

St. Donatus
St. Francis De Sales
Our Lady of the Angels

**Area
Catholic
Community**
of

St. Alexius
Sts. Peter & Paul
St. Paul's

ACC Plan - Strategic Goals

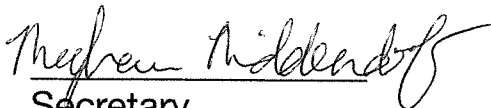
December 31, 2020

It is our mission to recognize and receive the many gifts of God with gratefulness. To cultivate them faithfully. To share them generously. And to return them to the Lord with increase.

In addition, our Leadership Team has come up with a plan that furthers the neighborliness of our parishes, offers opportunities to pray together, forms us in principles of discipleship, and lays a framework for serving the needs of the faithful within our ACC.

See the details of these five strategic goals in the pages that follow.

- Rotate the Priests for Weekend Masses
- Host one Mass for Vocations in each Parish
- Hire a Business Manager for our ACC
- Promote Adoration of the Blessed Sacrament
- Develop Stewardship as a Way of Life


Secretary


Fr. David Grundman


Fr. Greg Paffel

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Strategy 1 - Rotation of Priests

- i. Description
 - a. Rotate priests assigned within our ACC for weekend Masses
- ii. Motivation
 - a. To create an atmosphere of collaboration and unity within our ACC
- iii. Objective
 - a. To introduce priests to each parish in the ACC
 - b. To allow the lay people to meet the other priests
 - c. To have each priest preside at least once in all 6 parishes every month
- iv. Timeline
 - a. July 2019 - Leadership team will recommend the number of times each priest will have Mass at each parish
 - b. August 2019 - Leadership team will recommend a fixed monthly schedule
 - c. September 2019 - Communicate with the public through bulletins and websites what the Priest Rotation Schedule will be for the 2019-2020 school year
 - d. Priest begin rotation September 1, 2019
 - e. Leadership Team will review the effectiveness of this strategy in June 2020
 - f. Pastors will always be present to their parishes for Christmas and Holy Week liturgies
- v. Possible Obstacles
 - a. Parishioners' concerns about change and the availability of their pastor
 - b. Priests driving in bad winter conditions
- vi. Resources to overcome obstacles
 - a. Keep open communication through all 6 parishes

- b. Allow for willingness to change schedule slightly to assure safety
- vii. Measurable outcomes
 - a. Each priest visits each parish at least once in a month
 - b. Direct feedback will be obtained through bi-annual meetings of all parish leaders including - clergy, ACC Leadership Team, Finance Councils, Finance Councils, and parish employees

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Strategy 2 - Masses for Vocations

- i. Description
 - a. Sponsor one Mass for Vocations in each parish the school year of 2019-2020
- ii. Motivation
 - a. Need to increase the number of men pursuing priesthood and diaconate, strengthen our families, open hearts to religious life, and support those who are single
 - b. To have our first ACC project address a concrete need of our diocese
- iii. Objective
 - a. To call all our parishes together in prayer
 - b. To improve the 7 elements of vibrancy in our parishes
- iv. Timeline / Steps
 - a. August 2019 - Leadership Team sets up a schedule and choose location
 - b. September 2019 - Select an organizer from each parish
 - i. Organizer recruits people for ministries as Mass
 - ii. Organizer confirms readings and music with presider
 - iii. Organizer recruits a host for a simple reception
 - c. October - May 2019 - Have a Mass for Vocations
- v. Obstacles
 - a. Scheduling 6 parishes
 - b. Energizing people to attend and pray
- vi. Resources to overcome obstacles
 - a. Set aside 1st Thursday of month
 - b. Keep inviting with enthusiasm
- vii. Measurable outcome
 - a. Attendance at each mass - attendance of 30 + at each mass is successful

b. Have 1 or more people enter discernment of ordained or consecrated life is successful

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Strategy 3 - Hire a Business Manager

- i. Description
 - a. To hire a business manager to oversee the 6 parishes of our ACC
- ii. Motivation
 - a. Desire for more teaching and pastoral time with our priests
 - b. To address financial needs, human relations issues, legal matters, and care of temporal goods in a more professional manner
- iii. Objective
 - a. Help our priests be more available for the pastoral needs of the people
 - b. Develop common procedures and protocols
 - c. Identify ways to share resources
- iv. Timeline / Steps
 - a. January 2020 - Form a hiring committee with 1 trustee from each parish
 - b. February 2020 - Compose a job description
 - c. March 2020 - Identify salary and benefit package
 - d. March 2020 - Seek approval of ALL trustees in consult of finance councils
 - e. April 2020 - Post Job
 - f. May & June 2020 - Screen Resumes
 - g. June & July 2020 - Conduct Interviews
 - h. July or August 2020 - Hire a Business Manager
- v. Obstacles
 - a. Do we have the financial resources?
 - b. How will we divide the duties, time, and costs between our parishes?
 - c. Will the people accept this new hire?

- d. What kind of training will the new hire need?
- vi. Resources for overcoming obstacles
 - a. Wisdom of the trustees and finance councils
 - b. Transparent and open communication with the public
 - c. Make guidelines for job clear upon hiring
- vii. Measurable outcome
 - a. Increase in the amount of hours priests are available to the public
 - b. More efficiency in day to day operations of parish life
 - c. Greater collaboration between parishes

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Strategy 4 - Adoration

- i. Description
 - a. Increase amount of time parishioners spend in front of the Blessed Sacrament in prayer
- ii. Motivation
 - a. Desire for spiritual growth and more parish involvement for the members of our parishes within our ACC
- iii. Objective
 - a. To have set days, times, and places for people to make holy hours within our ACC
 - b. Introduce and promote adoration to our southern parishes
 - i. Develop a hunger among the parishioners for prayer before the Blessed Sacrament
 - ii. Have people sign up for hours of Adoration
 - c. To increase the number of adorers in northern parishes
- iv. Timeline / Steps
 - a. January 2020 - Determine location in the southern parishes to begin Adoration
 - i. Set days and times for exposition of the Blessed Sacrament
 - ii. Pick 1 organizer from each parish
 - b. February 2020 - Preach at weekend Masses about Adoration
 - i. Have lay witnesses about fruit of Adoration after Communion
 - ii. Have sign ups after Mass
 - iii. Recruit by word of mouth and invitation
 - c. Begin trial period of Adoration during Lent 2020
- v. Obstacles
 - a. Selecting the organizers
 - b. Finding enough people to fill spots

- c. Quick timeline
- vi. Resources to overcome obstacles
 - a. Try short timeline during Lent to see how successful it is
 - b. Coordinate with stewardship committee
- vii. Measurable outcome
 - a. See increase in numbers of adorers in South and North

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Strategy 5 - Stewardship Formation

- i. Description
 - a. To increase stewardship within all 6 parishes
- ii. Motivation
 - a. Have people take care of OUR church instead of THE church to become more involved in parishes
 - b. Increase community and sense of belonging
- iii. Objective
 - a. To have a Stewardship Committee that serves all 6 parishes
 - b. To increase the faith of our parishioners by increasing the amount of prayer in their lives
 - c. To increase the sense of belonging in our parishes by increasing the involvement of people in parish ministries and activities
 - d. To increase gratefulness and generosity of spirit in our parishioners
- iv. Timeline / Steps
 - a. September 2020 - Host a guest speaker for our Leadership Team and Council members
 - b. November 2020 - Host a Parish Retreat focused on stewardship for BBE parishes
 - c. December 2020 - Invite a few BBE parishioners to join the Stewardship Committee with Sauk Centre
 - d. January 2020
 - i. Sauk Centre will have their usual three weekend Stewardship Renewal inviting the BBE representatives to observe and help where they can
 - ii. Host a 6 parish ACC - Thank You Banquet
 - e. February 2020 - Host the Annual Parish Retreat in Sauk Centre inviting all six parishes to attend
 - f. March and/or August 2020 - send representatives to Wichita KS for MSGR. McGreed Stewardship Conference

- g. April and/or September 2020 - Invite conference attendees to speak about experience and insights
 - h. May 2020 - Evaluate further needs in order to establish stewardship permanently in each parish
- v. Obstacles
 - a. Expensive to hire consultants
 - b. Having the same people sign up for everything
 - c. Lack of hope or willingness to change among parishioners
- vi. Resources to overcome obstacle
 - a. Everyone is invited to sign up for any ministry, committee, our activity
 - b. By seeing the success of other parishes and communities
 - c. Give it time to develop by just getting people together
 - d. Enthusiasm of those living an intentional life of stewardship
- vii. Measurable Outcome
 - a. Track number of people committed to prayer, to ministries, and to financial giving in each parish