

# St. Monica Parish Long-Range Advancement Plan

## ISPD Recommendations

### ISPD Perspective

- Over the past eleven months (March 2010 – January 2011), ISPD has had the opportunity to work with St. Monica Parish in creating a plan that challenges the parish to address specific goals that have emerged in eight Planning Areas. Throughout this process, we have remained focused on one key objective: **to invite and involve people in creating a new strategic plan for St. Monica Parish.** With this as a guiding principle, parishioner input has been received through a number of vehicles – the ISPD Assessment, the Core Team meetings, the input sessions, the Parish Planning Team meetings, the Parish-Wide Convocation, and comments made on the Input Sheets from parishioners at large.
- The above is important to note, because through this input, leaders of this process have been able to better understand the parish, the people, and the challenges. The recommendations that we offer are based upon ISPD comparative analysis of key data, expertise, and what we believe is the very best for St. Monica Parish.
- Furthermore, most of the ISPD recommendations are made with implementation of the Long-Range Advancement Plan (LRAP) in mind. Throughout this process, many challenges were identified in specific Planning Areas– all addressed in this Final Report. In addition, there were a number of themes that surfaced throughout the planning process – themes that drew much attention and energy. They are:
  1. Inclusiveness
  2. Communication
  3. Education
  4. Leadership
  5. Organization
- Overall, as we reflect upon the process, the following represents our commendations and areas of focus for the future. These are intended to

provide further perspective and insight as we anticipate a bright future for St. Monica Parish.

**Commendations:**

- Pastoral leadership – Father Todd and Father Jeremy
- The leadership roles of Jean Galanti and Gloria Olson
- The cooperation and commitment of the Core Team
- The involvement of the Long-Range, Planning Committee of the Parish Council
- The dedication of the Parish Planning Team
- The desire to immediately move forward in the implementation process
- Willingness to invite and involve others – within and among all cultures
- The focus on engaging more people into the St. Monica Faith Community

**Areas of Focus:**

- Inviting all parishioners to share their gifts
- Communication and education
- Engaging more young people into the life of the parish
- Knowing who actually makes up St. Monica Parish
- Leadership education and development
- Collaboration between the parish and the school
- Understand the gifts of St. Monica parishioners
- Implementation of this Plan and its priorities
- Utilization of the LRAP for parish spiritual growth and renewal
- Maintenance of long-term momentum and energy

**Recommendation #1:                      **Finalize Decisions on Recommendations.****

- With input from the Core Team, parish leaders should make decisions on the recommendations presented by ISPD. They should accept, reject, or amend them. These decisions need to be made as quickly as possible so further implementation can begin.
- Input can be received through open discussion of each recommendation and/or through individual written responses to each recommendation.

**Recommendation #2:                      **Communicate the Plan (LRAP) and Recommendations to Parish Leaders and Others****

- Based upon the Core Team approval and the final decisions made, the LRAP and the recommendations need to be shared with all parish leadership groups – Parish Council, parish staff, ministry leaders, Parish Planning Team, and others. Strategies and vehicles could include:
  - LRAP Brochure

- † Letter from the Pastor
- † Brief history/background of the LRAP
- † Top Challenges
- † Recommendations
- † Questions and Answers
- † Implementation Plans for the LRAP
- † Invitation to Participate
- Bulletin articles
- Parish Web site
- School newsletters
- General Parish Assembly
- Press releases
- Leadership meetings
- Pulpit Talks
- Mass Presentations
- Small group meetings

**Recommendation #3:                    **Finalize the Work on the Parish Mission Statement****

- Initiated through the work of the Core Team and presented at the LRAP Parish-Wide Convocation for examination, ISPD recommends that the Parish Mission Statement be reviewed; suggestions from Parish Planning Team and Parish-Wide Convocation should be evaluated, and the decision needs to be made on the final version by the Parish Council by April 2011. Upon completion and approval, the Parish Mission Statement should be shared with ministry leaders, leadership groups, school groups, and parishioners. Discussion should revolve around making the mission of St. Monica come alive in word, action and deed.

**Recommendation #4:                    **Establish LRAP Implementation Teams.****

- St. Monica should establish LRAP Implementation Teams, in addition to established parish ministries, to address implementation of the LRAP. The Core Team (which includes key Parish Council members) should serve as the key leadership group to oversee the implementation process.
- LRAP Implementation Team membership should come from the following:
  - † Core Team
  - † Parish Planning Team (PPT)
  - † Convocation Delegates – see spreadsheet
  - † Interested parishioners

- Determine with the pastor, 2-3 chairs for each of the Planning Areas. ISPD recommends that these chairs come from the Core Team.
  1. Evangelization
  2. Family Life/Youth and Young Adults
  3. Governance and Organization
  4. Integration of All Cultures
  5. St. Monica School
  6. Social Justice
  7. Spirituality
  8. Total Stewardship
- Manage the day-to-day implementation of the LRAP
  - † Small group facilitation
  - † Meeting schedule and timeline
  - † Role of Parish Council
  - † Oversight and management of team strategies
  - † Execution of key strategies
  - † Communication to parish and school community
- Communicate and celebrate the success of the LRAP

**Recommendation #5:            Initiate Team Education and Training.**

- With Core Team members chairing the Planning Area Implementation Teams, all those working in the implementation of this Plan should be educated and in-serviced in regards to the logistics of the LRAP Implementation. Areas that need to be covered are:
  - † Implementation of the LRAP – process logistics
  - † Decision-making
  - † Communication
  - † Team organization and dynamics
  - † Roles, responsibilities and expectations of team/committee members
  - † Agendas, minutes, meeting report forms, and group facilitation
  - † Keys to success

**Recommendation #6:            Invite and Establish the Planning Area Implementation Teams.**

- With the many people who have volunteered to work with the implementation process, the Core Team should form teams in order to address the top Challenges (Goals). These Planning Area Implementation Teams are responsible for the implementation of the LRAP priorities. A clear communication process and reporting procedure has been

established and should be continued. Each of the Challenges (Goals) should be able to be addressed in one of the following ways:

- The Planning Area Implementation Team should be able to successfully address the Challenge/Goal.
- The Planning Area Implementation Team AND a ministry already working with that Challenge/Goal should be able to successfully address it.
- A present ministry that has the personnel and expertise should be able to successfully address the Challenge/Goal.

**Recommendation #7:                    Concentrate on the Top Challenges/Goals.**

- Based on ISPD expertise and knowledge of St. Monica Parish, the following are our recommended Top Challenges/Goals that should be addressed first:
  - A-3: How can we get more parishioners to be actively involved in the parish?
    - Goal # 1: To get more parishioners to be . . .
  - H-5: How can we reach out to the 70% not involved or in church on a regular basis?
    - Goal # 2: To reach out to the . . .
  - C-2: How can we build an effective communication and documentation process?
    - Goal # 3: To build an effective . . .
  - C-1: How can we create an all inclusive structure that meets the needs of our diverse population?
    - Goal # 4: To create an all . . .
  - D-1: How can we improve communication within and among parish cultures?
    - Goal # 5: To improve communication . . .
  - G-1: How can we create an atmosphere of inclusion, spiritual opportunity and participation for all God's people?
    - Goal # 6: To create an atmosphere . . .
  - B-1: How can we find bridges between youth culture and faith culture to maximize youth and young adults' involvement at St. Monica?
    - Goal # 7: To find bridges . . .
  - A-1: How can we teach/prepare Catholics to share our faith and evangelize?
    - Goal # 8: To teach/prepare Catholics . . .
  - C-3: How can we actually know who is in the parish?

- Goal # 9: To actually know who is . . .
- F-2: How can we educate parishioners about Catholic social teachings?
  - Goal # 10: To educate parishioners . . .
- E-1: How can we better inform and involve the parish about/in St. Monica School?
  - Goal # 11: To better inform . . .

Being true to the Plan, the Top Challenges/Goals should be addressed first by the respective Implementation Teams or standing ministries/committees.

**Recommendation #8:                    Create a Timeline and Calendar.**

- By April of 2011, a timeline and calendar should be established in regards to the Plan and the Recommendations. Parish leaders, as well as all parishioners, need to understand the implementation process and timeline with procedures and clear guidelines.

**Recommendation #9:                    ISPD Best Practices + PPT Input +  
Convocation Input = Core Team Best Steps**

- In a separate section of this Plan, ISPD makes a number of specific recommendations on how to best solve the top Challenges/address the top Goals. These recommendations are called “ISPD Best Practices” and are gleaned from what we are seeing around the country + what we as a company actually do in our on-site consultation processes and/or our on-site workshops.
- ISPD recommends that, in deciding how to best address solving a Challenge or addressing a Goal, the Core Team, with Implementation Team input, look carefully at ISPD’s Best Practices, the input from the Parish Planning Team, and the input from the Convocation, and then make the determination on which solutions to use in order to address the Challenge/Goal.
- ISPD also recognizes that much of the input from the PPT and the Convocation is broad and general, yet these thoughts and comments may lead Core Team members and an implementation team to the best solutions. As the consulting company, we have tried to remain faithful to including all comments, input and “best wisdom.”

**Recommendation #10:**

**Advance the Total Stewardship Process.**

- In response to the economic situation in our country at this time, it is important to continually focus on ways to improve the Total Stewardship Process – Prayer, Offering, and Ministry. Coming out of this process, there is a strong push to engage more people into the life of St. Monica Parish. The five keys to success remain:
  1. Commitment from the leadership
  2. Ongoing educational opportunities
  3. Consistent, creative, varied, compelling communication
  4. Maintenance of a proactive Stewardship Team
  5. Follow-up: organizing a responsive process to contact all parishioners that respond to the Total Stewardship efforts

**Recommendation #11:**

**Continued Involvement**

- In order for St. Monica Parish to continue to advance and stay viable, leaders need to seek ways to inform, invite and involve 100+ new people every year. Some continuing ways would be:
  - Input Sessions
  - Parish Assemblies
  - LRAP Implementation Teams
  - Web Site
  - Social Media
  - Parish Questionnaires
  - Parish Newsletters
  - Parish Annual Reports
  - Ministry Appreciation Events
  - Home Visits
  - Ministry Fairs
  - Social Events
  - Phone Inquiries
  - Parishioner Buddy System

**Recommendation #12:**

**Leadership Training**

- With a parish the size of St. Monica, ISPD believes it will be important to offer leadership training in order to help the many ministries function properly. The parish has enough professional expertise to put together a series of leadership workshops that would be required of all ministry leaders to attend and participate. In conjunction with that, it would be an excellent time for each ministry to fill in some sort of evaluation form that

lists their mission, their membership, their goals, their activities and how they keep their ministry thriving. This could be done within the context of the Leadership Training workshops.

**Recommendation #13:**                      **Director of Communication, Involvement and Resources**

- St. Monica Parish needs a person who will coordinate the many ministries, communication vehicles, involvement opportunities, and resources of the parish. This needs to be a full time position, and this person would be responsible for keeping the parish informed of not only the implementation of this LRAP, but also the many people who will become involved.

**Recommendation #14:**                      **Celebrate Early and Ongoing Success!**

- On a consistent basis, success should be reported to and celebrated with the parish. The reporting ensures awareness and accountability, while the celebration affirms and recognizes the efforts of many talented people as we work to “allow the Kingdom of God to take root in people’s lives.”

# THE LONG-RANGE ADVANCEMENT PLAN (LRAP)

## ST. MONICA PARISH

### LRAP Implementation Process

- Step 1:** Accept the position of Co-chair or Implementation Team or Standing Committee member in one of the Planning Areas.
- Step 2:** Fully understand the roles and responsibilities of being a Team member by doing the following:
- Attending key meetings
  - Reading the information provided
  - Asking any and all questions -- at any time
  - Participating in the implementation of key Challenges
  - Communicating progress/activities to Team members
- Step 3:** Fully understand the following about your Planning Area:
- What presently is being done at St. Monica in your Planning Area
  - LRAP Planning Document -- of all areas
    - ✓ Purpose Statement
    - ✓ Challenges
    - ✓ Strategic Solutions
    - ✓ Priorities
  - Recommendation Section of the Plan
  - Input concerning your Area:
    - ✓ Convocation Comments per Challenge
    - ✓ Parish Planning Team
    - ✓ ISPD Best Practices
- Step 4:** Understand the Challenge(s) you will begin to work with first.
- Step 5:** Understand how the Challenge(s) with which you will be working interacts with the other Challenges being implemented in other areas.

**Step 6:** Clearly understand the roles of the Pastor, the Core Team, the Implementation Teams, the Parish Staff, and the Parish Council.

**Pastor**

- 1) Serves as Mentor and Motivator
- 2) Provides recommendations and counsel
- 3) May serve as Resource Person
- 4) Serves on the Parish Council
- 5) Cultivates creative environment

**LRAP Implementation Team Facilitators (Core Team Member)**

- 1) Provides leadership and management
- 2) Coordinates Team/Committee work
- 3) Represents each Team
- 4) Communicates Team and Committee activities
- 5) Collects the Meeting Forms
- 6) Facilitates meetings
- 7) Motivates Committee members

**LRAP Implementation Teams**

- 1) Understands Implementation process
- 2) Attends regular meetings
- 3) Understands the work of the Team
- 4) Confirms Top Challenges
- 5) Implements Strategies to address Challenges
- 6) Communicates Team and Committee activities

**Parish Staff**

- 1) Understands LRAP Implementation process
- 2) Communicated to by Fr. Todd at staff meetings
- 3) May serve as a Resource Person
- 4) May serve on a Team
- 5) Communicates Team activities
- 6) Provides recommendations to Teams

### Parish Council

- 1) Understands LRAP Implementation process
- 2) Long-Range Planning Committee of the Parish Council serves on the Core Team and provides management and guidance to the implementation process.
- 3) May serve as Resource Person
- 4) Reviews Meeting Forms
- 5) Provides recommendations to LRP Committee
- 6) Supports the work of Core Team and Implementation Teams (*win-win*)
- 7) Communicates Core Team activities

**Step 7:** Based upon which Challenge(s) you will be working with first, invite parishioners to join your Team beyond what you have already invited.

- Parish Planning Team Members
- Parish-Wide Meeting Attendees
- Parishioners with expertise and talents
- Ministry Leaders
- Staff Members – *may be appointed by the Pastor*

**Step 8:** Organize and orient your Implementation Team or Committee at the first official meeting.

- Training and education
- Reports by Co-chairs on Top Challenges
- Completion of Sign-up Sheet
- Confirm meeting schedule

**Step 9:** Understand the communication information that needs to be recorded and reported:

- Meeting Summary Form
- Implementation Chart/Form

**Step 10:** Confirm the scheduled meetings of your Implementation Team.

**Step 11:** Understand the correct steps to take for addressing the Challenge(s) with which you will be working:

- Co-chairs of Implementation Teams decide on top Challenge/Goal.
- Determine Strategic Solutions – Action Items
- Fill in Implementation Chart/Form.
- Hand to LRP Committee member of the Parish Council.
- Implementation Chart/Form reviewed by Pastor and LRP Committee member.
- Pastor and LRP Committee member provide recommendations/input.
- Implementation Chart/Form goes back to Implementation Team with action recommended.

**Step 12:** Begin implementation – Action Items

**Step 13:** Communicate Team or Committee Activities

**Step 14:** *PRAY* for our success.

**NOTE:** *Justification of the role of the Pastor, Staff, and the Parish Council:*

- *The Pastor, Staff, and Parish Council are in tune with all the workings of the parish and are able to spot conflicts and overlapping.*
- *The Pastor and Parish Council is in tune with the budget and the Finance Council.*
- *Specifically, the Pastor is in close communication with the parish staff and the Parish Council -- thereby keeping everyone informed of our progress.*

# ST. SAMPLE PARISH

(Sample)

Commission Area: Outreach & Evangelization		CT Co-Chairs: Mike Korte, Beth Cook, Judy Myerholtz				Submit Date: September 1, 2009	
Goal: To become a more welcoming parish							
Major Solution (Strategic Action)		Person(s) responsible		Cost		Begin	End
• Update Family Pictorial Directory		Beth Cook		N/A		October 2009	Spring 2010
Implementations Steps		P.I.C	Cost	Begin	End	On-going	Comments
Research/request info from possible Pictorial Directory companies to work with on the project (Olan Mills, LifeTouch, etc.)		Beth Cook	N/A	Oct. 2009	Oct. 2009		
Set-up meetings with the top 3 companies.		Beth Cook	N/A	Oct. 2009	Oct. 2009		
Finalize company being used and schedule photography dates at the parish.		Beth Cook	N/A	Nov. 2009	Nov. 2009		
Promote the new pictorial directory/photography session within the parish community.		Beth Cook	N/A	Nov. 2009	Dec. 2009		

Pastor's Comments:

Date: \_\_\_\_\_

Approved

Rejected

Amended

Other Comments:

**ST. MONICA PARISH**

**(Sample blank chart)**

Implementation Team or Standing Committee:		Co-Chairs:		Submit Date:		
Goal:						
Major Solution (Strategic Action)	Person(s) responsible	Cost		Begin	End	On-going
		Begin	End			
Implementations Steps	P.I.C	Cost	Begin	End	On-going	Comments

Pastor's Comments:

Date: \_\_\_\_\_

- Approved
- Rejected
- Amended

Other Comments:

**ST. MONICA PARISH**  
**LRAP: Multi-Vote Sheet**

**PLANNING AREA A: EVANGELIZATION**

1. 123 A-1 How can we teach/prepare Catholics to share our faith/evangelize?
2. 137 A-2 How do we promote our faith and the St. Monica Community to non-parishioners and non-Catholics?
3. 203 A-3 How do we get more parishioners to be more actively involved in the parish?

**PLANNING AREA B: FAMILY LIFE/YOUTH AND YOUNG ADULTS**

4. 134 B-1 How can we find bridges between youth culture and faith culture to maximize youth and young adults' involvement at St. Monica?
5. 107 B-2 How can we improve our confirmation program at St. Monica?
6. 143 B-3 How can we excite and motivate St. Monica parishioners to be involved in Family Life/Youth and Young Adults?
7. 49 B-4 How can we improve our Sunday School program at St. Monica?
8. 94 B-5 How can we more effectively communicate the programs/events offered in the areas of Family Life/Youth and Young Adults at St. Monica?
9. 83 B-6 How can we bring together youth communities of the Day School, Sunday School, English-speaking and Spanish-speaking communities at St. Monica?

**PLANNING AREA C: GOVERNANCE AND ORGANIZATION**

10. 140 C-1 How can we create an all inclusive structure that meets the needs of our diverse population?
11. 172 C-2 How can we build an effective communication and documentation process?
12. 167 C-3 How can we know who is in the parish?

**ST. MONICA PARISH**  
**LRAP: Multi-Vote Sheet**

13. 114 C-4 How can we create sustainable governance with healthy turnover and active succession?
14. 92 C-5 How can we connect the parish staff and lay leadership?
15. 97 C-6 How can we ensure appropriate fiscal stewardship?

**PLANNING AREA D: INTEGRATION OF ALL CULTURES**

16. 160 D-1 How can we improve communication within and among parish cultures?
17. 132 D-2 How can we invite parishioners to accept then embrace our parish's many cultures?
18. 132 D-3 How can we have our worship effectively express/reflect the many cultures of St. Monica Parish?
19. 101 D-4 How can we identify, develop, and enhance collaboration among ministry leaders from our various cultures?

**PLANNING AREA E: ST. MONICA SCHOOL**

20. 149 E-1 How can we better inform and involve the parish?
21. 70 E-2 How can we engage more alumni to help develop the school?
22. 148 E-3 How can we make the school more affordable to more families?
23. 107 E-4 How can we better market the school?
24. 101 E-5 How can we better organize and sustain our volunteer program?
25. 116 E-6 How can the school adapt to the growing Hispanic population in the parish?

**ST. MONICA PARISH**  
**LRAP: Multi-Vote Sheet**

**PLANNING AREA F: SOCIAL JUSTICE**

26. 131 F-1 How can we get more people (individual and families) involved in social justice ministries?
27. 153 F-2 How can we educate parishioners about Catholic social teachings?
28. 133 F-3 How can we develop future leaders?
29. 126 F-4 How can we challenge and engage parishioners to adopt Catholic social teaching as a way of life?
30. 120 F-5 How can we overcome apathy?
31. 73 F-6 How can we connect to the larger church?

**PLANNING AREA G: SPIRITUALITY**

32. 139 G-1 How can we create an atmosphere of inclusion, spiritual opportunity and participation for all God's people?
33. 89 G-2 How can we inspire honoring the third commandment?
34. 122 G-3 How can we share spiritual traditions across cultures?
35. 119 G-4 How can we move beyond "self" to focus on spiritual needs of others?
36. 107 G-5 How can we link spiritual needs to resources?
37. 97 G-6 How can we enhance our spiritual electronic outreach across all cultures and age groups?

**PLANNING AREA H: TOTAL STEWARDSHIP**

38. 98 H-1 How can we develop comprehensive Stewardship educational material for all ages?
39. 135 H-2 How can we increase financial Stewardship?

**ST. MONICA PARISH**  
**LRAP: Multi-Vote Sheet**

40. 136 H-3 How can we create a culture of being invested in the parish, while increasing parishioner involvement?
41. 141 H-4 How can we understand the needs of our parishioners?
42. 207 H-5 How can we reach out to the 70% not involved or in church on a regular basis?

## ST. MONICA PARISH MISSION STATEMENT DRAFT

*St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.*

146 Affirmed/stays the same

82 Somewhat changed (see below)

Your Suggested Comments:

- St. Monica Parish is a multi-cultural Catholic community with Christ in the Eucharist as our center, from which flows our prayer, liturgy, education, evangelization, stewardship and service in social justice.
- Add “Christian” after “Catholic” since some Catholics, as well as non-Catholics don’t know that Catholics are Christians. – 2
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education and evangelization.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, adult education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community living our faith by following Jesus and the Word of God through prayer, liturgy, education, evangelization, and stewardship.
- Add “fellowship” – 8
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, fellowship, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through evangelization, prayer, liturgy, education, and stewardship.
- St. Monica Parish is a Catholic community by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- Promoting multi-cultural inclusiveness into one group

- St. Monica Parish is a multi-cultural Catholic community advancing our faith by allowing the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and social justice outreach.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith and making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community connecting faith and life through prayer, liturgy, education, evangelization, stewardship to include social justice.
- We need to serve the community and let our service be our evangelization.
- St. Monica Parish is a multi-cultural Catholic community celebrating and advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica...Word of God come alive by striving to Christ like in our actions and through prayer...
- Add "friendship"
- Incorporate the words "Social Justice" in there somehow.
- St. Monica Parish is a multi-cultural Catholic community living our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a Catholic community advancing our faith by keeping the Word of God alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community striving to advance our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- The mission of St. Monica Parish is to make the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- Need to add a statement about helping/serving others.
- Add "actions in the greater community"
- St. Monica is a multi-cultural Catholic parish advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship to be a community for our parishioners and their neighbors.

- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, service, and stewardship.
- I don't think we need to define ourselves as "multi-cultural." We are, in fact, multi-cultural, but I don't think that needs to be in the mission statement – it's just a normal part of the way we are.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word and Sacraments of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing the Catholic faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by bringing the Word of God to life through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive.
- It is kind of boring. This parish shares joy, praise, kindness, compassion, enthusiasm, effort, commitment, education and peace.
- Add "service" – 2
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer and sacrament, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community promoting our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, service, and stewardship.
- St. Monica Parish is a Catholic community advancing our faith by making the Word of God come alive through the Eucharist, prayer, education, evangelization and stewardship.
- Needs words that convey the idea of reflecting/thinking about how God is present in our daily life.
- Are we really "multi-cultural" or are we "bi-cultural"? while we might like to claim "multi-cultural" we are predominantly have an English speaking and Hispanic culture...If we focus on these two first, incorporating other "cultural" aspects might come later. 80/20 rule! Without turning a blind eye to demographic trends, what are we really?

- Should emphasize parish unity in a multi-cultural environment. We are one parish and we should work toward that end, rather than having separate ministries, liturgy, education, etc. and this should be part of our mission statement.
- Integrate something about works – social justice. It states “faith” but not “works.”
- Needs to be shorter/more focused.
- Maybe cut “advancing our faith by”
- ...through prayer, bible study, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing the kingdom of God by making the Word of God come alive through prayer, liturgy, education, evangelization, stewardship, and the promotion of social justice.
- St. Monica parish is a multi-cultural catholic community living and growing in faith...
- “come alive” change to “be alive”
- St. Monica Parish is a multi-cultural Catholic community committed to advancing our faith in Jesus by making the Word of God come alive through prayer, liturgy, education and evangelization.
- Delete – “multi-cultural”
- St. Monica Parish is a multi-cultural Catholic community advancing our Catholic faith by living on life in Christ through liturgy, prayer, education, evangelization, and stewardship.
- St. Monica is a Catholic Christian Church yet Jesus Christ is absent from our mission statement. Why?
- Included this is the work of Jesus Christ or to further the work of Jesus Christ
- St. Monica Parish is a multi-cultural Catholic community advancing the Catholic adherence to faith by the Word of God through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, action and stewardship.
- St. Monica Parish is an inclusive Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community living our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.

- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, work for social justice and stewardship.
- Need to mention Christ
- While we are blessed to have multicultural community I'm not sure that is our "mission." We also are blessed with great diversity in wealth, social stature, age, and etc.
- St. Monica Parish is a Catholic Community that brings the love of Christ alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, and sacraments evangelization, and stewardship.
- St. Monica Parish is a multi-faceted Catholic community working through faith to make the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- Delete "multi-cultural"
- St. Monica Parish is a multi-cultural Catholic community enhancing our faith by making the Word of God come alive through prayer, liturgy, education, evangelization, and stewardship.
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through sharing our faith, experiences with one another, prayer, liturgy, education, evangelization, and stewardship.
- Change "multi-cultural" to "diverse"
- St. Monica Parish is a multi-cultural Catholic community advancing our faith by making the Word of God come alive through prayer, liturgy, education, service, evangelization, and stewardship.
- Fellowship and service should be mentioned through stewardship certainly includes service.