



Our Mission:

LOVE **G**OD

LOVE **O**THERS

MAKE **D**ISCIPLS

St. Bonaventure Catholic Community

Parish Vision Plan

For 2019 – 2021

**St Bonaventure Catholic Community**

**Vision Plan - 2019-2021**

Table of Contents:

**Introduction ..... 4**  
    Vision Formation ..... 4  
    Vision Team Members ..... 4

**Values ..... 5**  
    Values of St Bonaventure ..... 5  
        Community ..... 5  
        Diversity ..... 5  
        Prayer ..... 5  
        Service ..... 5

**Mission ..... 6**  
    Parish Mission Statement ..... 6  
        Love God ..... 6  
        Love Others ..... 6  
        Make Disciples ..... 6

**Overarching Goals ..... 7**  
    Overarching Goals for 2019-2021 ..... 7  
        Communications, Marketing and Technology ..... 7  
        Emerging Generations ..... 8  
        Intentional Diversity ..... 8  
        Leadership Development ..... 9  
        Safety and Facilities Management ..... 9

**Topics of Discussion ..... 10**  
    Ministry Listening Sessions ..... 10  
        Listening Session Resources ..... 10  
    Topic Development ..... 10  
        List of Discussion Topics ..... 10  
    Topic Narratives ..... 11  
        Communications ..... 11

**St Bonaventure Catholic Community**

**Vision Plan - 2019-2021**

Diversity..... 11

Evangelization..... 12

Facility Management ..... 13

Faith Formation Birth to Grade 5..... 14

Faith Formation and Youth Ministry Grades 6 – 12 ..... 14

Financial Sustainability..... 15

Leadership..... 16

Marketing..... 16

Ministry..... 17

Security ..... 18

# **St Bonaventure Catholic Community**

## **Vision Plan - 2019-2021**

### **Introduction**

#### **Vision Formation**

In the spring of 2017, the St Bonaventure Parish Pastoral Council assembled a Parish Vision Team to explore and document parish spirituality, points of pride, and areas of concern in order to put forward the first of a continuing three year strategic plan from which to direct the activities of all parish ministries. The team was made up of eight parishioners representing several of St Bonaventure's many demographics. The intent was to recognize and promote the many positive attributes of our parish, and also to identify the challenges and improvements that may be necessary in the upcoming years.

The process began by interviewing many parish staff, ministry leaders and members. Each was invited to identify and share the strengths, weaknesses, opportunities and concerns within their respective ministries. This method was highly successful as it provided many parishioners a forum to express their love, pride and concerns for St Bonaventure's Catholic Community. The report that follows is based on their heartfelt beliefs, perceptions and experiences gained while in service to our community.

The gathered information was analyzed and grouped into broad categories that evolved from the collected data. These were further condensed into Topics of Discussion. Specific values and characteristics of our faith community were then identified in order to discern our mission, values and overarching goals going forward. Over the next three years, the Parish Pastoral Council's focus should be to direct the mission to be woven into the fabric of all parish ministries in order to reach those specified goals.

We humbly recognize that the Holy Spirit is using us all at St Bonaventure to help fulfill the earthly mission of God the Father and His Son, Jesus Christ. Through many hours of prayer, listening, and discernment, the Parish Vision Team created this document with the purpose of accentuating and continuing the good work that we are doing at St Bonaventure Catholic Community, addressing the few concerns we have come across, and possibly moderating the challenges that were foreseen.

#### **Vision Team Members**

Joe Beckrich  
Ardie Broich  
Wendell Kawakami  
Ben Krippner  
Julie Lewis  
James McShane  
Patty Stibal  
Kathy Torralba  
Jerry Roth - Facilitator

## St Bonaventure Catholic Community

### Vision Plan - 2019-2021

## Values

### Values of St Bonaventure

Values are principal to St Bonaventure; they may well be an actuality but more often, they are living goals to aspire to. Stating our values, working toward their fulfilment and standing behind them proclaims to all who we are. These are the values that best define our parish faith community.

#### Community

We believe that in caring for others and through sharing our faith with one another, lives change and spiritual growth happens. With Christ as our example, we strive to intentionally create a sense of belonging for all those who encounter our faith community.

*...encourage, build up one another (1 Thessalonians 5:11)*

#### Diversity

The Holy Spirit has blessed us with parishioners of all ages, life-stages, ethnicities and socioeconomic backgrounds. We invite, accept and include all in our parish mission and ministry.

*...we are one body in Christ, individual parts of one another (Romans 12:5)*

#### Prayer

We believe that prayer is essential to celebrating, worshiping and growing in our relationship with God.

*...pray without ceasing 1 (1 Thessalonians 5:17)*

#### Service

Our life at St. Bonaventure is dedicated to serving others just as Christ urged His Disciples to do. We are His present Disciples and we respond to His call.

*...as for me and my house, we will serve the Lord (Joshua 24:15)*

## St Bonaventure Catholic Community

### Vision Plan - 2019-2021

## Mission

### Parish Mission Statement

In 2016, the St Bonaventure Parish Pastoral Council revised and approved a new Parish Mission Statement. This statement proclaims what we as a parish faith community are called to do to enact the values we put forward as dear to us. This statement is meant to instruct us and to remind us of our faith direction; it is to be used wherever and whenever we practice our Catholic faith.

## LOVE GOD • LOVE OTHERS • MAKE DISCIPLES

### Love God

- ❖ *You shall love the Lord, your God, with all your heart, with all your soul, and with all your mind.*

*Matthew 22:37*

### Love Others

- ❖ *The second is like it: You shall love your neighbor as yourself.*

*Matthew 22:39*

### Make Disciples

- ❖ *Go, therefore, and make disciples of all nations...*

*Matthew 28:19*

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

### Overarching Goals

The St Bonaventure mission statement pronounces to all its ultimate ambition:

#### **Love God ~ Love Others ~ Make Disciples**

To achieve our mission, the Parish Pastoral Council will approve and communicate this set of Overarching Goals. These 3-year goals are meant to focus parish resources, inspire active engagement in our ministries, and guide ministry decision making. Based on these goals, parish leaders can establish annual objectives and action plans whose outcomes can be evaluated against the individual goal's Indicators of Achievement.

The following Overarching Goals represent what the Parish Vision Team considers our most pressing areas of concern. Many unreferenced ongoing programs and initiatives were reviewed and were deemed to be both worthy and strong; they must continue. Any perceived exclusion does not and should not invalidate those efforts and as such are not subjects of current goal focus.

It is intended that the Parish Pastoral Council focus on and prioritize these Overarching Goals in the years 2019-21. A new Parish Visioning Team should be convened at the end of the year 2020 to evaluate the achievement of these goals and to discern goals for the subsequent 3 year period.

### Overarching Goals for 2019-2021

#### **Communications, Marketing and Technology**

Using advancements in marketing, communications and technology, it is our goal at St. Bonaventure to reach all who are seeking a relationship with God. Through printed, electronic, or social media, we must communicate a comprehensive and unified message that reflects our Franciscan spirituality and values.

It is also a goal that people throughout surrounding communities will be attracted to St. Bonaventure. This will be achieved through branding, marketing and merchandising through effective media channels.

##### **Indicators of Achievement**

- Information about our parish is consistently, dynamically and effectively communicated through parish, local and social media channels
- New technology, apps, and resources are incorporated
- St. Bonaventure is known as a vibrant and welcoming Franciscan community

##### **References: Topics of Discussion**

- Communication
- Diversity
- Evangelization
- Marketing
- Ministry

## **St Bonaventure Catholic Community**

### **Vision Plan - 2019-2021**

#### **Emerging Generations**

St. Bonaventure needs to be aware of the talents, needs and desires of the emerging generations. Our goal as a parish is to attract, engage and serve this group.

##### **Indicators of Achievement**

- Registration of emerging generations increases
- Emerging generations have a voice in parish life and activities
- Emerging generations are active in ministries and leadership roles

##### **References: Topics of Discussion**

- Communication
- Diversity
- Evangelization
- Faith Formation Birth to Grade 5
- Faith Formation and Youth Ministry Grades 6-12
- Financial Sustainability
- Leadership
- Marketing
- Ministry

#### **Intentional Diversity**

As a regional parish, St. Bonaventure is blessed with diverse parishioners of all ages, life-stages, ethnicities and socioeconomic backgrounds that enrich our community. Our goal is to increasingly engage this diversity and invite all to share their gifts and talents. With this intentionality, our community will be strengthened.

##### **Indicators of Achievement**

- Parishioner diversity is represented in our ministry leadership
- Our diverse parishioners are served by our parish ministries
- Our diverse parishioners are serving in our parish ministries

##### **References: Topics of Discussion**

- Communications
- Diversity
- Evangelization
- Faith Formation Birth to Grade 5
- Faith Formation & Youth Ministry Grades 6-12
- Financial Stability
- Leadership
- Marketing
- Ministry

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

### Leadership Development

St. Bonaventure must focus on the goal of implementing a leadership development process. This process needs to include the marketing, recruiting, training and mentoring of leaders across parish diversity.

Current leaders and ministry members have an abundance of knowledge, experience and devotion. Ministry operations should be documented and clarified so current and future leaders have the information and instructions to perform their required tasks.

#### Indicators of achievement

- Establishment of a recruitment and selection process to assure quality leadership
- Development of effective documentation to assist current and future leadership
- Exploration of term limits
- Development of a leadership feedback loop

#### References: Topics of Discussion

- Communications
- Diversity
- Financial Sustainability
- Leadership
- Ministry

### Safety and Facilities Management

Our goal is to ensure the safety of staff, parishioners and visitors of St. Bonaventure. To achieve this we will evaluate and upgrade the security of our campus, as required.

Rooms, storage spaces, and equipment are essential for parish ministries to flourish, grow and serve our community. Our goal is to reasonably allocate these resources to serve the needs of our staff and ministries.

#### Indicators of achievement

- Safety, security, emergency plans, procedures manuals, and training are developed and shared with staff, volunteers, and parishioners
- There is confidence about campus safety and security
- Security is regularly evaluated and upgraded as required
- There is a process in place to identify, evaluate and allocate available resources
- Feedback indicates improvement in allocation of resources
- More meeting and storage space within our existing footprint is provided

#### References: Topics of Discussion

- Diversity
- Evangelization
- Facility Management
- Faith Formation Birth to Grade 5
- Faith Formation & Youth Ministry Grades 6-12
- Marketing
- Ministry
- Security

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

### Topics of Discussion

#### Ministry Listening Sessions

Perceptions, views and opinions were gathered from St Bonaventure staff, ministry and committee leaders. Each was invited to a “Ministry Listening Session” to identify and share the strengths, weaknesses, opportunities and concerns within their respective ministries. The list of invited resources was not all inclusive but those selected were considered to represent a broad cross-section of the members, ministries and opinions of the St. Bonaventure Faith Community.

#### Listening Session Resources

1. Alive! Ministry
2. Buildings & Ground Committee
3. Civil Demographics
4. Clergy
5. Couples for Christ
6. Crafts Group
7. Faith Formation/Education Ministry
8. Fall Festival Committee
9. Fellowship Ministry
10. Finance Council
11. Funeral Committee
12. Loaves & Fishes Ministry
13. Music & Liturgy Ministry
14. Parish Demographics
15. Pastoral Care Ministry
16. Perpetual Adoration Ministry
17. Respect Life Ministry
18. Spiritual Task Force Committee
19. St. Vincent de Paul
20. Stewardship Ministry
21. Youth Group Ministry

#### Topic Development

From the gathered information, the Parish Vision Team recognized eleven pivotal” topics of discussion” that were considered a potential challenge or opportunity that it foresaw the parish encountering in the next three years. Each topic speaks to a specific issue and includes verification points to validate the issue and reflective questions that are meant to assist in developing a plan to address it.

#### List of Discussion Topics

1. Communications
2. Diversity
3. Evangelization

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

4. Facilities Management
5. Faith Formation Birth to Grade 5
6. Faith Formation and Youth Ministry Grades 6-12
7. Financial Sustainability
8. Leadership
9. Marketing
10. Ministry
11. Security

### Topic Narratives

#### Communications

St. Bonaventure faces communications challenges as it seeks to engage new and existing members, especially younger generations, and the broader community. A wide spectrum of resources from print to fresh technologies is available to effectively enhance communications. Additional staff, knowledgeable volunteers and funding are likely necessary to implement and administrate an upgraded system.

#### Verification

- Several Ministry leaders cited parish's need to modernize communications methods by using current technology / hand held devices
- St Bonaventure currently does not use texting, Twitter, robo-calling (Executive Director)
- Facebook is underutilized as a mode of communications and parish promotion (Executive Director)
- Website last upgraded April 2011 (Executive Director signed agreement)
- There are many resources available for non-profit organizations online to begin this journey and many companies who do this type of work (article: [7 Tech Companies Your Church Should Know](#))
- Ministry leaders have requested *Sign Up Genius* (Ministry feedback listening sessions)

#### Reflective Questions

- How can we effectively communicate with our parishioners and the broader community?
- How can we evaluate up-to-date methods of communications?
- Will we be able to find capable volunteers?
- Will we be able to find and afford staff with internet communications and apps skills?
- How do we guide the technology-resistant to accept new modes of communications?

#### Diversity

St Bonaventure is an emerging regional parish welcoming into its membership parishioners of all ages, life stages, ethnicities and socioeconomic backgrounds. While our parish is made up of mostly multi-generational Caucasians who are residents of east Bloomington; many of our families reside outside of that area. There is also a growing diversity in Filipino, Vietnamese, Latino, African and other ethnic groups who have joined our community of faith. Each group is unique and brings differing perspectives, expectations and resources. This gives our parish a real opportunity and responsibility to reach out to the diverse groups individuals found within its members.

## St Bonaventure Catholic Community

### Vision Plan - 2019-2021

#### Verification

- There is an opportunity to reach out to the diverse community growing in our area (Hennepin County and City of Bloomington 2014 Demographics document)
- There are 1164 registered families; 254 families live beyond Bloomington; 134 families live in Apple Valley, Burnsville and Eagan (2017 Parish Census)
- There are 434 members under the age of 18; 897 members ages 18-40; 775 ages 41-60; 810 parishioners ages 61-80, and 262 over the age of 80 (2017 Parish Census)
- Data research indicates East Bloomington has an increasing amount of ethnic diversity, especially Hispanic households (Hennepin County and City of Bloomington 2014 Demographics document)
- There is an aging population overall in Bloomington (Hennepin County and City of Bloomington 2014 Demographics document)
- Communities, such as Couples for Christ that promote specific cultures help bring multiple families into the parishes that support them (Couples for Christ report).

#### Reflective Questions

- How do we determine what draws people here; especially those from outside the immediate neighborhood or from other countries and/or cultures?
- How do we engage, value and empower those of different ethnic cultures to become more involved in the parish?
- To what extent are families living beyond east Bloomington involved in full parish life?
- As homes in the area change ownership, how do we reach out to their new occupants?
- How do we encourage more communities to feel welcome to use our facilities and become a part of our parish?

### Evangelization

It is of central importance to our St Bonaventure community that we develop and strengthen our members' faith and relationship with Jesus Christ. We must explore creative ways to reach all parishioners especially the youth, teens, and young adults, and to do so without compromising the teachings and traditions of the Catholic Church. We also need to reach out to the unchurched, those fallen away from their Catholic faith, and to those present, that are not fully evangelized into a life of faith.

#### Verification

- Jesus called us to “go out and make disciples of all nations,” (Matthew 28:19).
- Evangelization, according to Pope Paul VI, is to “bring the good news of Jesus into every human situation and seeking to convert individuals and society by the divine power of the Gospel itself.”
- Even though a person may be in Mass on Sundays, we cannot assume that they are fully evangelized disciples of Christ (Weddell, Sherry. (2012) Forming Intentional Disciples, the Path to Knowing and Following Jesus. Huntington, IN. Our Sunday Visitor)
- According to the Pew Research Center in 2016, “just 50 percent of younger Millennials (ages 20-35) say they believe in God with certainty, compared to 64 percent for Gen X (36-51) and 69 percent for Baby Boomers (52-70)” (Article: Citizen Times: With Millennials less likely to believe in God, churches work hard to buck trends)
- The New Evangelization calls each of us to deepen our faith, believe in the Gospel message and go forth to proclaim the Gospel (USCCB document on the New Evangelization)

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

- Many Catholics go through Faith Formation and receive the Sacraments, but are never actually evangelized (Article: [Renewal Ministries, Unconverted Catholics and the Sacraments](#) )
- According to St Bonaventure Spiritual Task Force Participation data, there is less than 10% of adult parishioners and very low young adult representation in Adult Faith Formation courses.

### Reflective Questions

- How do we build from our reputation as a “warm, welcoming environment” to that of conversion and intentional discipleship?
- How do we emphasize the importance of evangelizing and being evangelized?
- How do we equip our parishioners to comfortably talk about their faith journey with others?
- What programs could we offer to reach out to the larger surrounding community?
- Do we need to look outside the classic large group setting to reach younger participants?
- How can we evangelize at community events like Fall Festival, fish dinners, garage sale, and breakfast with Santa?

## Facility Management

St. Bonaventure has the responsibility to be good stewards and to make the best use of its limited facility resources. There are constant struggles to maintain and allocate rooms, storage spaces, and equipment essential for parish ministries to flourish, grow and serve our community.

### Verification

- 10 ministries referenced the need for additional space, for both meeting and storage (Ministry feedback listening sessions)
- At times, some supplies and equipment must be moved to accommodate other events (Ministry feedback listening sessions - Fall Festival, Funeral, Music)
- Facilities or equipment are at times left in disorder or cluttered (Ministry feedback listening sessions -Fall Festival, Clergy)
- There is a need for usable, aesthetically pleasing space (Ministry feedback listening sessions - Faith Formation)
- The new gathering space does not always accommodate all users after Mass (Ministry feedback listening sessions -Fellowship)
- Purchasing assets that could benefit a ministry are limited due to lack of storage (Ministry feedback listening sessions- Alive!)
- Maintenance schedules and issues are not always clear. (Ministry feedback listening sessions - Building and Grounds)
- The relationship between The Buildings and Grounds Committee and the Maintenance Staff is not a strong one. (Ministry feedback listening sessions -Building and Grounds)

### Reflective Questions

- How do we create a better flow and continuity between shared spaces?
- How could assigned areas be reorganized to be made available for other groups?
- Can we create more meeting and storage space within our existing footprint?
- How are facility issues and resource misuse communicated with ministry/event leaders?
- How can we better maintain, schedule and control our limited facility resources?

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

### Faith Formation Birth to Grade 5

As a parish community, St Bonaventure has the opportunity and responsibility to engage parish children and their families from early childhood into full parish life including the Sacraments and faith formation. Parents, through word and example, are the primary faith educators of their children. The religious education program is a partnership between the parish and parents and augments their efforts by teaching the children our rich Catholic tradition and providing a basis for faith formation. There is an expectation of continuous family participation and involvement in order to lead their children to a closer relationship with God, other children, and the entire Christian faith community.

#### Verification

- Children are missing faith formation classes as well as Mass, due to other activities (Article: [The Secularization of Sunday.](#))
- The Alive! Ministry group reports that participation in their events has increased. The number of activities has also grown to include Breakfast with Santa, Trunk or Treat, Vacation Bible School, Easter Egg Hunt, Family Trivia Nights, Bingo Nights, and Parish Picnic. (Ministry feedback listening sessions -Alive!)
- The number of infants baptized and those who received First Communion in the United States from 1990 to 2017 have both decreased. (cara.georgetown.edu) Baptism numbers closely correlate to number of births. (.000's)

Sacraments and Rites	1990	1995	2000	2005	2010	2015	2017	% chg
Baptisms of infants in prior year.	986	981	996	930	806	694	660	-33%
First Communions in prior year	850	795	881	807	802	727	702	-17%

- Decrease of Sacraments performed is consistent with global trend of Catholics. (Article: [More Catholics, fewer receiving sacraments: A new report maps a changing church](#))
- Bloomington population is on the rise; 2010 population was 82,893; 2016 population was 85,080; a growth of about 2.65% (<https://www.minnesota-demographics.com/bloomington-demographics>)

#### Reflective Questions

- How can we capture and keep families engaged with the journey of faith from early childhood, not just into faith formation, but full parish life?
- How can we encourage parents to bring their children to Mass and attend religious education programs consistently?
- Are we offering and promoting content that is engaging, current and that promotes a relationship with Christ and his Church's teaching?
- Does our faith formation program fit the needs of our families in timing and structure?
- How can we transition early childhood faith formation to flow into involvement with the youth faith journey?
- Why is parish youth participation not reflective of the area population growth?

### Faith Formation and Youth Ministry Grades 6 – 12

For St Bonaventure to thrive, it is necessary to look for new opportunities to connect with the grade 6-12 age groups. We must engage them, create a sense of belonging and encourage them to develop a relationship with Christ. They need to know that we understand what is important to them, and that their thoughts, ideas and talents are valued. Recognizing time limitations due to school, sports and other activities, we must work to increase the number of youth participating in our parish.

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

### Verification

- Some youth give up on religion by age 13 (Article: Why are the Youth Leaving the Church?)
- It was noted that there is not enough unity between faith formation and youth ministry yet there is a shared mission between the two (Ministry feedback listening sessions -Youth Ministry)
- It was suggested that there needs to be a shift in what Faith Formation looks like for this age group (Ministry feedback listening sessions -Youth Ministry)
- A new model of Faith Formation called “YDISCIPLE” is an online platform that is described on <http://www.augustineinstitute.org/formed/ydisciple/>; a parish in the north suburbs is moving to this model as described on <http://www.stmcatholicchurch.org/confirmation>
- While recent years' data indicate an increase in participation from this age group in both Faith Formation and in the Youth Ministry, overall participation in this age category is still low (Ministry feedback listening sessions - Faith Formation and Youth Ministry)

Number of Registered Members/Age	Number of Enrolled Students
17 at age 11	5 in Faith Formation Grade 6
26 at age 12	14 in Faith Formation Grade 7
27 at age 13	13 in Faith Formation Grade 8
20 at age 14	14 in Faith Formation Grade 9
90 at age 15 - 17	13 in Faith Formation Grade 10-12

- Youth Ministry averages 35-40 active participants from grades 6-12; most come from the Faith Formation program with a handful from outside the program. (Ministry feedback listening sessions - Youth Ministry)

### Reflective Questions

- How can we capture and keep families engaged with the journey of faith from middle school, not just into faith formation, but full parish life?
- How do we identify the needs of the youth so they will stay active and involved?
- Do we show in our yearly planning that we value our youth and youth programs?
- Faith Formation works now, but is it sustainable?
- How can we help the youth attain a better understanding of Parish Life, Evangelization, Catechesis and a personal relationship with Christ?
- What changes need to be made to get the students engaged in Parish Life and give them a sense of belonging and then keep their attention?

### Financial Sustainability

There is an ongoing challenge in all parishes to maintain a healthy balance sheet. St Bonaventure has in fact met that challenge. A fiscally conservative approach has resulted in no debt and a cash reserve over recent years. Continued intentional attention must be paid to maintain our positive fiscal condition. However, there are factors that loom over the financial viability of our parish. Aging parishioners currently provide our primary monetary support and there is concern about the level of financial commitment from the succeeding generations. Parish staff is aging and their replacements will likely cost more in both salaries and benefits.

### Verification

- Conservative financial management (Ministry feedback listening sessions -Finance Council)
- Weekly collections and net income steadily increasing (2017 Financial Statements)
- Intentionally building cash reserve (2017 Financial Statements)
- In alignment with overall parish goals / ministries (2017 Financial Statements)

## **St Bonaventure Catholic Community**

### **Vision Plan - 2019-2021**

- No debt (2017 Financial Statements)
- Mature staff that may prompt changes (Ministry feedback listening sessions - Finance Council)
- Exposure to claims against the parish or Archdiocese church (Archdiocese litigation)
- Majority of Sunday collections from aging parishioners (2017 Parish Census)
- U.S. Court of Appeals affirmed that Parishes and Catholic entities associated with the Archdiocese of St Paul and Minneapolis cannot be forced to make their assets available for their bankruptcy court settlement [www.startribune.com](http://www.startribune.com) 4/26/2018.

#### **Reflective Questions**

- How can we inspire all parishioners, young and old, to be more financially committed to the parish?
- What impact will younger staff members' salaries and benefits have on the budget?

### **Leadership**

St. Bonaventure has an opportunity to provide a dignified and intentional path to leadership development, recruitment, and succession planning. Finding and preparing new leaders affords the parish the opportunity to perpetuate and assure continuity of its many ministries and events.

#### **Verification**

- St. Bonaventure lacks a consistent leadership succession plan (Ministry feedback listening sessions)
- Mentoring by outgoing leaders with ministry knowledge is critical (Ministry feedback listening sessions)
- Current leadership recommends the parish provides guidance to succession (Ministry feedback listening sessions - Fall Festival)
- Personal invitations are the most effective recruiting method (Ministry feedback listening sessions)
- Potential new leaders are concerned with the required level of involvement, current processes, their own qualifications and availabilities (Ministry feedback listening sessions)
- With the exception of "Church Doctrine" new ideas and a tolerance for change should be encouraged (Ministry feedback listening sessions)

#### **Reflective Questions**

- How do we encourage and welcome new ministry leadership?
- Would it be beneficial for ministry leaders to have terms? If so, will it be the same for all committees?
- How will we support long standing leaders as they look to and accept the next generation as new leaders capable of keeping ministries going strong?
- How will new ministry leaders be trained in their new role?
- How do we capture the operational information from the current ministry leaders to ease transition?
- How do we assure a new leader that they will be supported in their new role?

### **Marketing**

St. Bonaventure is an alive, diverse and attractive parish. It is important to our growth and vitality to be visible and conspicuous to "church seekers" in our area. How we portray and promote our uniqueness and positive characteristics is vital in bringing new worshipers to our community. There are many good things that set our parish apart from others; our Franciscan spirituality, our warm and

# St Bonaventure Catholic Community

## Vision Plan - 2019-2021

welcoming environment, and how we live out our mission to name a few. We must also overcome some negative perceptions and other challenges facing the Catholic Church that affect its growth both locally and across America.

### Verification

- St Bonaventure is known to be a warm, welcoming environment. (Ministry feedback listening sessions)
- Parishioners are from multiple zip codes (254 registered families live beyond Bloomington; 2017 Parish Census)
- According to Glenmary Research Center in Nashville, in 2012 the US population that identified itself as Catholic was down 5% since 2000.
- Only 39% of Catholics reported attending church in the past 7 days (Gallup).
- Millennials (born between 1981 and 1996) are expected to overtake Baby Boomers in population in 2019 (Pew Research Center).
- There are abuse claims against the church (Archdiocese litigation)

### Reflective Questions

- How is St. Bonaventure Catholic Community portrayed among the surrounding community?
- How do we want to be portrayed; what are the strong characteristics that set us apart?
- Is there a need for a committee to promote our parish's visibility / marketing?
- How could we use branding, social media and community outreach to increase our visibility in the community?
- How can we use the media, such as the Star Tribune and/or the Sun Current, to help promote the many wonderful events at St. Bonaventure?
- Are there parishioners with marketing and/or public relations backgrounds willing to help us increase the visibility of St Bonaventure?
- How can we promote our parish at community events like Fall Festival, fish dinners, garage sale, breakfast with Santa, etc.?

## Ministry

Current staff and ministry teams are very effective in fulfilling their missions and achieving their goals and objectives. This effectiveness is due, in part, to the knowledge and experiences of the current leaders and members. However, there is not always a clear roadmap to aid future leaders. Several ministry organizations do have well laid out plans that are documented and distributed to its members; others have limited or no documentation. Their effectiveness is often the result of individual team members' ability to remember and execute details based on past events.

We have the responsibility to the future of St. Bonaventure to develop Parish-wide documents that define organizational ministry structures, policies, procedures and practices to ensure effectiveness of future staff and ministry teams.

### Verification

- At present, there are approximately 93 ongoing ministries and more than 14 annual events (parish data)
- Many Ministries act unilaterally with initial pastoral sanction but not necessarily with recurrent pastoral oversight (Ministry feedback listening sessions)
- Staff-to-ministry coordination deficiencies cited by many ministries and staff personnel (Ministry feedback listening sessions)

## St Bonaventure Catholic Community

### Vision Plan - 2019-2021

- Multiple interviewed groups revealed that aspects of their ministries overlap that of other ministries (Ministry feedback listening sessions)
- Limited policies and/or documentation exist for key stakeholder ministries such as the Parish Festival team and Building and Grounds (Ministry feedback listening sessions)
- There is a lack of documented policies and/or procedures to guide new leaders (Ministry feedback listening sessions)
- The Funeral & Bereavement has very good process and action documents (Ministry feedback listening sessions)

#### Reflective Questions

- What oversight, if any, should be applied to Parish ministries going forward?
- Are Parish Organizational, Policies, Procedures and Practices Documents necessary?
- Would additional staff or financial resources be necessary to create and/or maintain these documents?
- Are current Staff and Ministry leaders willing and/or able to help develop Parish Organizational, Policies, Procedures and Practices Documents?

### Security

Safety and security concerns are everywhere; anyone on St Bonaventure property should always feel safe. We have worked over the years to maintain a sense of welcoming and openness of the church and the activity buildings. Unfortunately, that makes it easy for people to wander throughout the buildings without challenge. Some measures have been taken: our property is well-lit and the addition of security cameras has given us some reassurance. There is however an older key access security in place; staff and multiple volunteers have keys to access locked property. An ongoing appraisal of our security policies, procedures and equipment will be needed for continued peace of mind and to evade any unpleasant instances in the future.

#### Verification

- Access to the Adoration Chapel also allows access to the church.
- Adorers have found strangers in the gathering space (Ministry feedback listening sessions)
- Staff have found strangers in the activity building bathroom (staff)
- The current key system has been in place for over 20 years (staff)
- There is a large group of parishioners who currently have access keys (Show of hands at recent Vision rollout meeting)
- Some people feel that the church should always be open (Ministry feedback listening sessions)
- Some people feel stricter security measures need to be taken (Ministry feedback listening sessions)
- There are increased violent incidents at churches (Article: [What Leaders Can Learn from Violent Incidents at Churches](#))

#### Reflective Questions

- Should a new entrance to the Adoration Chapel be added?
- Should measures be taken to only allow access to the Chapel and Unisex bathroom?
- Do we need to provide “lock down” training for the Adorers and parishioners?
- When was the last time the locks were changed?
- How many parishioners / staff have keys to the current lock system?
- What would an upgraded door lock system look like and cost?