



St. Stephen the Martyr

2025-2027 Strategic Plan

This document outlines the process and priorities of St. Stephen the Martyr's three-year strategic plan. The plan serves as a roadmap to guide priorities, allocate resources, and unite the parish community around a shared vision for growth, outreach, and mission fulfillment.

Background

In September 2024, approximately 20 representative leaders, staff members, and clergy met to co-create a three-year strategic plan to provide direction and focus for parish priorities that align with St. Stephen's mission: **“a community for all people to encounter Christ, know Christ, and proclaim Christ.”**

Participants considered the parish's key challenges, current realities, future vision, gaps, and opportunities. They then engaged in ideation, discussion, and consensus-building to identify strategies and initiatives to advance the parish's mission and vision over the next three years.

Environmental Scan

To provide context for the strategic plan, the group considered the internal and external forces affecting the parish's ability to achieve its mission and vision. The most significant strengths, weaknesses, threats, and opportunities identified are:

1. Building relationships and connecting with others (Opportunity)
2. Becoming missional and bearing fruit (Opportunity)
3. Competing priorities among parishioners (Threat)
4. Moving together toward our mission (Strength)
5. Reaching out to people we don't know (Weakness)

Mission & Practical Vision

St. Stephen the Martyr is a community for all people to encounter Christ, know Christ, and proclaim Christ. The practical vision for the next three years includes the following:

- Welcoming community
- Christ-centered people
- Thriving ministries and evangelization
- Robust lay-leader development
- Vision and plans to accommodate growth

Strategic Directions & Initiatives

With the practical vision in mind, the group collaboratively developed five strategic directions to lead the parish from its current state toward its desired future. Each strategic direction includes specific initiatives designed to support the intended outcomes.

SD1. Welcoming all to encounter Christ

1. Establish a process to welcome new parishioners
2. Develop innovative ways to welcome people at Mass and events
3. Increase family engagement in the life of the parish
4. Improve communication methods to increase engagement

SD2. Setting hearts aflame with the love of Christ

1. Engage our youth
2. Foster and support the development of a deep interior life
3. Mobilize adult formation small groups

SD3. Strengthening faith by knowing Christ

1. Know and embrace our mission
2. Expand catechesis opportunities
3. Celebrate the richness of our faith

SD4. Equipping missionary disciples to proclaim Christ

1. Inspire people to embrace their unique calling
2. Provide spiritual and leadership development opportunities

SD5. Christ, our cornerstone

1. Manage future maintenance and capital improvements
2. Conduct a feasibility study to support capital needs

Action Plan & Dashboard

Each strategic direction is entrusted to a leader charged with guiding a team responsible for the action plans associated with each initiative. Each initiative will be tracked using a dashboard to monitor progress and report updates to the pastor and parish leadership.

The action plan and corresponding dashboard are maintained separately from this report.