

St. Leonard's Parish Plan 2016-17

Nov 1, 2016



***“I know the plans I have for you, declares the Lord,
plans to prosper you and not to harm you,
plans to give you hope and a future. (Jeremiah 29:11)”***

Summary of Current Major Issues

- ❑ Declining participation as % of population
- ❑ Income growth minimal
- ❑ Continued population growth provides a tremendous opportunity.
- ❑ Absence of youth and young people from weekend Mass skews the Parish demographic and threatens the future of our Church.
- ❑ The “New Evangelization”
- ❑ Pope Francis asks us to grow disciples through spiritual development, faith formation and encounters with the Holy Spirit.
- ❑ A need to emphasize the weekend Masses so that they are meaningful and transformative, and are the best possible experience for the maximum number of people.
- ❑ A need to be a more welcoming community especially to youth and young families.



New Parish Vision: *To Grow Disciples*

*“St. Leonard Parish is a healthy and growing faith community that brings people to **Christ**, grows **disciples** and sends them out to transform the world. Every member is committed to **worship**, to **grow**, to **serve**, to **connect**, to **love** and to **give**.”*

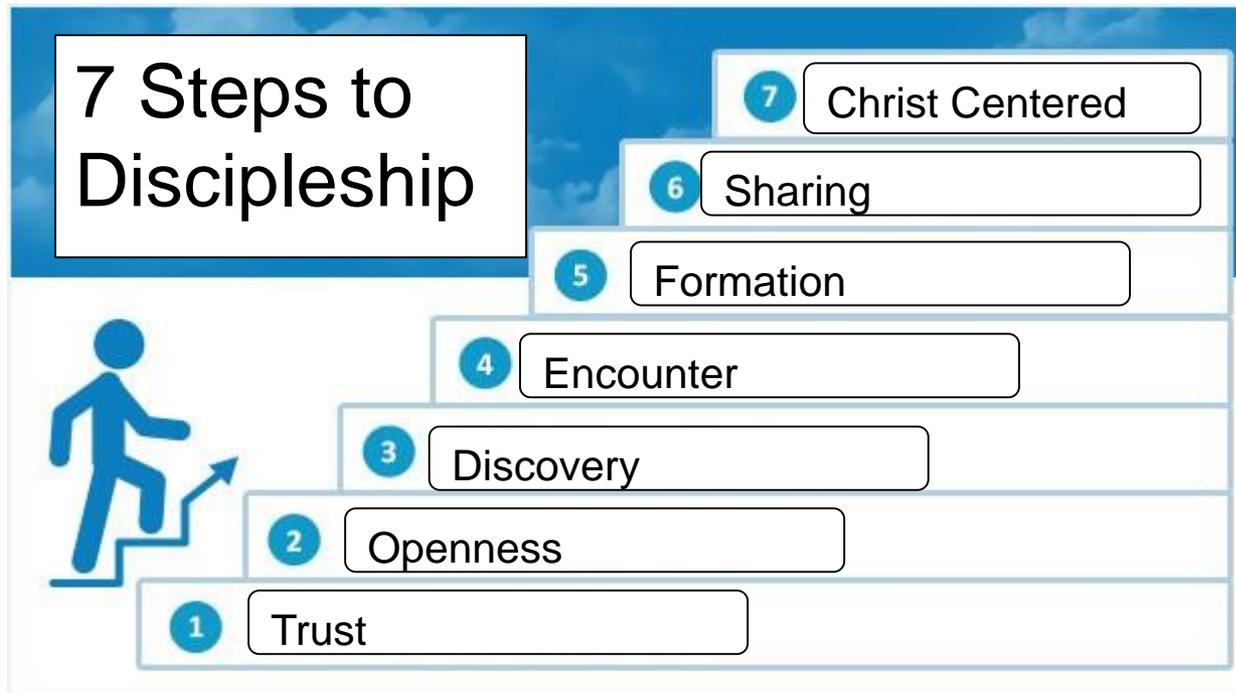


Discipleship

- Who is a disciple of Christ? Someone who accepts, lives and shares the message of Jesus Christ.
- Why be a disciple? To gain greater peace and joy here on earth and eternal life with God in heaven.
- How do I become a disciple? 7 Steps



How do I become a Disciple?



Key Focus Areas and Goals

- ❑ **WORSHIP (Make Every Sunday Matter)**
Enhance the meaningfulness and transformative nature of the weekend Masses so that they are the best possible experience for the maximum number of people.
- ❑ **DISCIPLESHIP (Grow) and EVANGELIZATION (Connect)**
Advance the faith and understanding of all parishioners so that they may develop a personal relationship with Christ and empower all to share this faith with others.
- ❑ **FELLOWSHIP (Love) and MINISTRY (Serve)**
Develop a welcoming community where every person feels affirmed, has an opportunity to be involved and cared for, and implant in all a desire to serve one another and the broader community.
- ❑ **STEWARDSHIP (Give)**
Educate the parish on the meaning of stewardship, and encourage and inspire parishioners to give of their time, talent and treasure so that the Parish can maintain existing services and develop new programs to address emerging needs and opportunities.



WORSHIP: Make Every Sunday Matter



Enhance the meaningfulness and transformative nature of the weekend Masses so that they are the best possible experience for the maximum number of people.

Focus on high quality preaching, prayer, music and environment to enhance elements that are meaningful and transformative.

Deliver homilies that connect the Gospel to our lives, particularly for young families/youth.

Link homilies to the “7 Steps to Discipleship”, FORMED and Alpha.

Utilize “business cards” for take away messages (i.e, FORMED, Alpha)

Develop a process for recruitment of Mass volunteers to match strengths with positions.

Upgrade training, including apprenticeship and review for Mass ministry volunteers to enhance liturgies.

Add Ushers for high volume Masses

Improve the quality of extra Easter and Christmas Masses

Evaluate the possibility of re-establishing a Youth Mass and/or Program



DISCIPLESHIP and EVANGELIZATION: Grow and Connect



Advance the faith and understanding of all parishioners so that they may develop a personal relationship with Christ and empower all to share this faith with others.

Pray to the Holy Spirit for growth in discipleship in the parish.

Implement programs to double the number of intentional disciples in 5 years by providing a clear path to discipleship (the 7 Steps). Utilize the Alpha Program for conversion and FORMED for individual catechesis. Run a Bible Study program on Prayer in the Fall. Provide training and tools for parishioners to evangelize their children, grandchildren and friends.

Create and communicate clear expectations for all Parishioners. Request one act of service/volunteer assignment for each parishioner.

Treat Baptism, First Communion, Confirmation training and Marriage Prep as evangelization opportunities.

Distribute Prayer Cards for “Grace before Meals” and “Toddlers prayers at bedtime”.

Promote St. Leonard’s Parish, ie., local newspaper articles, local events, in the schools, etc.



FELLOWSHIP and MINISTRY: Love and Serve



Develop a welcoming community where every person feels affirmed, has an opportunity to be involved and cared for, and implant in all a desire to serve one another and the broader community.

Invest in new communication pathways to support community building, e.g., Website, E-newsletter, Facebook, Mobile app, etc.

Provide a friendly, affirmative environment at Mass – welcoming of all, especially new parishioners.

Provide encounter events like Coffee Sunday, meals, picnic.

Enhance the Parish registration process and undertake a “name tag Sunday” program.

Existing service organizations to recruit at least one new member per year.

Establish clear and frequent communication on how parishioners can be involved, including the use of “invitations” to serve.

Hold frequent social events.

Establish a host family/person at Coffee Sundays.

Establish a means to continuously solicit and analyze suggestions from parishioners and to provide feedback.

Create new charity programs and activities, e.g., services for seniors in the parish: transportation, visits, books from library, etc.’



STEWARDSHIP: Give



Educate the parish on the meaning of stewardship, and encourage and inspire parishioners to give of their time, talent and treasure so that the Parish can maintain existing services and develop new programs to address emerging needs and opportunities.

Strengthen the financial base of the Parish to provide required maintenance and upkeep as well as future growth.

Funding campaign for Hall renovations and IT enhancements.

Prepare and conduct a stewardship presentation on the giving of time, talent and treasure.

Provide quarterly updates to Parishioners from the Finance Council.

Report progress on focus areas to parishioners semi-annually.

Add a stewardship section to the website. Include in this section a “help wanted” section.



Next Steps

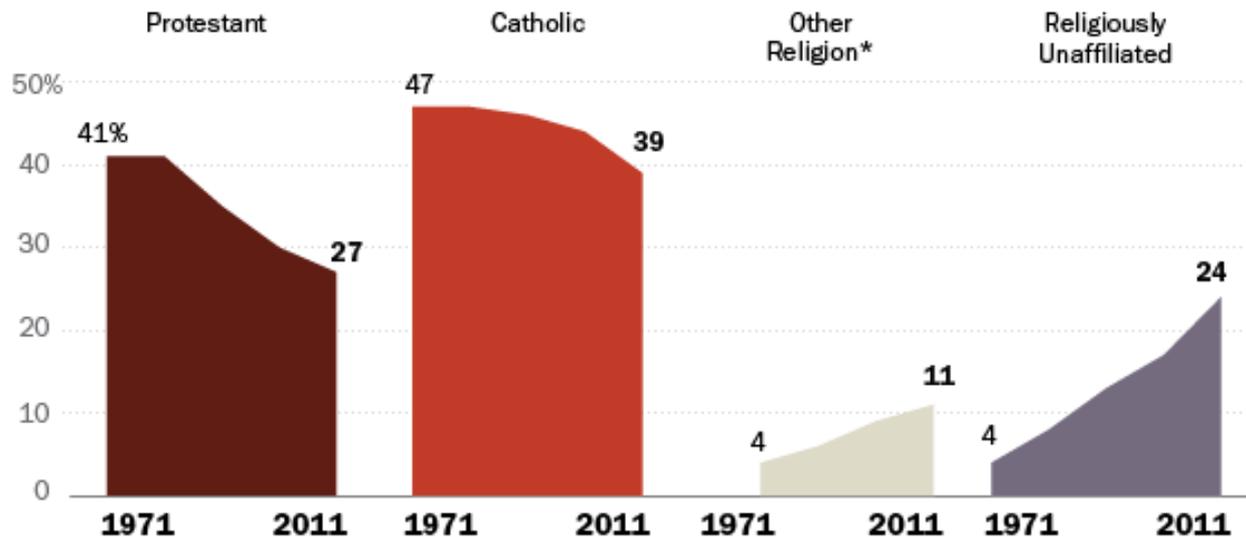
- ❑ Appoint Key Focus Area Coordinators
 - ❑ Worship- Barry Gauthier
 - ❑ Discipleship and Evangelization- Judy Wood
 - ❑ Fellowship and Ministry- Vince Thomson
 - ❑ Stewardship- Jeff Connors
- ❑ Launch Communication Plan Nov 1, 2016
- ❑ Establish a biannual (November, May) Strategic Plan review as a standing item on the Pastoral Council meeting agendas.
 - ❑ Create a process for activity leaders to report performance.
 - ❑ Provide feedback to parishioners.



Appendix 1: Religion in Canada

Canada's Religious Composition, 1971-2011

% of Canadians who identify as ...



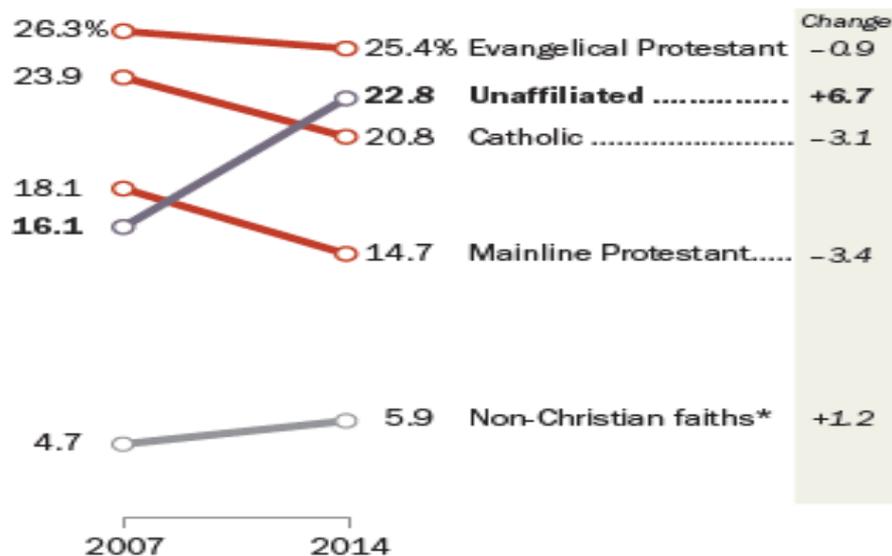
Sources: 1971-2001 Canada census; 2011 National Household Survey

*Data for the "Other Religion" category in 1971 are not shown because the figure is not comparable with the figures for 1981-2011. Percentages may not add to 100 due to rounding.

PEW RESEARCH CENTER



Appendix 2: Changing Religious Landscape in the USA



* Includes Jews, Muslims, Buddhists, Hindus, other world religions and other faiths. Those who did not answer the religious identity question, as well as groups whose share of the population did not change significantly, including the historically black Protestant tradition, Mormons and others, are not shown.

Source: 2014 Religious Landscape Study, conducted June 4-Sept. 30, 2014

PEW RESEARCH CENTER



Appendix 3: Catholic Church Trends

- ❑ In Canada, Catholics represent 40% of the population with < 20% attending weekly.
- ❑ Catholics attending Church once a year or never is estimated at 58%.
- ❑ Those that have a “personal relationship with Christ” are more likely to retain weekly Mass attendance.
- ❑ **Surveys indicate that 56% of Catholics would be more involved with Church if it was more “worthwhile” for them and their families.**
- ❑ Surveys indicate that what would make it more “worthwhile” to people who are attending less than monthly is to have both their personal spiritual needs (fulfillment and growth) and their community needs (societal support and fellowship) fulfilled.



Appendix 4: Mass Attendance, USA, 2007

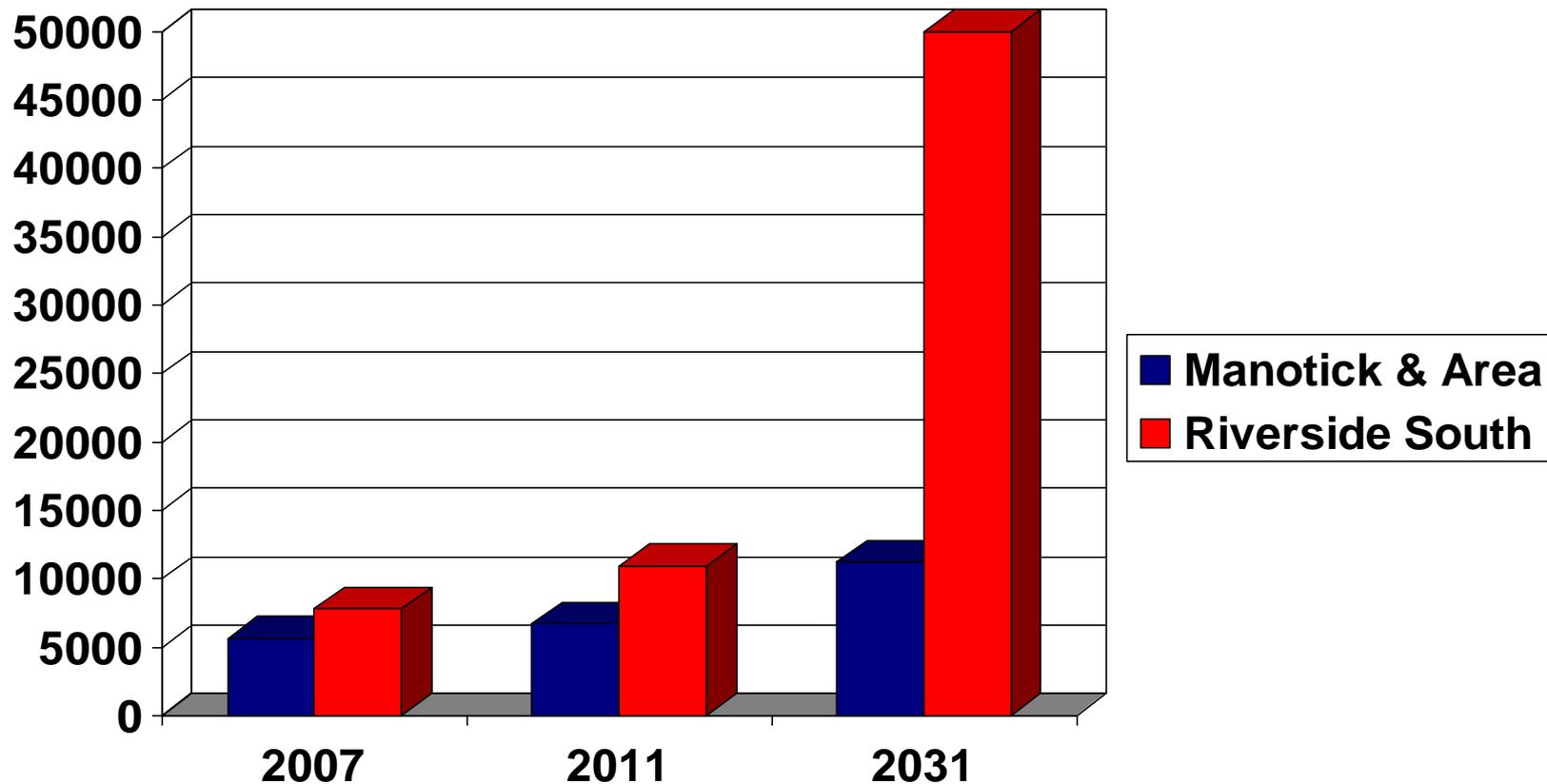
By Generations:

Builders	Ages 65+	45%
Boomers	Ages 47-64	20%
Gen X	Ages 26-46	13%
Millennials	Ages 18-25	10%

“In the 21st century, Cultural Catholicism is dead as a retention strategy, because God has no grandchildren. We must foster intentional Catholicism.” Sherry Weddell



Appendix 6: Population and Growth



Source: Statscan, City of Ottawa, RSCA



Appendix 7: Catholic School Enrollment Fall 2016

□ Elementary Schools

- St. Leonard (495)
- St. Jerome (575)

□ High Schools

- St. Mark (981)
- St. Francis Xavier (1826)

□ Other considerations

□ French School in RS

- Bernard Grandmaitre (377)

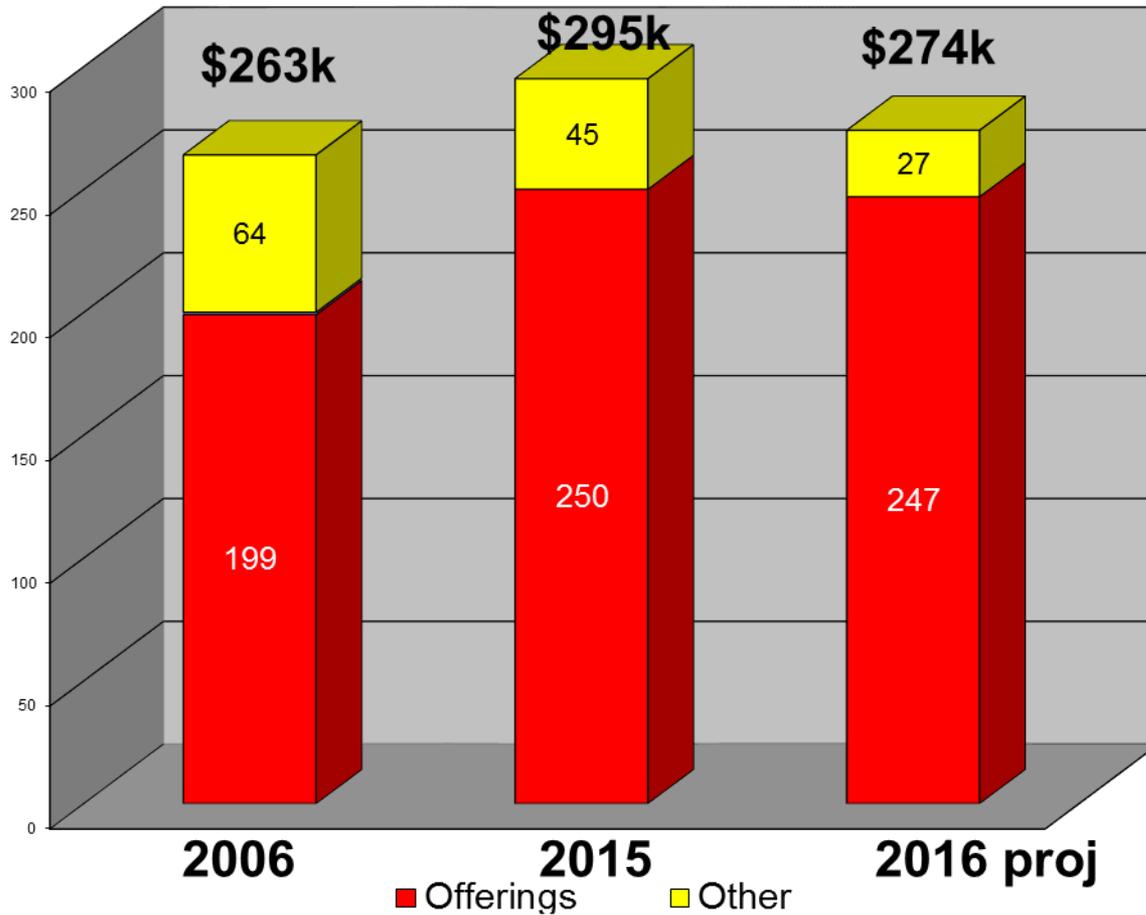
□ Barrhaven Growth: Half Moon Bay

- *St. Benedict (269)
- St. Cecilia (659)



Appendix 8: Financial Information

Revenue 2006, 2015, 2016



Appendix 9: Financial Information

Expenditures 2016- \$274,200

