

# SAINT ANDREW

## CATHOLIC PARISH



PARISH PASTORAL PLAN STATUS REPORT  
September 2016

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# FOREWORD

September 2016

God give you Peace!

It has been a year since the presentation of the Saint Andrew Parish Pastoral Plan. I am pleased to provide this updated version; to report on our progress. This plan is the product of a collaborative effort among the laity, clergy and staff of the parish. It represents an extraordinary outpouring of perseverance, planning and prayer. Clearly, the Holy Spirit is at work within our family of faith!

Over sixty three years ago, a group of Spirit-filled people who were united in faith, created our amazing parish and school. Blessed with their insight, energy and devotion, each of us has enjoyed the fruits of their vision, their dedication to loving and serving each other, and their commitment to future generations.

Recognizing the precious legacy with which we are entrusted, it became clear that we needed to plan for the future. Collectively, we have been charting the course not only for our generation, but for future generations. The Pastoral Plan is an integral part of that future.

The genesis of the plan involved listening to you individually and collectively, identifying our Values, discerning our Vision of the future, confirming our Mission, defining the Goals to realize the Vision and creating Action Plans to achieve the Goals. The plan is our guide to living out our Vision. Of course for any plan to succeed, it must be worked and regularly reviewed and updated. This document demonstrates what we have accomplished since first published in September of 2015.

To achieve its potential to bear much fruit, we need to be reminded that the plan will require the commitment, energy and partnership of ALL parishioners. I ask that each of us reflect upon our God-given gifts and talents as we continue to work this plan. As you read through these pages, please be mindful of any area that you think you can offer support and take that inspiration to prayer. I believe that our parish will grow stronger through the relationships we build with God and each other in fulfilling our Vision.

I invite you to join me in praying for God's blessing on this plan, as well as on each parishioner. I also ask you to regularly pray our Prayer for Pastoral Planning as we move forward (on page 29). We must remain open to the workings of the Holy Spirit and allow the Spirit to guide us all to be the parish and the disciples God intends for us to be. Together we will fulfill the goals of this plan and continue loving as Christ loves, serving as Christ serves.

Sincerely yours in Christ,

Fr. Thomas F. Stabile TOR, Pastor



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# TABLE OF CONTENTS

1.	Introduction	1
2.	Our Parish Values	3
3.	Our Parish Vision; Our Parish Mission	5
3.	Our Parish Goals	7
4.	Our Action Plans	9
5.	Prayer for Pastoral Planning	29

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# SAINT ANDREW CATHOLIC PARISH PARISH PASTORAL PLAN

## INTRODUCTION

This plan is the product of a parish-wide effort involving the laity, clergy and staff to collaboratively chart a course to meet the needs of our generation and future generations of Saint Andrew parishioners and Saint Andrew School students.

The approach used in developing the plan is depicted in the graphic below.

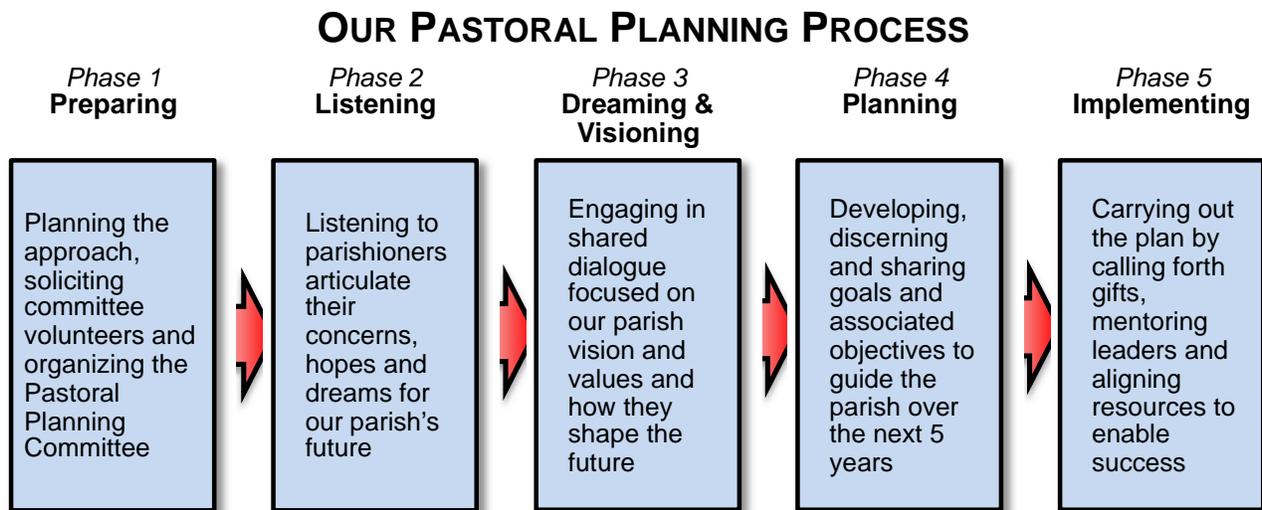


Figure 1 - Our Pastoral Planning Process

We are currently in **Phase 5 - Implementing**. On the pages that follow, we recap the Values, Vision, Mission and Goals of our Pastoral Plan, and then provide an update on the actions taken during the past year to realize our Goals.

Our plan is an ambitious one. Progress has been made in all Goal areas, although some actions had to be adjusted due to unforeseen factors. It is our sincere desire that the changes arising from the plan come from our yearning to act with justice, love and respect for each other. Grounded in Christ's Gospel mission and with His divine assistance, may we all walk with confidence together into the future?

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# OUR PARISH VALUES

Our Parish Values of DISCIPLESHIP, COMMUNITY OF FAITH, WORSHIP, ONGOING FAITH FORMATION and EVANGELIZATION are consistent with the vision of our patron Saint Andrew and set the foundation for our vision of the future.

## *DISCIPLESHIP*

Discipleship is the process by which Jesus Christ makes us holy and transforms us into His likeness. As disciples we are called to proclaim Christ through our words and deeds.

## *COMMUNITY OF FAITH*

God created us all, no matter one's culture, ethnicity, age, socio-economic status, or past spiritual experience, to live in community rather than alone.

## *WORSHIP*

We are a diverse people who share the liturgy and are unified by God's Word, the celebration of the Sacraments and our Roman Catholic Creed.

## *ONGOING FAITH FORMATION*

Formation involves seeking a life-long commitment to a closer relationship with God, opening our hearts to spiritual transformation given by the Holy Spirit, and being formed as a witness to Christ.

## *EVANGELIZATION*

Evangelization is bringing the good news of the Gospel to all who seek Jesus Christ and leading them into a personal relationship with Him through the Church and the Sacraments He established.

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## OUR PARISH VISION

**By this is my Father glorified, that you bear much fruit and become my disciples.**

John 15:8

According to John's Gospel, "*Andrew, the brother of Simon Peter, was one of the two who heard John and followed Jesus. He first found his own brother Simon and told him, 'We have found the Messiah'. Then he brought him to Jesus.*" (John 1:40-41).

Inherent in our patron's vision was a desire to introduce souls to the Savior.

## OUR PARISH MISSION

**As Catholics, united in our belief in Jesus Christ and His call to love and serve in charity and justice, the Saint Andrew Parish Family is dedicated to live out His word through celebration of the sacraments, education and evangelization.**

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# OUR PARISH GOALS

## *DISCIPLESHIP*

- D1 - Establish an effective, lay-centered ministry for parishioners that forms intentional disciples.  
*(Intentional disciples are those who are readily discerned as having a lived relationship with Christ as evidenced by their participation in the life and mission of the Christian community.)*
- D2 - Sustain and examine whether the service provided by the Saint Andrew Food Pantry Outreach can be expanded to effectively close the gap between the need for food and its availability.
- D3 - Ensure the long-term financial stability of the parish and school.

## *COMMUNITY OF FAITH*

- C1 - Become a welcoming, interconnected and engaged Catholic community with Christ at our center.
- C2 - Offer community-building experiences that enable all parishioners to build relationships with each other and with Christ.
- C3 - Effectively communicate with parishioners and the community.
- C4 - Invest in facilities that (1) provide additional seating for worshipers at Mass, (2) enable worshipers to gather outside the worship area before and after Mass, (3) enable the entire parish to come together outside of worship for community activities, (4) support parish ministries, (5) support education and formation of all parish age groups and (6) provide a central location for information for parishioners and visitors.

## *WORSHIP*

- W1 - Increase the appreciation for, understanding of, access to and participation in Eucharistic Adoration.
- W2 - Increase appreciation for, understanding of and participation in the liturgy among parishioners.
- W3 - Expand opportunities for shared prayer and liturgy with members of our Spanish speaking community.

## *ONGOING FAITH FORMATION*

- F1 - Ensure the parish leadership, ministries and their respective roles are widely communicated to the parish.
- F2 - Create an environment where all parishioners grow in knowledge and understanding of our Catholic faith and tradition.

## *EVANGELIZATION*

- E1 - Prepare parishioners for involvement in evangelization by providing seminars and presentations to increase their knowledge and confidence in explaining our faith to others.
- E2 - Reach out to the community and beyond to develop and enliven faith, attracting those looking for a spiritual home.
- E3 - Expand parish service projects locally and outside the local area.

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## OUR ACTION PLANS

Action Plans have been established for realizing each of our Parish Goals. The action plan Objectives have been selected to contribute to achieving the goal that they support. Some actions may contribute to the attainment of more than one goal. In such cases, we have chosen to associate the objective with only one goal in the plan.

The Action Plans are carried out through the efforts of ministries, committees, groups of passionate parishioners and our parish staff. "Advocates" have been identified for each objective. The role of the Advocate is to ensure that the collective efforts of the parish address the action in a timely and effective manner.

Associated with each objective are results and/or comments describing what was accomplished during the past year. The results and comments help to confirm whether the objective has been fully achieved, partially achieved or not achieved. This information will be used in adjusting our Action Plans for the coming year.

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## DISCIPLESHIP

D1: Establish an effective, lay-centered ministry for parishioners that forms intentional disciples.

Intentional disciples are those who are readily discerned as having a lived relationship with Christ as evidenced by their participation in the life and mission of the Christian community. Discipleship is the process by which Jesus Christ makes us holy and transforms us into His likeness. As disciples we are called to proclaim Christ through our words and deeds.

Our ongoing programs for forming intentional disciples are the *Rite of Christian Initiation for Adults (RCIA)*, *Sanctus Retreats* (all parishioners), *METANOIA* (high school), and *RCIA Adapted for Children* (children). Our plan envisions that these programs will continue. *RCIA* and *RCIA Adapted for Children* are well established in the parish. Planning for *Sanctus Retreats* began in 2014. They were introduced to the parish through pilots that were conducted for parish leadership during April - June 2015. Lessons learned from these pilots were incorporated into *Sanctus Retreats* that were offered to all parishioners beginning in August 2015. *METANOIA* was introduced to parish youth in 2014 and has continued to grow since its introduction.

### Year 1

Objectives	Advocate	Results/Comments
To offer all parishioners an opportunity to build relationships with each other and Christ through <i>Sanctus Retreats</i> .	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>• Status: Successful and still in progress .</li> <li>• Over 150 retreatants; 6 retreats; 1 reunion .</li> </ul>
To improve the <i>METANOIA</i> experience for our high school youth and increase its availability.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>• 3 new young adult mentors were trained, adding more opportunity for one-on-one mentoring in Scripture during <i>METANOIA</i> .</li> <li>• 2 new young adult praise &amp; worship leaders were trained for <i>METANOIA</i>.</li> <li>• The <i>METANOIA</i> session layout was revised for a more streamlined presentation and Scripture session, with excellent feedback from teens.</li> <li>• <i>METANOIA</i>'s session time was changed to fit the schedule needs of more teens .</li> </ul>
To provide a daily opportunity for SAS students to reflect on Christ's call to follow him through words and deeds.	SAS Faculty	<ul style="list-style-type: none"> <li>• Each year, the school selects a word or phrase that is used as a focus and theme for prayer and reflection for the entire school community. In 2015-2016 it was, "Living the word of Mercy."</li> </ul>

### Year 2 and later

Objectives	Advocate	Results/Comments
To expand the availability of <i>Sanctus Retreat</i> to parishioners and to establish the retreats as integral to parish renewal and growth in forming intentional disciples.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>• Status: Retreat team leaders have met/ are meeting and are currently establishing plans to recruit and expand the retreat team. The vision is to foster a sustainable retreat model so it may continue to flourish and become part of the community's faith formation experience.</li> </ul>

## DISCIPLESHIP

D2: Sustain and examine whether the service provided by the Saint Andrew Food Pantry Outreach can be expanded to effectively close the gap between the need for food and its availability.

Food Pantry Outreach has been an ongoing ministry of the parish for the past 30 years. It is currently comprised of the following programs: the *Food Pantry*; *Financial Services* providing occasional emergency financial assistance for parishioners; *Holiday Outreach* at Thanksgiving and Christmas (and Easter if funds are available) to provide food, fellowship and gifts; and, *Supplementary Nutrition Assistance Program (i.e., food stamps) Enrollment Assistance*.

Food Pantry Outreach has recently instituted an annual Shut Down Week for training, cleaning and file maintenance. The first Shut Down Week was conducted in May 2015. During the shut down, volunteers participated in annual training. Volunteer manuals and training materials were also updated at that time.

### Year 1

Objectives	Advocate	Results/Comments
To identify current facility and future facility needs. ( <i>Supports Goal C4</i> )	Food Pantry Outreach	<ul style="list-style-type: none"> <li>As the parish Master Facility Plan matures and the FPO facility comes into consideration, detailed plans will be presented. This is not anticipated within the near term.</li> <li>While no facility changes are in FPO's near term, changes have been introduced to improve the efficiency and effectiveness of the existing facility.</li> <li>Bar code scanners have been adopted to track food distribution. This increased accuracy in reporting and determining the amount of food distributed, which in turn prevents over-ordering. Bar code readers have also been adopted to track volunteer hours.</li> <li>Casino Night funds and an anonymous donation were used to purchase two commercial grade freezers and one commercial grade refrigerator. The new equipment will reduce operating costs, increase capacity for fresh produce, improve the professional look of the facility.</li> <li>The interior layout of the facility was rearranged to more easily accommodate clients and volunteers. The flow is now more efficient and user friendly.</li> <li>Monitored security cameras were added at the front and side doors of the Food Pantry.</li> </ul>
To increase awareness and support for FPO programs among parishioners, parish catechists, Religious Education students, SAS faculty, SAS students and interested community groups.	Food Pantry Outreach	<ul style="list-style-type: none"> <li>An Open House was not held but is under consideration. Note that the FPO continued the annual shut down. The purpose of this shutdown is threefold. First, to train volunteers and offer them an opportunity to reconnect with each other, as well as to express concerns or suggested changes for FPO operations. Second, to enable File Maintenance, such as updating volunteer and client paperwork, including electronic and hard copy files. Outdated material is also rotated out (ie, shredded). Third, deep cleaning of the facilities and an annual inventory are completed. Youth volunteers are extremely helpful at this period.</li> <li>The Director together with the Technical Communications Coordinator, created a new FPO video for use at all Masses to kick off Holiday Outreach.</li> <li>FPO presented Catholic Social Justice themes and the FPO "empty table" presentation to 2016 Confirmation Class. Presentations were also made to the Peace and Justice team as well as Secular Franciscans. This offered general information about the Pantry and suggested ways they can become involved.</li> <li>All Food Pantry Policies and Procedures were formalized, published and disseminated. They will be updated annually.</li> <li>Continued opportunities for youths to volunteer at the FPO in the summer. Daytime volunteer hours for youth during the summer break to serve the community and earn service hours for upcoming school year.</li> </ul>

Year 1 - continued		
Objectives	Advocate	Results/Comments
To increase the availability of FPO services to clients.	Food Pantry Outreach	<ul style="list-style-type: none"> <li>• Through a major portion of the plan year, new volunteers were on hold while the diocese updated their "Keeping Our Children Safe" training. All FPO volunteers must be current in this training.</li> <li>• The Director, volunteers, and the Advisory Board discussed the possibility of moving the evening hours of operation for all working poor in Fort Worth from Monday evening to Wednesday evening. Since many holidays fall on a Monday, our working clients are unable to obtain food and other support services. This change will be implemented in 2016.</li> <li>• Due to Tarrant Area Food Bank and Feeding America regulations, required client paperwork has been decreased, thus removing barriers between those in need and access to food.</li> </ul>

## DISCIPLESHIP

D3: Ensure the long-term financial stability of the parish and school.

The Parish Business Manager, with the staff, develops the annual budget. As part of its normal process, the Finance Council approves the budget, reviews monthly statements, maintains an awareness of projected building and maintenance projects identified by the Building and Maintenance Committee in its project "cost table", continually seeks opportunities for cost saving opportunities in parish operations, and identifies / takes action to mitigate threats to parish financial stability. During March 2015 a significant cost saving was realized by the parish through successful conversion of electronic financial giving from Faith Direct to Push Pay.

### Year 1

Objectives	Advocate	Results/Comments
To increase the percentage of parishioners using electronic financial giving.	Finance Council	<ul style="list-style-type: none"> <li>The number of people using "Push Pay" increased 89% (from 3.69% to 6.98%).</li> </ul>
To increase the number of parishioners who financially contribute to the parish.	Finance Council	<ul style="list-style-type: none"> <li>The total number of recorded donors dropped by 1453 in 2015 to 1445 in 2016.</li> </ul>
To increase "planned giving" from alternate sources (e.g., estates and wills).	Finance Council	<ul style="list-style-type: none"> <li>The Finance Council continues to address an approach to encourage "planned giving" and it is mentioned in most financial communiques distributed to parishioners.</li> </ul>
To integrate schedules for annual financial planning and annual pastoral planning.	Finance Council	<ul style="list-style-type: none"> <li>The Pastoral Council is working toward coordinating the annual schedule for the St. Andrew budgeting process and the Pastoral Planning process. The Pastoral Plan was brought forward one month in 2016 and will be brought forward another month in 2017, aligning the two planning processes.</li> </ul>
To achieve a contingency fund that will cover six months of operating costs.	Finance Council	<ul style="list-style-type: none"> <li>A contingency fund of \$1.3M is required to sustain operations for six months. Savings of approximately \$452K were reported for the month ending June 2016.</li> </ul>
To expand giving options for parishioners to include a parish endowment fund. (Contingent on the feasibility of establishing a parish endowment being confirmed)	Finance Council	<ul style="list-style-type: none"> <li>A Risk Mitigation plan is being developed. The first step is the identification of "threats": deterioration of facilities, migration to other churches, economic environment, changing parish demographics (new/growing parishes, competition from new schools, aging parishioners, change in number of priests, disaster). The risk selected for mitigation is deterioration of facilities. This is tied into the development of the Parish Master Facility Plan.</li> </ul>

## COMMUNITY OF FAITH

C1: Become a welcoming, interconnected and engaged Catholic community with Christ at our center.		
The parish established a Welcome Committee in 2014 to extend a warm welcome to all and to invite all to learn about the parish's various ministries as either a way to be served or as a way to serve others through active involvement.		
Year 1		
Objectives	Advocate	Results/Comments
To increase the number of parishioners involved in our Welcome Committee.	Welcome Committee	<ul style="list-style-type: none"> <li>Welcome Committee's roles were subsumed into expanded Discipleship Committee with 8 members.</li> </ul>
To establish a plan for future parish newcomer and potluck dinners to be conducted on a regular basis.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>AFFOM department is collaborating with the Discipleship Committee through the establishment of a Ministry Fair so as to expand the opportunity to become more welcoming. The Discipleship Committee is also assisting RCIA by helping to create a schedule for the various ministries to provide refreshments for those learning more about the Catholic faith. AFFOM is not undertaking a 'Potluck Dinner' outreach at this time.</li> <li>A Ministry Fair was held after all Masses on August 6/7, 2016.</li> </ul>
To increase youth access to adult guidance at the Sunday Night Youth Group meetings.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>6 young adult mentors were trained and added to the Encounter program. Small groups were implemented to foster deeper small-group discussion and individual mentoring, and enormously positive feedback was received from both teens and parents.</li> </ul>
Year 2 and later		
Objectives	Advocate	Results/Comments
To conduct parish newcomer and potluck dinners on a regular basis.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>AFFOM may revisit the opportunity for Potluck Dinners in the future. Not a project to be undertaken at this time.</li> </ul>
To conduct a parish cultural fair open to the community.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>AFFOM is first concentrating on the formation of a 'Ministries Fair' due to the formation and assistance provided by the Discipleship Committee. The formation of a Cultural Fair will be evaluated again in the future.</li> </ul>

## COMMUNITY OF FAITH

**C2: Offer community-building experiences that enable all parishioners to build relationships with each other and with Christ.**

The Faith Formation Team and Retreat Team developed a plan for introducing *Sanctus Retreats* to the parish. During April - June 2015, pilot *Sanctus Retreats* were conducted for parish leadership. Lessons learned from these pilot retreats were incorporated into *Sanctus Retreats* that were opened to all parishioners beginning in August 2015. For more information on *Sanctus Retreats*, see Goal D1.

Year 1

Objectives	Advocate	Results/Comments
To recommend a standard approach (i.e., protocol) for adoption by all parish ministries that promotes building relationships among parishioners and with Christ through ministry activities and programs.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>AFFO looks forward to addressing standard approaches and opportunities for community building among parishioners with the Faith Formation Team as a whole. This is a recurring topic of discussion for the Faith Formation Team. We hope to address this topic more systematically in the future.</li> </ul>

Year 2 and later

Objectives	Advocate	Results/Comments
To ensure ministry activities and programs are consistent with the recommended protocol developed in Year 1 for building relationships among parishioners and with Christ.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>AFFO dialogues with ministry leaders throughout the year. This helps us to evaluate and respond to the needs of the parish and its various ministries. We will continue to hold these planned and impromptu meetings with our volunteer leaders so as to always use 'best practices'. We look forward to sharing insight regarding protocol to be developed by the Faith Formation Team.</li> </ul>
To foster greater participation in liturgical ministries, fostering a sense of stewardship of time and talent.	Parish General Staff	<ul style="list-style-type: none"> <li>With support of the General Staff, the quarterly ministry fairs provide more opportunities for volunteers to step forward and be trained.</li> </ul>

## COMMUNITY OF FAITH

C3: Effectively communicate with parishioners and the community.		
The parish has a number of channels through which it currently communicates with parishioners. These channels include the weekly bulletin, parish website, parish iPhone app and social media. In June 2015 the Youth & Young Adult Ministry began using Flocknote for communication with youth and young adults using the web and text capabilities of Flocknote to provide welcome to newcomers, provide event information to all youth and young adults, and engage participants of high school and middle school programs.		
Year 1		
Objectives	Advocate	Results/Comments
To enable volunteers to contribute photos and videos of parish activities for use in parish communications.	Communications & Technology Coordinator	<ul style="list-style-type: none"> <li>Created a Parish Instagram (standrewccfw).</li> </ul>
To incorporate photos or videos about parish activities in communications with parishioners and others.	Parish General Staff	<ul style="list-style-type: none"> <li>Pictures can be submitted to <a href="mailto:webmaster@standrewcc.org">webmaster@standrewcc.org</a> for editing and approval, will use a temporary DropBox for larger files.</li> </ul>
To expand the availability of social media to communicate parish activities.	Communications & Technology Coordinator	<ul style="list-style-type: none"> <li>Need to increase the usage of the Instagram and twitter accounts. Consider using a cross platform posting setup</li> </ul>
To introduce use of Flocknote text-based media for welcoming, providing event information and engaging middle/high school participants in programs.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>The parish media platform "Flocknote" was implemented. Weekly updates, prayers, questions, and text-to-win messages are engaging teens, parents, and young adults across all Youth &amp; Young Adult Ministry programs.</li> </ul>
To periodically communicate activity information to high school, middle school, and young adults through respective newsletters for each group.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>Newsletters were sent to each age group detailing upcoming conference and program opportunities as they arose. Flyers with engaging graphic design were created for all programs and events. These flyers were also introduced to the entire parish using the PowerPoint at Sunday Mass and inclusions in the weekly bulletin.</li> </ul>

## COMMUNITY OF FAITH

C4: Invest in facilities that [1] provide additional seating for worshipers at Mass, [2] enable worshipers to gather outside the worship area before and after Mass, [3] enable the entire parish to come together outside of worship for community activities, [4] support parish ministries, [5] support education and formation of all parish age groups and [6] provide a central location for information for parishioners and visitors.

The Pastor and Pastoral Planning Committee recognized in early 2014 that the Pastoral Plan would contain a facilities element. Because of the lead-time to define a facilities project, conduct a capital campaign and complete construction, action on this goal was initiated in mid-2014. A Master Facility Planning Team (MFPT) was formed in mid-2014. This team documented the state of current facilities, conducted site visits to other parishes, developed financially unconstrained facilities options and developed high level cost estimates for the options. A parish request to establish a capital account with the Diocese Advancement Foundation for master facilities planning was approved. The MFPT was disbanded in early 2015 and a smaller Facilities Planning Core Team (FPCT) was formed to define the facilities option to be used as the basis for contracting with an Architect & Engineer (A&E) consultant. The FPCT drafted a Statement of Work (SOW) and Request for Proposal (RFP) to be used in selecting and contracting with an A&E consultant.

Year 1		
Objectives	Advocate	Results/Comments
To select an Architect & Engineer (A&E) consultant to assist the parish in master facilities planning.	Pastor	<ul style="list-style-type: none"> <li>In December 2015, Martsolf Architecture of Fort Worth was selected as the A&amp;E consultant to assist in master facilities planning and placed under contract.</li> </ul>
To develop a Master Facilities Plan, information necessary for project approval and funding, and construction documents necessary for permitting and contracting with a general contractor.	Business Manager	<ul style="list-style-type: none"> <li>In February 2016, presentation of the draft Master Facilities Plan was made to the Diocesan Building Commission. The Commission endorsed proceeding with development of a building project.</li> <li>In July 2016, proposed Master Plan changes to church liturgical space were approved by the Diocesan Liturgical Committee.</li> <li>In July 2016, the Steier Group was selected as fundraising consultant to conduct a feasibility study leading to a possible capital campaign for implementing the Master Facilities Plan.</li> </ul>
Year 2		
Objectives	Advocate	Results/Comments
To obtain Diocese construction fundraising approval.	Pastor	<ul style="list-style-type: none"> <li>In April 2015, the Diocesan Advancement Foundation established a fundraising account for the parish.</li> </ul>
To plan a capital campaign.	Pastor	<ul style="list-style-type: none"> <li>Steier Group is leading us through a Planning Study to determine if a capital campaign is appropriate.</li> </ul>
To form a Building Committee.	Pastor	<ul style="list-style-type: none"> <li>Dependent upon results of the Planning Study.</li> </ul>
Year 3 and later		
Objectives	Advocate	Results/Comments
To conduct the capital campaign.	Business Manager	<ul style="list-style-type: none"> <li>Dependent upon results of the Planning Study.</li> </ul>
To construct the facilities.	Business Manager	<ul style="list-style-type: none"> <li>Dependent upon results of the Planning Study.</li> </ul>

## WORSHIP

W1: Increase the appreciation for, understanding of, access to and participation in Eucharistic Adoration.

In the past 2 years, since the original feedback of the Pastoral Planning process was received, the Friars have successfully spent time with each of these youth groups to educate them about prayer time in Adoration of the Blessed Sacrament. *Confirmation Preparation* has included education of candidates by one of the Friars and opportunities to participate in Adoration. This time of prayer has now become a part of the scheduled curriculum for our youth. Potential times under consideration for expansion of access to *Eucharistic Adoration* include: (1) extending the existing Monday Adoration time (8:30am to 5pm) to 6pm, (2) offering a time on Tuesday evening once a month from 6-8pm, (3) continuing to offer a time of Thursday evening Adoration following the *Fiat Bible Study*, and (4) offering a Friday morning time possibly on the first Friday of each month.

### Year 1

Objectives	Advocate	Results/Comments
To educate religious education students, SAS students, Confirmation candidates, METANOIA youth and young adults about Adoration of the Blessed Sacrament and to schedule this form of prayer in curricula.	Music & Liturgy	<ul style="list-style-type: none"> <li>We have successfully included information to educate youth and young adults about Adoration of the Blessed Sacrament through the above mentioned areas. Adoration as prayer is now a part of the regular curricula.</li> </ul>
To make available a schedule of when Adoration is offered in our parish and neighboring parishes.	Music & Liturgy	<ul style="list-style-type: none"> <li>We now have a link to the Diocesan website listing Adoration times scheduled throughout the parishes in our Diocese.</li> <li>Added a link to the Diocesan Adoration finder on our website and app .</li> </ul>
To increase the time Adoration of the Blessed Sacrament is available to parishioners.	Music & Liturgy	<ul style="list-style-type: none"> <li>In the last year the addition of a Holy Hour on Thursday nights has been added and the time adjusted to meet the needs of our parishioners to the best of our ability with Chapel availability and the schedule of those participating.</li> </ul>
To create an awareness of and atmosphere of reverence for those entering the church hallways during Adoration.	Music & Liturgy	<ul style="list-style-type: none"> <li>Purchased sign holders and created signs to be used in the hallways during services .</li> <li>Three wooden stands, designed to hold signage, have been purchased and have been helpful in making people aware that Adoration is in progress. Signs have been designed to insert into these stands that are placed each week in the hallway near the Chapel. It seems to be effective in creating awareness and a sense of reverence.</li> </ul>

### Year 2 and later

Objectives	Advocate	Results/Comments
To offer additional resources in English and in Spanish for prayer during Adoration.	Music & Liturgy	<ul style="list-style-type: none"> <li>Leaflets in Spanish and in English have been purchased explaining "How to Pray before the Blessed Sacrament" and are available in the Chapel for Adorers to use in prayer.</li> </ul>

## WORSHIP

W2: Increase appreciation for, understanding of and participation in the liturgy among parishioners.

In May / June 2015 the priests dedicated their homilies at all Masses to educate parishioners about the different parts of the Mass and "why we do what we do".

### Year 1

Objectives	Advocate	Results/Comments
To educate parishioners about the parts of the Mass, encouraging participation and fostering appreciation.	Music & Liturgy	<ul style="list-style-type: none"> <li>• Summer 2015 the Friars spent several weeks incorporating an explanation about the Mass within their homilies. They also encouraged participation of the assembly. Fr. Tom also offered the annual "Walk Through the Mass" presentation in November for the entire parish.</li> </ul>
To foster greater participation by the assembly in the Mass and Liturgical Ministries.	Music & Liturgy	<ul style="list-style-type: none"> <li>• While we have had several people train for liturgical ministries this year. In the Spring 2016 a new online format for the required Keeping Children Safe program was to be implemented by the Diocese. We have had few trainings in recent months waiting for this to begin as it has been postponed multiple times. This training is required before an individual can train for any ministry.</li> </ul>

## WORSHIP

W3: Expand opportunities for shared prayer and liturgy with members of our Spanish speaking community.

During the past 2 years the Hispanic Ministry Team and Friars with other related departments have scheduled the following events that will continue for the future: [1] All Souls Celebration - Mass and Fiesta; [2] Guadalupe Mass and Dinner Reception - improvements in the past 2 years include incorporating the novena to our Lady, the priest and community pray entire Guadalupe Mass in Spanish, improvements in advertising, worship aids, musicians and dancers, donations of Spanish liturgical books and vestments have been received, improved communications (email and flyers) and increased participation; [3] Ash Wednesday - offered the 5:30 p.m. Prayer Service in Spanish; and [4] Annual Religious Education May Crowning - for 2015 the May Crowning was open to the public and was bilingual. Future annual May Crowning will be open to the parish.

### Year 1

Objectives	Advocate	Results/Comments
To educate our Friars, Staff and leadership on what is offered in other parishes regarding Hispanic ministry.	Music & Liturgy	<ul style="list-style-type: none"> <li>Originally this was to be accomplished with the help of our parish Hispanic Ministry liaison and the Diocesan Hispanic Ministry Office. Unfortunately, our parish liaison has since resigned from this volunteer role and the Diocesan Hispanic Ministry Office was without a director.</li> </ul>
To offer Las Posadas during Advent 2015 open to the parish one evening in the Parish Hall.	Music & Liturgy	<ul style="list-style-type: none"> <li>We were unable to offer Las Posadas or the bilingual Stations of the Cross 2015/16 due to time constraints and conflicts within the lives of our Hispanic ministry leaders.</li> </ul>
To offer a bilingual Stations of the Cross one Friday evening during Lent 2016.	Music & Liturgy	<ul style="list-style-type: none"> <li>We were unable to offer Las Posadas or the bilingual Stations of the Cross 2015/16 due to time constraints and conflicts within the lives of our Hispanic ministry leaders.</li> </ul>
Involve Spanish speaking parents and our community in our faith formation programs.	Faith Formation for Children & Youth	<ul style="list-style-type: none"> <li>At the end of year 2015-16 we had a bilingual May crowning and Rosary. It was not successful in that the children and youth were not engaged. At the suggestion of the catechists it was decided not to have this bilingual again. We attempt to have an interpreter at our sacramental preparation workshops (The May crowning did not appear to have impact for families and is discontinued.) to assist Spanish speaking parents when one is available.</li> </ul>

### Year 2 and later

Objectives	Advocate	Results/Comments
To advertise the opportunity to receive the Sacrament of Reconciliation in Spanish during the Lenten and Advent Reconciliation Services offered throughout the deanery.	Music & Liturgy	<ul style="list-style-type: none"> <li>We did not host the Advent Deanery Reconciliation Service in November 2015. We did host the Lenten Deanery Reconciliation Service in March 2016 and had 2 priests present who were bilingual. Fr. Tom made it a point to let all know that these Spanish speaking priests were available.</li> <li>This may become the new objective for the coming year since the goals of Hispanic Ministry are changing and coordination of efforts between the Hispanic ministry and Pastoral Staff will be reviewed.</li> </ul>
To provide for a traditional Hispanic celebration of Mother's Day in May of 2016.	Music & Liturgy	<ul style="list-style-type: none"> <li>This has been postponed by the Hispanic Ministry to another time.</li> </ul>
To annually review the info received from other parishes in planning for the future, evaluating needs and resources available.	Music & Liturgy	<ul style="list-style-type: none"> <li>The Diocese discontinued providing a newsletter of Hispanic Ministry events to the parishes in the diocese.</li> </ul>

## ONGOING FAITH FORMATION

F1: Ensure the parish leadership, ministries and their respective roles are widely communicated to the parish.		
Year 1		
Objectives	Advocate	Results/Comments
To ensure department / ministry information used in parish communications is current, accurate and complete.	Parish General Staff	<ul style="list-style-type: none"> <li>One staff person has the role of updating outgoing communications tools to ensure consistency. The Staff are reminded to provide updates at the weekly facilities communication meetings.</li> </ul>
To increase parishioner understanding of the roles of the various departments and ministries by providing parishioners a "Who to Go to for What" guide.	Parish General Staff	<ul style="list-style-type: none"> <li>A "Ministries-at-a-Glance" document has been designed so each ministry and their responsible party can be identified.</li> </ul>
To make parish leaders more visible to parishioners on campus.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>All Sanctus Retreatants are given a name tag and encouraged to wear them to Mass and other community gatherings so as to help create a welcoming environment.</li> <li>The RCIA team has name tags and wears them throughout the year. AFFO is in the process of creating name tags for the Parish Mission Council. We have plans to provide name tags for members of other ministries as well.</li> </ul>
To feature parish leaders / departments in parish communications.	Parish General Staff	<ul style="list-style-type: none"> <li>A new publication, "The Call" is published regularly by the Discipleship Committee featuring a staff member or other parishioner.</li> </ul>
To Increase understanding of Y&YAM programs / events by developing a Y&YAM guide.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>Youth Ministry guide was developed and is undergoing publishing</li> <li>Young Adult Ministry guide development was begun</li> </ul>
Year 2 and later		
Objectives	Advocate	Results/Comments
To ensure the "Who to Go to for What" guide remains current.	Parish General Staff	<ul style="list-style-type: none"> <li>Discipleship Committee has assumed responsibility of this.</li> </ul>

## ONGOING FAITH FORMATION

F2: Create an environment where all parishioners grow in knowledge and understanding of our Catholic faith and tradition.

The parish has a number of ongoing programs to aid parishioners in growing in knowledge and understanding of our Catholic faith and tradition. These include the *Rite of Christian Initiation for Adults (RCIA)*, *Catholic Scripture Study* (all parishioners), *Our Catholic Faith Revisited* presented in conjunction with Holy Family Parish (separated Catholics), *Marriage Preparation* (couples seeking to marry), *Fiat Bible Study* (young adults), *Educational Series* presented by Saint Andrew Youth & Young Adult Ministry in conjunction with the TCU Catholic Community (young adults), *METANOIA* (high school), *Religious Education* (children), *RCIA Adapted for Children* (children), *First Reconciliation Preparation* (children), *First Eucharist Preparation* (children), *Confirmation Preparation* (children), and *Vacation Bible School* (children). These important programs continue during the period of this plan.

### Year 1

Objectives	Advocate	Results/Comments
To increase the capability to sustain developing young adult community and faith instruction through weekly <i>Fiat Bible Study</i> sessions.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>3 new young adult leaders were trained and entered into leadership positions for <i>Fiat Bible Study</i>. 6 more core members were added and have been welcoming and developing friendships with new young adults who attend.</li> </ul>
To foster prayer in young adults at <i>Fiat Bible Study</i> using various forms of prayer such as Lectio Divina, Adoration, Praise and Worship, Divine Mercy Chaplet and the Rosary.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>The format of <i>Fiat Bible Study</i> has developed into a more effective and enjoyable experience, including praise &amp; worship, the Divine Mercy Chaplet, Adoration, talks on prayer and Scripture, and Lectio Divina mentoring one-on-one.</li> </ul>
To identify new faith formation opportunities that are more appealing to parishioners.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>This is within the mission of the Faith Formation Team which includes AFFO, Youth and Young Adult Ministry, FF for Children and Youth, Childcare Ministry/TLC, and a few volunteers from the parish community. Each month the Faith Formation Team gathers to evaluate and assess needs, trends, opportunities, etc. within the parish. Our hope is to always remain creative and effective –serving prayerfully under the inspiration of the Spirit.</li> <li>The Faith Formation Team will work on refining its mission statement and developing its own faith formation through continual study and faith sharing so as to remain a vibrant catechetical voice within the community.</li> </ul>
To grow the number of participants in the <i>Catholic Scripture Study</i> program.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>This is always a goal in progress. The Sanctus Retreats have been helpful in spreading the word about the Scripture Study program. Future ministry fairs may also prove helpful in recruiting participants.</li> </ul>
To more deeply involve the families of the <i>RCIA Adapted for Children</i> in the education and knowledge being taught to the children and youth.	Faith Formation for Children & Youth	<ul style="list-style-type: none"> <li>Parents/families were required at 2 retreats, 2 additional Masses and 4 classes. Most parents (but not all) attended as requested. This will be refined in the upcoming year.</li> </ul>
To recruit additional catechists and assistants and to increase the knowledge and understanding new and current catechists knowledge in lessons to be presented.	Faith Formation for Children & Youth	<ul style="list-style-type: none"> <li>We began the school year with enough catechists but a few had to drop out due to job or family changes. We had 4 meetings/trainings which were attended by about 50% of the catechists.</li> </ul>

Year 1 continued		
Objectives	Advocate	Results/Comments
Recreate the <i>Sunday Night Youth Group</i> structure to be more appealing to youth, focusing on mentor involvement and the small group model.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>• "Sunday Night Youth Group" was entirely revamped into "Encounter," with a shift from large group lectures to interactive small-group discipleship led by young adult leaders. New additions to the program included Ascension Press' "Chosen" video series, mentoring with young adult leaders, small group team-building and discussions, praise &amp; worship, dynamic young adult speakers, text-to-win contests, and mentoring in prayer. One key addition was the implementing of leader group prayer 20 minutes before the start of each session, where all volunteer young adult leaders interceded for their teens and prayed for the session before the teens arrived. Feedback cards were filled out by teens on the last session day, and their response was overwhelmingly positive about the mentoring and introduction to relationship with God that they received at Encounter.</li> </ul>
Year 2		
Objectives	Advocate	Results/Comments
To create new faith formation opportunities that are more appealing to parishioners.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>• Linked to the first AFFO F2 Objective in Year 1. AFFO together with the Faith Formation Team as a whole will collaborate and continually work to create engaging catechetical/ faith formation opportunities for the entire parish.</li> <li>• AFFO continually assesses the status of the various ministries and also works to improve upon the faith formation opportunities (RCIA, Adult Confirmation, Baptism Preparation, etc.) through personal formation, education and collaboration with other professionals in similar fields of ministry.</li> </ul>
To begin review of a new curriculum for use by Faith Formation for Children and Youth. (Note: The publisher indicates the current curriculum will be phased out in a few years.)	Faith Formation for Children & Youth	<ul style="list-style-type: none"> <li>• This will take place during the upcoming 2016-17 school year.</li> </ul>
Year 3 or later		
Objectives	Advocate	Results/Comments
To select and begin use of a new curriculum for Faith Formation for Children and Youth.	Faith Formation for Children & Youth	<ul style="list-style-type: none"> <li>• On track to begin new curriculum in the 2017-2018 school year.</li> </ul>

# EVANGELIZATION

E1: Prepare parishioners for involvement in evangelization by providing seminars and presentations to increase their knowledge of our faith to explain and defend our faith to others.

A number of ongoing parish programs increase parishioner knowledge and understanding of our Catholic faith and tradition. These include the *Rite of Christian Initiation for Adults (RCIA)*, *Catholic Scripture Study* (all parishioners), *Our Catholic Faith Revisited* presented in conjunction with Holy Family Parish (separated Catholics), *Fiat Bible Study* (young adults), *Educational Series* presented by Saint Andrew Youth & Young Adult Ministry in conjunction with the TCU Catholic Community (young adults), *METANOIA* (high school), These important programs continue during the period of this plan.

Year 1		
Objectives	Advocate	Results/Comments
Increase participation in opportunities provided for youth to attend faith conferences and rallies such as DCYC, NCYC, regional Steubenville conferences, World Youth Day, and other faith events.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>The new Flocknote media platform and revamped youth ministry website are slowly increasing exposure to faith conference opportunities. Conferences attended by our youth this year include: Foundations of Catholicism Middle School Retreat, Camp Fort Worth (high school), Steubenville LoneStar Conference (high school), Middle School Rally, and high school Lock-In.</li> </ul>

## EVANGELIZATION

E2: Reach out to the community and beyond to develop and enliven faith, attracting those looking for a spiritual home.		
The parish currently collaborates with Holy Family Parish in conducting the <i>Our Catholic Faith Revisited</i> program to attract separated Catholics and invite them to revisit their connection to the Catholic faith and engagement in parish life.		
Year 1		
Objectives	Advocate	Results/Comments
To establish the <i>Our Catholic Faith Revisited</i> program as the parish's ongoing program of outreach to separated Catholics.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>The progress of this ministry is on hold due to the volume of new endeavors and projects undertaken by the AFFO department at this time. AFFO has met with the leadership at Holy Family Parish in order to sustain our collaborative relationship and remain open to beginning <i>Our Catholic Faith Revisited</i> program in the future.</li> </ul>
To attract TCU college students to our parish faith events through TCU Catholic Community websites/bulletin boards.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>Fliers for Thursday Adoration and Fiat Bible Study were advertised at the new TCU Catholic Community Newman Center and their website, and a connection established with the new chaplain and campus minister.</li> </ul>
Year 2 and later		
Objectives	Advocate	Results/Comments
To lead the parish community to engage in inviting separated Catholics to participate in the <i>Our Catholic Faith Revisited</i> program.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>Saint Andrew AFFO will continue to collaborate with Holy Family Parish in the hopes of re-establishing this ministry. The establishment of <i>Our Catholic Faith Revisited</i> program is not currently feasible for either parish, however we will continue to discuss ways of incorporating this ministry into our parishes in the future.</li> <li>Prison Ministry, Rebuilding/Divorce and Beyond, Annulment Ministry, and the Sanctus Retreats are examples of programs at the parish striving to welcome and engage those who may be 'separated'</li> </ul>

## EVANGELIZATION

E3: Expand parish service projects locally and outside the local area.		
The Peace and Justice Task Force is currently active in identifying and arranging opportunities for parishioners to participate in community service projects. This involvement continues during the period of this plan.		
Year 1		
Objectives	Advocate	Results/Comments
To educate parishioners on Catholic social teachings.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>The education of parishioners on CST is of particular importance to the AFFO department. Last fall the Peace and Justice Task Force together with the AFFO department hosted Ralph McCloud and a panel of speakers on a presentation of Laudato Si'. AFFO, in collaboration with the pastor, conducted a parishioner discussion series on Laudato Si'. The Peace and Justice Task Force publishes a CST related article each month in the bulletin. P&amp;JTF has also hosted numerous opportunities such as a shoe drive for the homeless and the furnishing of a room in a homeless shelter. Besides these opportunities, Prison Ministry and the Parish Mission Council are directly involved in the work of CST.</li> </ul>
To develop a plan to increase the number of opportunities for parishioners to engage in community service and outreach projects with other Christian denominations during Year 2 and later.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>The Maryknoll Mission Education Team hosted CST/Mission formation for the members of the Parish Mission Council. The Mission Council in turn has presented their ministry plans and invited the parish at large to share in the mission activity.</li> <li>AFFO is increasing involvement with Tarrant Churches Together by participating in informational meetings and learning ways of strengthening our support</li> </ul>
To provide one local annual mission trip opportunity for high school students.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>Camp Fort Worth, a week long service camp, was successfully participated in by our high school youth</li> </ul>
To provide summer volunteer opportunities for each of the following groups: young adults, high school students and middle school students.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>Plans were made for a new monthly high school volunteer opportunity coordinating with Catholic Charities Fort Worth's "Urban Manor" project to be implemented in the 2016-2017 school year. The opportunity will put on birthday parties for at-risk children supported by CCFW Urban Manor.</li> </ul>
To form a <i>Mission Council</i> that will lead the parish in actively promoting the Gospel through mission service locally and outside our local area.	Pastor	<ul style="list-style-type: none"> <li>In January 2016 a parish Mission Council was formed and chartered.</li> <li>During Masses on April 23/24, 2016 the Mission Council provided the parish a brief overview of its initial mission work focusing on three geographic areas and designated as Local (Fort Worth), Domestic (U.S.) and International (outside the U.S.) missions. Parish volunteers were sought for each of the focus areas.</li> </ul>
To develop a realistic start-up plan for the <i>Mission Council</i> .	Mission Council	<ul style="list-style-type: none"> <li>As of July 2016 each of the three components of the Mission Council embarked upon a successful first mission objective.</li> </ul>

Year 2		
Objectives	Advocate	Results/Comments
To make available opportunities for parishioners to engage in community service and outreach projects with other Christian denominations identified in the Year 1 plan.	Adult Faith Formation & Outreach	<ul style="list-style-type: none"> <li>Building service oriented relationships is a continual goal for AFFO. As specified by the Maryknoll Mission Education Team, our focus is on building relationships. TCT elucidated this point further by specifying 'projects' as gateways toward the ultimate goal of relationship. Our hope is to continually build upon our collaborative connection with TCT so as to provide more of these 'gateway' opportunities and build sturdy future relations.</li> </ul>
To develop the plan to provide a non-local mission trip experience for high school students to during Year 3.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>The Parish Mission Council is already providing such opportunities within their various mission efforts; local, domestic and international .</li> </ul>
Year 3 and later		
Objectives	Advocate	Results/Comments
To provide a non-local mission trip experience for high school students.	Youth & Young Adult Ministry	<ul style="list-style-type: none"> <li>A concept has been discussed about a trip to Appalachia where the TOR Friars have their home base and University.</li> </ul>

## SAINT ANDREW CATHOLIC PARISH PRAYER FOR PASTORAL PLANNING

Loving God,  
fill us with wisdom as we engage in parish planning,  
so that our work is for your glory  
and the building up of the Body of Christ in Saint Andrew Parish.

As stewards of your Church,  
may we follow the examples of Mary, our mother,  
Saint Andrew, our patron, and Saint Francis,  
who trusting you, boldly stepped out to do your will.

Help us share our gifts  
and learn from each other  
so that our efforts are the best for your Church.

May the plans and the changes that follow  
come from our yearning to act with justice, love and respect for each other.

Grounded in your Gospel mission  
and with your divine assistance,  
may we walk with confidence together into the future.

We ask all this through Jesus, our Lord.

Amen.

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Please direct comments to:

Parish Pastoral Council  
Saint Andrew Catholic Parish  
Fort Worth, Texas

using the *Contact* link found at the bottom of the Parish website home page

<http://www.standrewcc.org>