
St. Stephen the Martyr

2019 - 2024 Pastoral Plan
Executive Summary

June 1, 2019



St. Stephen the Martyr
CATHOLIC CHURCH
Encounter, Know, Proclaim

Executive Summary

St. Stephen the Martyr Catholic Church was founded in 1989 and serves over 13,000 parishioners. Responding to the call by Archbishop George J. Lucas in late 2017 for parishes to renew their commitment to pastoral planning she embarked on an 18-month process to re-envision the future of the parish. Anchored in the rich evangelical tradition of the Church and flowing from the pastoral vision of the Archdiocese of Omaha a new mission statement was created for the parish: St. Stephen the Martyr Catholic Church is a community for all people to encounter Christ, know Christ, and proclaim Christ. Through the lens of this mission statement, an analysis of the parish was completed, along the seven dimensions of parish life, so that we could better understand how well we were living out our mission. This analysis included several opportunities for parishioners to provide their feedback through a variety of mechanisms.



This analysis led to the creation of a vision statement for each dimension of parish life. These vision statements, if realized, would ensure that St. Stephen the Martyr parish was truly living out its mission.

1. Community - To be a welcoming community of faith where all may grow as disciples of Christ who love and serve God and neighbor.
2. Worship - Provide a consistent level of excellence in the liturgical experience that enables all to glorify God and grow in holiness.
3. Leadership - To model Christ-centered leadership by developing as disciples, establishing a culture of unity and collaboration, recognizing and engaging the gifts of all, while providing clear direction.
4. Formation - To invite and equip all to become disciples through unified catechetical formation.
5. Stewardship - Create a culture that leads all to an increased understanding and appreciation of the blessings that the Lord has bestowed and a greater desire to share those blessings.
6. Social Justice - To embrace Catholic teaching to support outreach ministries for all who are in need of love, compassion and the mercy of God.
7. Evangelization - Provide opportunities for all to encounter Christ so they are inspired to proclaim Him.

A series of goals and objectives were crafted for each dimension covering a five year period. If all of the goals and objectives are accomplished then the vision will have become reality. The main goals are listed below.

Community

1. Work with all ministries, staff and volunteer, leadership to develop a program to recruit, retain, and recognize parish volunteers.
2. Work with all parish ministries to develop a New Member program.
3. Identify and research current parish ministries to determine current and future need and support.
4. Provide outreach through Scripture based 7 Corporal and Spiritual Works of Mercy.
5. Develop a culture of inclusion where all are heard and feel involved.
6. Initiate a plan for a St. Stephen's Unite Day.

Worship

1. To provide parishioners with ongoing catechesis regarding worship and liturgy as a means to increase full, active, conscious, participation.
2. Employ technology to reach a broader audience.
3. Utilize liturgically appropriate music to aid in drawing hearts to a deeper encounter with Christ.
4. Offer and document training to all Liturgy volunteers.
5. Identify the current and future needs of Sanctuary.
6. Coordinate Mass and Reconciliation times with surrounding parishes.

Leadership

1. The Leadership Team will develop a personal growth plan around discipleship.
2. Establish a culture of collaboration.
3. Offer parish-wide Formation Day.
4. Design and Implement a Parish Business Management, Operations, and Accountability structure that manages the daily operational aspects of the parish, which is led by lay personnel and parishioners, allowing our priests to focus greater attention on faith and liturgy matters of the Parish.

Formation

1. Formation Leadership Team will collaborate and provide staff development on all existing Faith Formation programs.
2. Formation Leadership Team will develop a Faith Formation communication strategy.
3. Formation Leadership Team will create a Faith Formation Participation baseline.
4. Formation Leadership Team will identify areas of improvement and implement a unified plan.
5. Increase participation in Formation programs by 50% collectively.

Stewardship

1. Design a multi-year, strategic development and stewardship plan that will generate the funds necessary to advance the parish mission.
2. Establish and cultivate donor relationships.
3. Identify the key income programs (e.g., stewardship, planned giving, etc.), special events, and fundraising events necessary to deliver the current budget, and the multi-year development and stewardship financial plans mentioned above.
4. Determine the necessary capital campaigns needed to support the multi-year facilities plan mentioned below in conjunction with the Finance Council.
5. Form a Development and Stewardship Advisory Committee.

Social Justice

1. Review current services within the community to evaluate need, reduce duplication to ensure consistent and measurable benchmarks.
2. Work with Communications staff and program volunteers to inform parishioners of community needs.
3. Transform parish-wide groups and individuals to deliver services to others in need.

Evangelization

1. Implement a New Evangelization of staff and engaged parishioners.
2. Leverage technology to extend our New Evangelization efforts beyond the parish walls.
3. Launch evangelization activities targeted towards fallen away Catholics as well as nonbelievers.
4. Transform St. Stephen to a parish focussed on proclaiming Christ.

This plan is not intended to be a static document: to simply capture a moment in the history of St. Stephen the Martyr parish. Rather, it will be living document. Under the guidance of the Pastoral Council the plan will be reviewed quarterly to ensure goals and objectives are being met. Additionally, the plan will be updated on an annual basis. Completed goals and objectives or those that are no longer relevant will be removed and new goals and objectives added. This will ensure that strategic planning remains an area of continued focus in the management and operation of St. Stephen the Martyr parish.

To view the full Pastoral Plan click [here](#).