid for by anonymous donors.



Aug. 16, 2022

Deacon Jim Fortner and Carla Molina, CLI, are introduced as project leads for the CLI project.



Aug. 20, 2022

For the first time the Core Team and Planning Commission are gathered; Deacon Fortner and Ms. Molina provide an overview of the project and define roles.



Sept. 30, 2022

On his first anniversary as Bishop of Covington, Bishop Iffert, the Core Team and Planning Commission host a party at St. Mary's Park launching the "With One Heart: Igniting Parishes. Empowering Priests. Enlivening the Faithful." campaign. Many Catholic organizations and local businesses provided food, refreshments and entertainment.



Oct. – Dec. 2022

Priest, Deacon and lay leader Focus Groups and Deanery Strategy Sessions are held. The Strategy Sessions are open to the public.



The development of the Diocese of Covington's Strategic Pastoral Plan



Jan. 10 and 11, 2023

Teams and parish leaders are trained on how to implement the Disciples Maker Index survey.



Lent 2023

The Disciple Maker Index survey is launched diocesan wide. Everyone in the Diocese is invited to participate.



April 2023

Parishes are chosen for the Virtual Disciple Maker Index and Next Generation Parish programs.



May 2023

Post Disciple Maker Index webinars begin. Parishioners are trained how to access, understand and take action on the data collected.



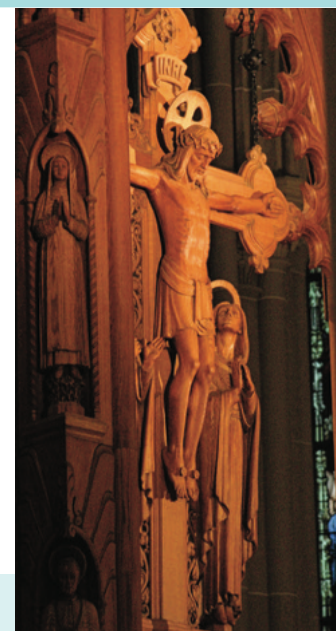
Dec. 2023

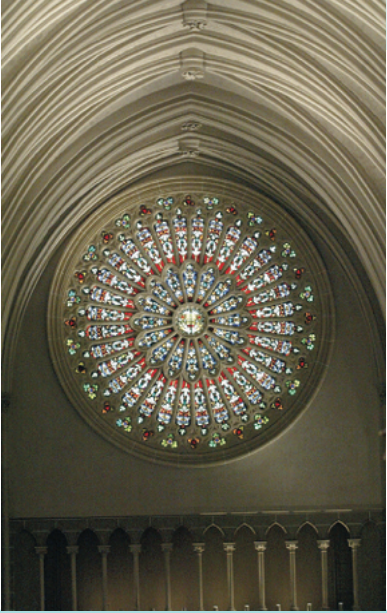
Parishes submit Parish Pastoral Plan to the Chancery.



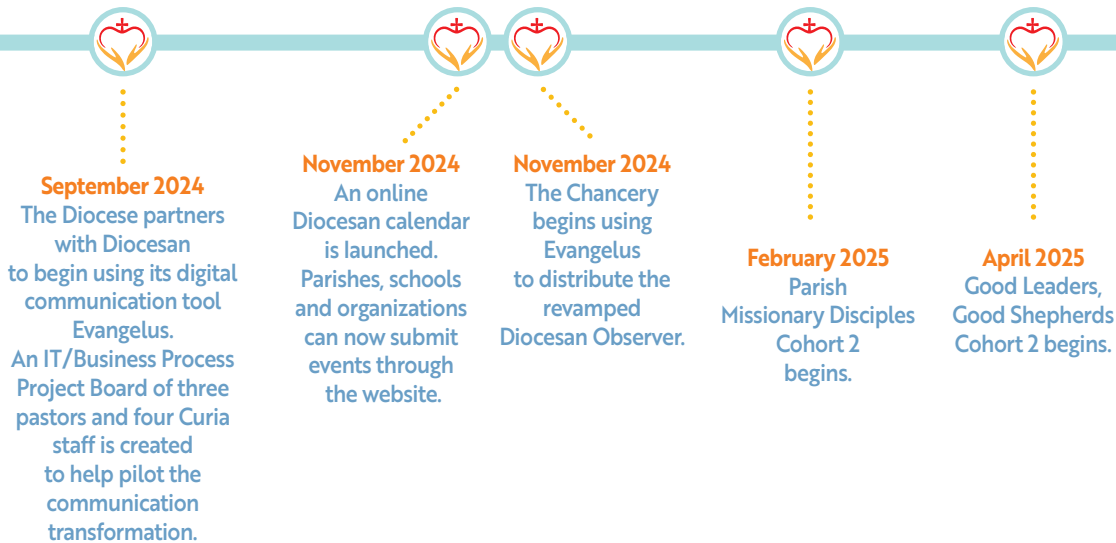
Nov. 2024

Bishop Iffert and the Planning Commission unveil the Diocesan strategic pastoral plan.





The implementation of the Diocese of Covington's Strategic Pastoral Plan



Parish Strategic Pastoral Plan Summaries

All Saints Parish Walton

Priority 1 – Outreach

- + Enhance communication with parishioners and community with at least 26 Facebooks postings and quarterly website content curation and updates by Jan. 1, 2025.
- + Increase those respondents who strongly agree with: “My parish communicates effectively through online platforms, text and social media” from 18% to 33% by May 31st, 2026, with the next DMI survey.

Priority 2 – Sense of the sacredness of the liturgy

- + Increase parishioners who answered Strongly Agree to: “My parish helps me grow spiritually as a Catholic” to 40% by May 31, 2026, with the next DMI survey.
- + Increase to 70% parishioners who answered “Agree” to: “My parish helps me grow spiritually by ... Offering music that deepens my desire to participate more fully in the Sunday liturgy,” by May 31, 2026, with the next DMI survey.

Priority 3 – Formation and fellowship opportunities events

- + Increase parishioners who answered “agree” to “My parish equips me to have conversations about my faith with family and friends by ... Providing high-quality events and other opportunities to which I can invite people,” to 60% by May 31, 2026, with the next DMI survey.
- + Increase parishioners who answered “agree” to: “My parish equips me to have conversations about my faith with family and friends by ... Growing my confidence in the Church’s teachings so I can answer other’s questions” to 75% by May 31, 2026, with the next DMI survey.

Blessed Sacrament Parish Ft. Mitchell

Priority 1 – Confidence in teaching and tradition

- + Instilling a conviction in the truth of the Church’s teachings and feel equipped to answer challenging questions by increasing the number of “strongly agree” to defend and answer questions of friends and family regarding Catholic truths by 25% by June 1, 2025.

Priority 2 – Forming as a disciple/apologetics

- + Living the faith and sharing with others to increase parishioner responses who “strongly agree” to forming as a disciple by 25% by June 1, 2025.

Priority 3 – Enhancing Sunday Mass experience through practical application

- + Increase average weekend and daily Mass attendance by 25% by September 2025.

Cathedral Basilica of the Assumption St. Mary Parish Covington

Priority 1 – Enhancing faith formation and discipleship

- + Increase the percentage of people who are sharing their faith at least monthly from 25% in April 2023 to 50% by April 2026 for the question “Over the past year, how often did you share the story of Jesus with another person?”
- + Increase the “strongly agree” responses to the parish survey statement ‘My parish forms me as a disciple of Jesus Christ’ from 23% in April 2023 to 50% by April 2026.

Priority 2 – Build a welcoming community for Jesus Christ

- + Increase the percentage of “strongly agrees” from 50% in April 2023 to 80% by April 2026 on the statement, “My parish helps me to connect with a local Catholic community by making me feel welcomed and accepted.”
- + Develop and implement a plan to increase total parishioner engagement by at least 25% by April 2026.

Priority 3 – Enhance parish communication

- + Increase the percentage of “strongly agrees” from 22% in April 2023 to 65% by April 2026 on the statement “My parish communicates effectively through online platforms, text, and social media.”
- + Increase the percentage of “strongly agrees” from 46% in April 2023 to 70% by April 2026 on the statement “My parish helps me to connect with a local community by making information about the parish easy for me to find (via bulletin, web, mail, e-mail).”

Parish Strategic Pastoral Plan Summaries

Holy Cross Parish Latonia

Priority 1 – Youth Ministry and Young Adult Ministry

- + Begin a youth ministry program so that middle and high school students become active in the life of the church, and to move from 0 average weekly attendance to 15 students average weekly attendance by Dec. 1, 2024.
- + Begin young adult program so that young adults become active in the life of the church, and to move from 0 average monthly attendance to 15 average monthly attendance by Nov. 1, 2024.

Priority 2 – Adult and family faith formation

- + Increase the percent of respondents who strongly agree with the question on the Disciple Maker Index Survey, “My parish equips me to have conversations about my faith and friends by ...growing my confidence in the Church’s teachings so I can answer others’ questions” from 39% of respondents in Lent 2023 to at least 50% of respondents by Lent 2026.
- + Increase the availability of teaching/learning opportunities.

Priority 3 – Lay involvement

- + Increase number of total Saturday/Sunday ministry volunteers (lectors, ushers/greeters and Eucharistic ministers) from 30 to 60 by Dec. 1, 2024.
- + Increase altar server participation from 10 to 40 youth in total by Dec. 1, 2024.

Holy Redeemer Parish Vanceburg

Priority 1 – Ongoing faith formation

- + Increase knowledge of the Catechism.
- + Increase knowledge of the sacraments.

Priority 2 – Evangelization

- + Increase understanding of being an active disciple.
- + Increase desire to be an active disciple.

Holy Spirit Parish Newport

Priority 1 – Deepen personal relationship with the Divine

- + Increase the number of programs for faith formation by 50% from previous year average through Scripture studies and personal formation book studies for the benefit on the person to grow in love and relationship with God.
- + Increase attendance at programs by 25% from previous year average.
- + Increase number of attendees who were invited by a parishioner. This will also help in Priority #3 of increasing the welcoming nature on Holy Spirit parish.

Priority 2 – Outreach

- + Increase number of persons helped through Food Pantry, Outreach to the homebound and sick, Bereavement ministry among other ways we perform Corporal Works of Mercy.
- + Increase number of volunteers who make up the hands of Christ for Smart Goal #1.
- + Look for opportunities to collaborate with groups who perform Outreach.

Priority 3 – Hospitality and Community Building

- + Increase number of opportunities by 25% for parishioners to gather and develop relationships through meals or service.
- + Have designated greeters at every parish event.
- + Offer programs and events at dates and times to accommodate attendees at different Masses.

Parish Strategic Pastoral Plan Summaries

Immaculate Heart of Mary Parish Burlington

Priority 1 – Strengthen the Youth Ministry Program

- + Increase the number of young parishioners (high school age and younger) who participate in the IHM Youth Ministry Program by 20 by Dec. 31, 2024, with subsequent increases by the end of 2025 and 2026.
- + Increase the number of Youth Ministry events by reinstating the Youth Mission Trip and having monthly social activities by Dec. 31, 2024.
- + Increase the number of youth participants in Sunday Mass 20% by Dec. 31, 2024, 35% by Dec. 31 2025, and 50% by Dec. 31, 2026.

Priority 2 – Increase adult faith formation and education

- + Increase the number of parishioners attending RCIA sessions by Dec. 31, 2024, with subsequent increases by the end of 2025 and 2026.
- + Create a Faith Formation Team responsible for implementing and supporting Scripture study events, evangelical efforts, and catechesis study by Dec. 31, 2024.
- + Dedicate one Sunday per month to Church teachings by Dec. 31, 2023.

Priority 3 – Greater hospitality

- + Create an IHM Service Team responsible for implementing, creating, and supporting new and existing opportunities for service in our parish and surrounding community by March 31, 2024.
- + Create an IHM Social Team responsible for creating, planning, and supporting fellowship and social opportunities within the Parish by March 31, 2024.
- + Create an IHM Welcome Team responsible for attending to new members by March 31, 2024.

Mary, Queen of Heaven Parish Erlanger

Priority 1 – Greater Hospitality - Enhance Sunday Experience

- + Increase % of parishioners who “Strongly Agree” that “MQH makes them feel welcomed and accepted” from 55% (215/390 =55%) to 68-73% by 3/31/2026
- + Form a minimum 30-member Hospitality Committee (4 hospitality ambassadors per Mass and 2 alternates) for 5 Sunday Masses to be active by 1/1/2025.

Priority 2 – Confidence and greater understanding of Catholic faith

- + Increase the percentage of parishioners who “Strongly Agree” that MQH equips them to have confidence in Church teachings from 18% (69-375 = 18%) to 25-30% by 3/31/2026.
- + Form a committee to establish high quality Catholic education opportunities through speakers/small group programs/retreats by 9/1/2024.

Mother of God Parish Covington

Priority 1 – Sustainability

- + Develop a robust sustainability plan to ensure the perpetual life of the parish based on sound financial processes, optimal personnel structure, and strategic use of campus resources by March 2025.
- + In collaboration with the pastor, staff, and key volunteers, create a parish operations manual outlining standard operating procedures by March 2025.

Priority 2 – Faith formation

- + 75% of people attending Mother of God parish will be engaged in at least one Faith Formation opportunity annually by March 2025.
- + 90% of people attending Mother of God will indicate that they are growing in their relationship with Jesus by March 2025.

Priority 3 – Engagement

- + 75-80% of registered parishioners will be meaningfully engaged in at least one parish ministry or organization by March 2025.
- + 90% of people in the parish will invite someone to at least one parish event annually by April 2025.

Parish Strategic Pastoral Plan Summaries

Our Lady of Lourdes Parish Park Hills

Priority 1 – Visiting the sick

- ✦ Have five parishioners volunteer for one month at local nursing home. At the end of the twelve months, 60 parishioners will have visited nursing home.
- ✦ Adult volunteers will encourage the children of the parish to visit periodically nursing homes, offering to act out an edifying skit, play an instrument, play games, etc.
- ✦ Volunteers to pray the Rosary with residents.

Priority 2 – Healing the wounds to Church unity in Traditional Catholic circles

- ✦ To put in place an informal and experimental outreach program to “independent” Catholics beginning with five parish families who may have family members who have strayed from the Good Shepherd and His Verdant Pasture. That our five parish families would invite such persons to special liturgies and social events at Our Lady of Lourdes or Holy Family Oratory.
- ✦ To offer at least two talks/conferences in calendar year 2024 where speakers would help answer the concerns of traditional Catholics and would point out the errors and dangers of groups with schismatic tendencies.
- ✦ To reunite and regularize at least 5 families and multiple individuals with the local Church of Covington by December 2024.

Priority 3 – Young adult faith retention and development

- ✦ Implement a Young Adult ministry that attracts at least [10] participants by December 2024.
- ✦ Offer at least [1-2] priest-led mini-retreats per year for young adult parishioners ages 18-23 and 2-3 other events in line with this priority as described above.
- ✦ By December 2025, have a 60% retention rate of those who remain of age to belong to the group.

St. Agnes Parish Ft. Wright

Priority 1 – Strengthen the Catholic identity of the school and integrate school families into the life of the parish

- ✦ Increase the number of St. Agnes registered school families who attend Sunday Mass from an average of 20 families currently attending to an average of 40 families attending by May 31, 2026. (To be measured via Sunday collection envelope reports)
- ✦ Increase the percentage of all school families who participate in parish (non-school) activities/ministries by 50% as of May 31, 2026.
- ✦ Recruit 90-100 % of new-hire teacher and administration positions who are authentically Catholic during the period of 1/1/24 through May 31, 2026.

Priority 2 – Cultivate a strong sense of a welcoming community that promotes Catholic culture and traditions

- ✦ Increase the percentage of people who “strongly agree” that the parish helps spiritual growth via the Mass from 8% in 2023 to 15-25% by May 31, 2026.
- ✦ St. Agnes is to have a complete physical environment that is easily accessible to everyone, gives a prominent representation of our identity as a Catholic community whose patron is St. Agnes, and presents itself in a way that fosters a Catholic culture. Target date for completion: May 31, 2026.
- ✦ Implement a comprehensive communication plan by July 1, 2024. For each quarter of the year, the parish as a whole, by May 31, 2026, would average hosting 15 spiritual events per week, 3 social events per month, and 2 fundraiser events per quarter.

Priority 3 – Enhance faith formation and discipleship

- ✦ Increase the percentage of people who “strongly agree” that they are “confident in knowledge of Catholic teaching” from 6% in 2023 to 15-25% in May 31, 2026.
- ✦ Increase the percentage of people who “strongly agree” that “my Parish equips me to have conversations about my faith” from 15% in 2023 to 30-50% in May 31, 2026.
- ✦ Enhance the sacramental and spiritual formation of the children of our parish beginning with the 2024-2025 academic year.

St. Anthony of the Desert Parish Taylor Mill

Priority 1 – Increase personal prayer

- ✦ Provide 10 to 12 additional opportunities for confession in our parish by January 1, 2025
- ✦ Organize 10 communal spiritual practices outside of Mass by January 1, 2025.
- ✦ Organize 12 opportunities to learn how to pray, meditate, and practice discernment of spirits by January 1, 2025

Priority 2 – Create a welcoming community

- ✦ Organize 4 cultural exchange events with average attendance of 100 individuals by July 1, 2025. Events can be associated with liturgical celebrations
- ✦ Hold quarterly joint worship services blending Anglo and Hispanic cultural elements, with average attendance of 150 individuals by July 1, 2025.

Priority 3 – Increase confidence in Church teaching

- ✦ Initiate 10-12 catechesis opportunities open to all parishioners with minimum attendance of 25 people per event by January 1, 2025
- ✦ Engage and train 7 volunteers by July 1, 2024, to be involved in the delivery of faith formation classes/programs initiated by July 1, 2025.
- ✦ Incorporate Catholic teaching into parish communication platforms by distributing at least one appropriate Catechetical instruction at the beginning of each liturgical season by February 2024.

Parish Strategic Pastoral Plan Summaries

St. Augustine Parish Covington

Priority 1 – Capital improvements on the parish campus

- + Create a visually inviting campus in the neighborhood that also teaches the faith by September 1, 2026.
- + Replace the old garage with a new, multi-storied building by September 1, 2025.

Priority 2 – Engagement of parishioners in the life of the parish

- + Increase the number of families/parishioners who are registered in the parish by 25-50 by September 1, 2026.
- + Increase the number of families/parishioners who volunteer for parish ministries/activities/programs by 50% by September 1, 2026.

Priority 3 – Reverence for the sacred Liturgy

- + Increase the number of volunteers for liturgical ministries by 50% by September 1, 2026.
- + Increase the number of parishioners who attend daily Mass to 50 (5x) by September 1, 2026.
- + Increase the number of registered parishioners who attend weekend Mass by 50% by September 1, 2026.

St. Augustine Parish Augusta

Priority 1 – Adult faith formation

Priority 2 – Youth faith formation

St. Barbara Parish Erlanger

Priority 1 – Offer and encourage more retreats

- + Offer retreats on parish Campus
- + Establish “Welcome” for men.
- + Encourage Cursillo.

Priority 2 – Evangelization/discussion of Religious life

- + Stimulate discussion with parish to engage young people regarding priesthood and religious life

Priority 3 – Encourage more people to go to confession

- + Offer more times for those to attend reconciliation.

Parish Strategic Pastoral Plan Summaries

St. Benedict Parish Covington

Priority 1 – Give people a better understanding and get more to go to Confession

- + Preach about it.
- + Short educational videos after homily.
- + Offer more times and have more priests to help with confession during Lent and/or after Stations on Good Friday.
- + Possible personal witness testimonies; bulletin blurbs to educate the relevance and importance of confession.

Priority 2 – Opportunity for Bible study or book club

- + Bishop Barron or Ascension Press videos.
- + Guest speakers.
- + Order books for book club meetings maybe one on confession during Lent.

Priority 3 – Get more young people involved in ministries

- + Personally ask or invite them to be a minister.
- + Future: Stewardship drive having heads of committees explain their job on the ministry answering questions etc.

Sts. Boniface and James Parish Ludlow and Bromley

Priority 1 – Sunday Experience

Goal 1: Increase the number of parishioners who when surveyed strongly agree that the Sunday Mass is vibrant and engaging from 22% to 50% by Dec. 15, 2026.

- + Update sound system.
- + Increase volunteer participation.
- + Cultivate intentional attendance through prayer cards and teaching Masses

Goal 2: Increase the number of parishioners who when surveyed strongly agree that the preaching at Mass connects to my daily life from 18% to 40% by Dec. 15 2026.

Priority 2 – Evangelization and Formation

Goal 1: Increase the number of parishioners who when surveyed strongly agree that they are growing in their understanding and knowledge of the faith from 7% to 40% by Dec. 15, 2026.

- + Begin hosting events that evangelize parishioners.
- + Build an evangelization committee that will lead parish efforts in evangelization both internally and externally.

Goal 2: Decrease the number of parishioners who when surveyed about Eucharistic adoration say they never attend from 24% to 10% by Dec. 15, 2026.

- + Begin offering Eucharistic adoration on a weekly basis.

Priority 3 – Communication

Goal 1: Increase the number of parishioners who when surveyed strongly agree that the parish communicates effectively online from 5% to 50% by Dec. 15, 2026

- + Update parish website.

- + Build and maintain an email and text list for parish households.

Goal 2: Increase the number of parishioners who when surveyed strongly agree that information about the parish is easily found from 40% to 65% by Dec. 15, 2026.

- + Update parish website.

St. Catherine of Siena Parish Ft. Thomas

Priority 1 – Strengthen our parish community rooted in the Catholic faith and increase sense of belonging

- + Increase the number of participants in Small Faith Groups by 20% within the next 12 months.
- + Increase the number of parishioners who indicate they have a positive and spiritually meaningful Sunday experience by 50% by next survey.
- + 70% of parishioners are involved in at least one or more ministries/volunteer activities by Dec. 31, 2024, 80% by Dec. 31, 2025 and 100% by Dec. 31, 2026.

Priority 2 – Grow our parish community through the re-engagement of inactive members and evangelization to non-members.

- + At least 85% of parishioners invite someone to join them for Mass, or another parish activity, more than once annually by Spring 2025.
- + Increase weekly Mass attendance by 10% annually over the next 24 months.

Priority 3 – Improve our youth and young adult engagement

- + Achieve 80% youth participation in parish-sponsored activities or youth groups within the next 12 months.
- + Host at least two events annually for young adults over the next 24 months.

Parish Strategic Pastoral Plan Summaries

St. Cecilia Parish Independence

Priority 1 – Faith formation

- + 75% of parishioners will be engaged in one or more faith formation activities by March 2025
- + Increase the number of parishioners who feel very confident answering questions about their faith from 18% to 30%.

Priority 2 – Engagement

- + 75% of parishioners will report that information is very easily accessible by March 2025
- + 70% of parishioners will be engaged in one or more non-liturgical ministries or organizations by March 2025.

Priority 3 – Discipleship

- + 70% of parishioners will report that they have an active and growing relationship with Jesus Christ.
- + 70% of parishioners will demonstrate their faith through service in one or more parish ministries or organizations.

St. Charles Borromeo Parish and St. Rose of Lima Parish Flemingsburg and Mayslick

Priority 1 – Development of a comprehensive maintenance/property/upkeep plan for both parishes

- + Form a property/maintenance committee. that will form a prioritized plan for maintenance
- + Form a prioritized plan/list of maintenance and upkeep items for both parishes.
- + Attach price estimates/quotes to all the maintenance items.

Priority 2 – Focus on outreach to members of both parishes who have fallen away from the faith

- + Form a team by February 2024 to contact parishioners who have fallen away from the faith.
- + Develop a list of all those who have fallen away and determine who will contact them – February 2024.
- + Followup communication with all those contacted in preparation for Easter and further followup in summer 2024.

Priority 3 – Increase our outreach to the needs of the rural poor

- + Establish both a team and contact person to interface with the two-county ministerial alliance – January 2024.
- + Develop a list and recruit members to contribute their service to the alliance activities that serve the rural poor in our counties, communicating those services to our parishes.
- + Work with Catholic Charities to determine what Catholic Charities opportunities, such as addiction counseling and the mobile food pantry, that could be made available in our counties.

St. Edward Mission Owenton

Priority 1 – Enhancing devotion to the Holy Eucharist.

- + Offering adoration, including information on the Eucharist in the Church bulletin, preaching on the Eucharist, distribution of materials on Eucharistic miracles to parishioners.
- + Coordinating a Eucharistic procession in 2025.

Priority 2 – Develop unity and hospitality at St. Edward Mission and with St. Joseph Parish

- + Greeting people before Mass, coffee and doughnuts after Mass to develop friendships.
- + Offering group religious events such as local pilgrimages, praying the rosary.
- + Coordinating these events with both parishes.

Priority 3 – Expand laity Involvement

- + Develop a “Time and Talent” survey, analyze the results, and coordinate the parishioner interests to the parish needs.

Parish Strategic Pastoral Plan Summaries

St. Edward Parish Cynthiana

Priority 1 – Hospitality

- ✦ Making me feel welcome – increase “my parish makes me feel welcome and accepted” from 25% to 60% by January 2024
- ✦ Increase the number of parishioners actively involved in our Greeting Ministry from 1 to 5 by Easter 2024.

Priority 2 – Vibrant Sunday experience

- ✦ Increase the net promoter score from 53% to 75% in “teaching and preaching that connects faith with everyday life” by January 2025
- ✦ Increase the score to the the statement “my parish helps me grow spiritually by offering music that deepens my desire to participate more fully in the Sunday liturgy” from 30% to 55% to achieve a positive net promoter score by January 2025.

Priority 3 – Stewardship

- ✦ Ministries – increase the score to the question “My parish helps me connect with a local Catholic community by providing me with opportunities to serve those in need” from 22% to 35% while achieving a net score above 75% by January 2026.
- ✦ Money – Increase average weekly collection from \$2500 to \$3500 by January 2026.

St. Francis Xavier Parish Falmouth

Priority 1 – Formation/education

- ✦ Increase the number of parishioners who strongly agree that the parish helps them grow spiritually as a Catholic from 27% to 45% by May 31, 2026.
- ✦ Increase the percentage of parishioners who report “strongly agree” that they are being formed as a disciple from 13% to 35% by May 31, 2026.

Priority 2 – Communication

- ✦ Establish multiple sources of communication to reach 100% of the parish community by May 31, 2026.
- ✦ Increase percentage of parishioners who “strongly agree” that they can easily find parish information they need from 30% to 55% by 05/31/26.

Priority 3 – Welcoming

- ✦ Develop an atmosphere of acceptance, measured by at least 60% of parishioners who “strongly agree” that the parish is a welcoming community by 05/31/26.
- ✦ Develop a culture of charitable outreach to the wider community, measured by increasing the parishioners who “strongly agree” to having opportunities to serve those in need to 40% by 05/31/26.

St. Henry Parish Elsmere

Priority 1 – Increased engagement of young adults and families

- ✦ Establish a “Homework Helpers and Tutors.”
- ✦ Establish an annual St. Henry Christmas cookie pack.
- ✦ Rekindle the annual Christmas performance.

Priority 2 – Adult faith formation

- ✦ Establish a weekly Lenten adult faith formation session
- ✦ Publish a bi-monthly “Did you know” type of article in the church bulletin.
- ✦ Implement a SoulCore that meets every other month.

Priority 3 – Increased community engagement across the board St. Henry community

- ✦ Meet twice annually with the leadership of the cities of Elsmere and Erlanger to explore avenues for potential cooperation.
- ✦ Coordinate 6 social events for 2024 that promote parish and community engagement.
- ✦ Create a census that documents membership in parish organizations and then increase membership in each of those organizations 10% by Dec. 31, 2024.

Parish Strategic Pastoral Plan Summaries

St. James Parish Brooksville

Priority 1 – Youth faith formation

Priority 2 – Adult faith formation

St. John the Baptist Parish Wilder

Priority 1 – Bring Catholics back to Mass post COVID church closings

- + Home visitations of lapsed Catholics in parish territory.
- + Develop phone committee.

Priority 2 – More engaged participation at Mass

- + Course on the Mass
- + Teaching on the Mass at consecutive Masses when Gospel is from John 6.

St. John the Evangelist Parish and St. Ann Mission Covington

Priority 1 – Grow Mass attendance and Prince of Peace School enrollment through increasing the younger generation involvement in Parish Life

- + Create volunteer Liaison position between parishes and schools for active communication
- + Improve communications by integrating e-mail database for parishioners and for school families.
- + Cross-market St. Ann Parish activities, St. John Parish activities, and Prince of Peace School activities with school newsletters and refreshed parish and school websites.

Priority 2 – Develop a plan to address deferred maintenance on both campuses

- + Establish a Finance Committee external to Parish Council.
- + Establish a Building/Grounds Maintenance Committee.
- + Establish a capital campaign to address deferred maintenance issues (painting, landscaping, etc), with any excess funds rolling into a Campus Maintenance fund.

Priority 3 – Create an identity for St. Ann Church, St. John Church, and Prince of Peace School that appeals to the broader community

- + A year-long marketing campaign beginning November 2023 to commemorating the 100th anniversary of St. John Church, (110th year of Prince of Peace/St John School, and 170th year as St. John Parish) concluding with the rebirth of the St. John Turkey dinner.
- + Refresh website.
- + Refresh bulletin.

Parish Strategic Pastoral Plan Summaries

St. Joseph Parish Camp Springs

Priority 1 – Provide more faith formation opportunities for parishioners of all ages

- + Create a Sunday school for children that meets on a regular basis between Sunday Masses.
- + Create an adult faith formation program that meets concurrently with Sunday school.

Priority 2 – Increase involvement of Pre-K families in the life of the parish

- + Invite Pre-K families to participate in new faith formation programs for children and adults.
- + Promote parish events (e.g., fish fry, festival) to Pre-K families and invite them to volunteer.
- + Send dates and times of significant liturgies (e.g., Christmas, Ash Wednesday, Holy Week and Easter, Thanksgiving) to Pre-K families via the Remind app.

St. Joseph Parish Cold Spring

Priority 1 – Deepen personal relationships with Jesus Christ

- + Increase Sunday Mass attendance 15% by January 2026.
- + By the time of the follow-up survey in 2026, increase from 24% to 40% those who respond that they receive the sacrament of reconciliation more than once or twice a year; and decrease from 32% to 15% those who respond that they never received the sacrament of reconciliation in the past year.
- + By the time of the follow-up survey in 2026, increase from 30% to 50% the number of people who “strongly agree” that the parish helps them develop a personal prayer life that connects them to God.

Priority 2 – Equip parishioners to evangelize/share their faith

- + By the time of the follow-up survey in 2026, increase from 17% to 35% the number of people who “strongly agree” that the parish equips them to have conversations about their faith by growing their confidence in the Church’s teachings.
- + By the time of the follow-up survey in 2026, decrease from 39% to 25% the number of people who responded “never” when asked how often they participated in a Bible study or prayer group in the past year.
- + By the time of the follow-up survey in 2026, add and promote service opportunities within the parish to increase from 35% to 45% the number of people who “strongly agree” with the statement: “My parish helps me connect with a local Catholic community by providing me with opportunities to serve those in need.”

Priority 3 – Engage youth in the parish

- + Start a youth ministry for middle-school and high-school age youth and double participation from end of 2024 to spring of 2026.
- + Increase Mass attendance for children (infants through age 16) by 50% from January 2024 to spring 2025 and 50% from spring 2025 to spring 2026.

St. Joseph Parish Crescent Springs

Priority 1 – Worship

- + Empower parishioners to worship according to the tradition of the Church by building a more reverent sanctuary.
- + Empower parishioners to worship according to the tradition of the Church by building up a robust server core.

Priority 2 – Charity

- + Empower parishioners to live charitably by increasing local outreach.
- + Empower parishioners to live charitably by promoting Adoration.

Priority 3 – Evangelization

- + Empower parishioners to evangelize by providing a monthly speaker series to give them the tools to do so.
- + Empower parishioners to evangelize through seasonal retreats and community events.

Parish Strategic Pastoral Plan Summaries

St. Joseph Parish Warsaw

Priority 1 – Enhancing devotion to the Holy Eucharist

- + Offering adoration, including information on the Eucharist in the Church bulletin, preaching on the Eucharist, providing materials on Eucharistic miracles to parishioners.
- + Coordinating a Eucharistic procession in 2025.

Priority 2 – Increasing programs for the youth

- + Inviting our youth and CCD students to attend Vacation Bible School in the summer of 2025.
- + Coordinate/offer candlelight Masses, youth activities which will include musicians, speakers, and adoration followed by children's games and food.
- + Coordinate/offer a tour of the famous Cathedral Basilica of the Assumption followed by a youth activity

Priority 3 – Expand laity involvement

- + Develop a "Time and Talent" survey, analyze the results and coordinate the parishioner interests to the parish needs.

St. Mary of the Assumption Parish Alexandria

Priority 1 – Connect with each other as a community in the Body of Christ, joining as one in worship, service, and fellowship

- + By Easter (April 20, 2026), increase weekend Mass attendance to 1,200-1,400 people.
- + By Easter (April 20, 2026), increase the percentage of parishioners involved in at least four parish ministries throughout the year to 18%-25%.

Priority 2 – Grow in faith by following the call to a deeper relationship with Jesus

- + By Easter (April 20, 2026), the percentage of parishioners reporting "satisfaction" with their own steady or rapid pace of spiritual growth will increase to 39%-45%.
- + By Easter (April 20, 2026), the percentage of parishioners reporting "strong agreement" that the parish helps them grow in their confidence in the Church's teachings will increase to 17%-25%.

Priority 3 – Strengthen our relationship with God, to inspire all to spread the Good News

- + By Easter (April 20, 2026), the percentage of parishioners reporting that they invite someone at least monthly to join them for a parish event or activity will increase to 12%-20%.
- + By Easter (April 20, 2026), the percentage of parishioners reporting that they prayed with another person in a setting other than Mass at least monthly will increase to 60%-70%.

St. Patrick Parish Maysville

Priority 1 – Liturgical worship

- + Increase the frequency of Mass attendance.
- + Focused teachings and classes over the next 3 years on the Eucharist.
- + Begin Capital Fund drive for repairs to our stained-glass windows, roof and flooring in the worship area.

Priority 2 – Parochial school enrollment

- + Increase high school enrollment by 100 additional students by 2026/2027 school year.
- + Make the school financially self-sufficient by 2029 and beyond.
- + Improve parishioners knowledge of the great things our students accomplish.

Priority 3 – Youth engagement (school age through age 35)

- + Reach majority, by 2026, of Catholic youth attending Sunday Liturgies.
- + Establish a youth choir and youth instrumentals to perform in Mass.
- + Develop a childrens mass during the 11 o'clock regular mass time for liturgy enrichment

Parish Strategic Pastoral Plan Summaries

St. Patrick Parish Taylor Mill

Priority 1 – School development

- ✦ By mid 2024, St. Patrick will establish a Foundation Fund with a goal of raising \$2.5 million. This fund will support the future evangelization of children and adults in the parish community.
- ✦ By 2026–2027, given sufficient resources, St. Patrick will expand the current K-3 grade facility to include grades 4-8.
- ✦ By April 2024, the parish Board of Education will develop a plan to ensure maximum enrollment in each grade level.

Priority 2 – Evangelization and Eucharistic revival

- ✦ By April 2024, the pastor and parish council will ensure that the St Patrick's Mercy Risen Center has sufficient support and resources to continue its spiritual mission of Catholic education, evangelization and the fostering and making of discipleship.
- ✦ In 2024–2027, under the direction of the parish priest, volunteers will continue to focus efforts on the physical improvements and upgrades to St. Patrick's Mercy Risen Center.
- ✦ In 2024–2025, the parish will continue to support and implement the USCCB renewal of the National Eucharistic Revival of the Catholic Church. The pastor and an appointed spiritual leader will strengthen each parishioner's relationship with Jesus in the Holy Eucharist by providing a better understanding of the Paschal Mystery.

Priority 3 – Public school youth and young adult formation

- ✦ During 2024, St. Patrick Parish will communicate to all parishioners the purpose and goals for the ministry serving public school youth and young adults.
- ✦ During 2024, funds will be secured to train a youth minister to mentor St. Patrick's young parishioners as they learn about the Catholic faith, understand its relevancy in today's society, deepen and strengthen their commitment to Jesus, forge new relationships and build discipleship.
- ✦ By 2025, the youth minister will secure and use resources from Franciscan At Home as well as materials from the Diocesan Department of Catechesis and Evangelization.

St. Paul Parish Florence

Priority 1 – Preach the Gospel

- ✦ Preach the Gospel.
- ✦ Teach the authentic Catholic faith.

Priority 2 – Administer the sacraments

- ✦ Administer the sacraments.
- ✦ Emphasize the importance to frequent the sacraments.

Priority 3 – Save souls

- ✦ Save souls.
- ✦ Teach others about the limitless mercy of God and the need to repent of our sins so that we may receive salvation.

Sts. Peter and Paul Parish Alexandria

Priority 1 – Growing in the faith

- ✦ Engage parishioners, especially younger ones, by producing YouTube videos on faith topics; 2 per month.
- ✦ Grow a Hospitality Ministry by forming a committee to engage with new parishioners.
- ✦ Increasing our spiritual practices including vocations.

Priority 2 – Increase confidence in being a disciple

- ✦ Increase participation in liturgical ceremonies; offering ways for participants to gather.
- ✦ Creating opportunities for faith formation – 2 additional opportunities in 2024.
- ✦ Being intentional during the rosary to apply the mysteries to one's own life.

Priority 3 – Strengthen missionary impulse

- ✦ Outreach and invitation to others at parish events to explore our Catholic faith.
- ✦ Investigate local underprivileged communities in the area to see what is needed.
- ✦ Reach out to those who have left the faith for whatever reason to invite them back.

Parish Strategic Pastoral Plan Summaries

St. Philip Parish Melbourne

Priority 1 – Evangelization

- + Improve online communication from 30% strongly agree to 60% in 3 years.
- + Youth/Young adult involvement is #1. Establish at least one ministry in 3 years.

Priority 2 – Catechesis

- + Increase retreat involvement from 16% to 30% in 3 years.
- + Add Bible study or similar small groups. Reduce 56% “never attend” to 35% in 3 years.
- + Class workshop attendance. Reduce 58% “never attend” to 35% in 3 years.

Priority 3 – Developing leaders

- + Increase opportunities to serve from 38% “agree” to 60% in 3 years.
- + Increase volunteer response rate from 27% “agree” to 100% in 3 years.
- + Increase awareness of parish finances from 23% “strongly agree” to 50% in 3 years.

St. Pius X Parish Edgewood

Priority 1 – Eucharistic worship & ongoing faith formation/forming disciples

- + Ensure a welcoming environment for worship, conducive to praise and prayer and full participation of the congregation.
- + Facilitate increased awareness of the Mass by weaving catechetical moments into the homilies by way of teaching parts of the Mass, the Real Presence.
- + Offer and promote catechetical resources that focus on Catholic teachings.

Priority 2 – Evangelization

- + Assist parishioners with understanding the primary role of the Mass in evangelization.
- + Encourage support of our St. Pius X School as a vital part of our evangelization efforts.
- + Our survey stated that a vast majority of people never invited others to our church. Help our parishioners to effectively invite people to our Church.

Priority 3 – Parish life/family/stewardship

- + Welcome back to those who left parish life and Mass participation during Covid.
- + Leverage parish fellowship (i.e., Summer Festival) to invite others to full participation.
- + Host a Stewardship Fair on a regular basis to educate, promote and increase ministry involvement.

St. Therese Parish Southgate

Priority 1 – Worship

- + Create a more vibrant weekend worship experience to increase weekend Mass attendance by 150 people by October 2026.
- + Identify and evaluate additional worship opportunities for the parish by June 2025.

Priority 2 – Communication

- + Upgrade parish communication methods to utilize more technology by the end of 2024.
- + Totally redesign parish website, with full integration of school website by June 2025.

Priority 3 – Engagement

- + Identify and increase ministry and service opportunities for parishioners and increase participation in these ministries by 20% by September 2026.
- + Establish a parish stewardship program by July 2025 to identify parishioner talents, needs, and service opportunities.

Parish Strategic Pastoral Plan Summaries

St. Thomas Parish Ft. Thomas

Priority 1 – Welcoming: To build a parish family that fosters a sense of belonging by providing opportunities to connect and build meaningful relationships with one another

- + Create a welcoming environment at St. Thomas that increases a sense of belonging among parishioners measured by a 10% increase in Sunday Mass attendance year over year.
- + By March 2026, 75% of new parishioners (0-2 year) will Strongly Agree that the Parish makes them feel welcome.

Priority 2 – Faith formation: To develop and implement faith formation that supports our parishioners through the journey of life

- + 25% of adult parishioners (based on average Sunday Mass attendance) attend at least one formation program every year.
- + Assess and evaluate current Religious education (school and PSR) to strengthen it through a 10% improvement in (ARK) scores year over year.

Priority 3 – Outreach: Fostering missionary zeal by providing parishioners with opportunities to encounter Christ through those in need

- + By December 2025, increase participation in outreach opportunities serving those in need resulting in 30% increase in dollars to parish sponsored organizations and 200% increase in volunteer hours.
- + Increase the number of committed volunteers who serve the parish by 10x by December 2025. (i.e. ministers and parish volunteers).

St. Timothy Parish Union

Priority 1 – Identify and implement appealing and meaningful faith-based educational opportunities that develop personal relationships with Jesus

- + Catechism in a Year classes offered monthly.
- + Religious education teach at home lessons provided on the class schedule.
- + Catholic education book talk by Fr. Bolte January 24th.

Priority 2 – Develop methods dedicated to welcoming new and diverse members and encouraging the involvement of all parishioners

- + Monthly Hispanic Mass celebrations.
- + Weekly Hispanic faith mentoring groups.
- + Weekly coffee and donuts after 8 a.m. and 9:30 a.m. Sunday Masses.

Priority 3 – Expand resources for parents and families to fulfill their responsibility to teach the faith to their children

- + Advent children's packets for faith learning given in the first week of Advent, collected with a prize given at Christmas Masses.
- + Lenten children's packet given at first week of Lent, collected with a prize given at Easter Masses.
- + Book study group to support Faith opportunities January 24th.

St. William Parish Williamstown

Priority 1 – Increase participation from the 13 to 25 year old age group

- + Increase the participation of these young people by 30 percent by 2026. Continued discussion needs to occur to begin and support this objective.
- + Invite the young people to attend several meeting where we can ask them for their input on how we can improve their religious experience at our parish.
- + Compile the data from our meetings with the young people and then reach out to them again to share how we can go forward from here.

Priority 2 – Increase our Spanish-speaking parishioners growth in attendance by 20 percent

- + Our church bulletins, Flocknotes, and church website need to include a Spanish version.
- + Continue to encourage our long time parishioners to participate in welcoming our new Spanish families by setting up Meet & Greets after Masses.
- + Request a Spanish speaking Deacon to help facilitate with communications and Masses in Spanish.

Priority 3 – Communicate with our long-time parishioners and interview them using Catholic Come Home.org to increase the number of wayward Catholics in our parish

- + Use Catholic Come Home.org program to reach out to our wayward Catholics in our parish.
- + Research why so many of our long-time parishioners left our parish and joined another parish.
- + We would like to see our community grow by 10 percent by 2026