

**Saint Andrew Catholic Church
3717 Stadium Drive
Fort Worth, TX 76109
817-927-5383**

September 25, 2006

Both the Church and School, have been working on the process toward the development of a Pastoral and Long-range Plan for the Church and School that would guide the future of our Parish for the next several years. The work of this study has been under the guidance of Catholic Development Associates, represented by Mr. Emile Fair, Advisor, and has seen the expenditure of hundreds of parishioner and staff hours. I would like to take this opportunity to thank Mr. Fair and Catholic Development Associates for their direction. I am especially grateful for the work of those parishioners who have given so generously to the process that has led us to the present moment.

It is now time to look to the task of implementation. The attached Executive Summary represents the completion of the work of Catholic Development Associates and the beginning of the implementation phase under the guidance of Ms. Mary Raley, formerly Director of Parish Planning and Stewardship for the Diocese of Fort Worth, currently a Consultant for Parish Councils for the Archdiocese of San Antonio as well as for the Archdiocese of Galveston-Houston.

To begin the task of implementation, three meetings have been scheduled on three Sundays from 1:30 to 5:00 pm, October 29, November 5, and November 12. Between now and November 12th, the parish leadership and those who have volunteered to be part of the Implementation process, will review our Mission Statements, work out goals from the data thus far presented, and identify achievable and measurable objectives to accomplish these goals.

As we pursue this task of implementation together, it is imperative that we, as the Community of Saint Andrew, turn to the Holy Spirit for guidance. We approach our task with gratitude for all the blessings we have received and we look to the future with joyful hope. May God bless us always.

Sincerely in the Lord,

**Warren L. Murphy, TOR
Pastor**

Summary from Catholic Development Associates of St. Andrew Pastoral Planning Process

“Saint Andrew: Our Parish, Our Vision, Our Future” is the name given to the Process toward forming a Pastoral Plan, which began in October 2005. The process, thus far, was facilitated by Catholic Development Associates and included involvement of the Friars, Parish Staff and many parishioners.

The process included the following stages:

- ∞ October, 2005 - Core Team was established to guide the process
- ∞ January, 2006 - Listening Sessions were conducted to gather initial data from the Saint Andrew community
- ∞ The 8 Planning areas to be focused upon were created from the data collected in the Listening Sessions
- ∞ Beginning February, 2006 - Parish Planning Teams were formed and met on five different occasions
- ∞ During the process, strengths, weaknesses and threats were identified, challenges and solutions to meet those challenges were proposed
- ∞ At the Convocation on August 27, all parishioners present examined the challenges, created additional solutions and prioritized the top 8 challenges facing Saint Andrew Parish

Core Team Members

Ann White	Jim Leito III	Dave Johnson	Stephanie Marshall	Charles Klutz	
Jean Tocco	Ruth Martin	Mike LaChance	Tom Mahoney	Elaine Petrus	
Frank Henry	Jim Breen	Ken Becan	Michelle Marlow	Abel Sanchez	Clara
Fisher	Lauren Carney	Darcy Sety	Patricia Pattison	Frank Poeschel	
	Shannon Price	Darci Depenbusch		Carolyn Gruensfelder	

CHURCH PLANNING AREAS WITH THEIR CHALLENGES

(All Challenges are listed according to Planning Area and in the priority they were given at the Convocation. The 8 listings that are in a bold type are the top 8 from the voting at the Convocation. To access a complete report that includes all of the solutions offered so far for each of the challenges listed, refer to www.standrewcc.org or stop by the Pastoral Center)

Planning Area A: Buildings and Grounds

- 1) **How do we complete the Parish Hall to maximize it’s usefulness to the various organizations of the church?**
 - ∞ **65 votes at the Convocation**
 - ∞ **45 solutions offered so far**
- 2) How do we make the church more visually appealing, both interior and exterior?

- ∞ 49 votes at the Convocation
- ∞ 39 solutions offered so far
- 3) How do we develop a Master Plan to get things done in a prioritized manner?
 - ∞ 48 votes at the Convocation
 - ∞ 27 solutions offered
- 4) How do we use the church space more effectively to accommodate more worshippers at Mass?
 - ∞ 8 votes at the Convocation
 - ∞ 8 solutions offered so far
- 5) How do we provide convenient and adequate parking for all parish functions?
 - ∞ 8 votes at the Convocation
 - ∞ 7 solutions offered so far
- 6) How do we determine what other buildings are needed to handle other areas of church needs?
 - ∞ 7 votes at the Convocation
 - ∞ 3 solutions offered so far
- 7) How do we improve security for church and grounds?
 - ∞ 7 votes at the Convocation
 - ∞ 5 solutions offered so far

Planning Area B: Church and School Relationship

- 1) How can we enable our priests to be more involved with the children in the school?
 - ∞ 47 votes at the Convocation
 - ∞ 25 solutions offered so far
- 2) How do we unite the parish and school in more social/spiritual events?
 - ∞ 42 votes at the Convocation
 - ∞ 41 solutions offered so far
- 3) How do we get the best parts of the school and parish to work for the benefit of each other?
 - ∞ 35 votes at the Convocation
 - ∞ 13 solutions offered so far
- 4) How do we develop an oversight committee to be stewards of both Saint Andrew Parish and Saint Andrew's School in financial matters?
 - ∞ 31 votes at the Convocation
 - ∞ 6 solutions offered so far
- 5) How can we develop a parish structure that prevents duplication of services and allows for better management of facilities?
 - ∞ 12 votes at the Convocation
 - ∞ 6 solutions offered so far
- 6) How can we effectively communicate the financial status of the parish and school to all parishioners and school families?
 - ∞ 7 votes at the Convocation
 - ∞ 6 solutions offered so far
- 7) How can we communicate to families the availability of financial assistance for providing a Catholic Education to their children?
 - ∞ 6 votes at the Convocation
 - ∞ 0 solutions offered so far

Planning Area C: Communication

- 1) How could we create and implement a cohesive and coordinated communications plan for the parish?
 - ∞ 29 votes at the Convocation
 - ∞ 19 solutions offered so far
- 2) How do we measure the effectiveness of our communications and ensure that feedback is received, documented, organized and acted upon?
 - ∞ 26 votes at the Convocation
 - ∞ 3 solutions offered so far
- 3) How do we identify and take advantage of technologies to improve communications parish wide?
 - ∞ 17 votes at the Convocation
 - ∞ 15 solutions offered so far
- 4) How do we interact/coordinate with the staff, other teams, and other ministries to meet and assist with their common needs?
 - ∞ 8 votes at the Convocation
 - ∞ 1 solution offered so far
- 5) How do we keep and foster the human relations aspect of the communications process?
 - ∞ 7 votes at the Convocation
 - ∞ 2 solutions offered so far
- 6) How do we ensure that all communications are faith focused?
 - ∞ 4 votes at the Convocation
 - ∞ 1 solution offered so far
- 7) How does this committee continue to stay focused and committed?
 - ∞ 4 votes at the Convocation
 - ∞ 1 solution offered so far
- 8) How do we develop a plan to communicate and deal with external media organizations?
 - ∞ 0 votes at the Convocation
 - ∞ 1 solution offered so far

Planning Area D: Involvement of People

- 1) **How can we make parishioners and visitors feel welcome and create enthusiasm that will lead to committed participation in our parish family?**
 - ∞ **143 votes at the Convocation**
 - ∞ **192 solutions offered so far**
- 2) **How do we foster a sense of ownership by all parishioners, so that they truly feel this is their parish?**
 - ∞ **66 votes at the Convocation**
 - ∞ **67 solutions offered so far**
- 3) How do we identify the need of people in their various life stages?
 - ∞ 19 votes at the Convocation
 - ∞ 5 solutions offered so far
- 4) How do we show appreciation to all and create a virtuous cycle of volunteers?
 - ∞ 16 votes at the Convocation
 - ∞ 11 solutions offered so far
- 5) What methods can we use to understand what is working well and build on those solid

foundations already in place?

∞ 9 votes at the Convocation

∞ 5 solutions offered so far

Planning Area E: Liturgy, Music, Spirituality

1) How do we restructure preparation and celebration of the sacraments of Reconciliation, First Communion, and Confirmation to increase the quality of receiving them?

∞ **51 votes at the Convocation**

∞ **63 solutions offered so far**

2) How do we empower our priests to have time to be more involved in the spiritual direction of the parish, especially, in areas of Mass and Sacraments to minister to parishioners and communicate to parishioners directly?

∞ 40 votes at the Convocation

∞ 21 solutions offered so far

3) How do we increase and strengthen the spirituality programs that are available to Saint Andrew parishioners?

∞ 39 votes at the Convocation

∞ 22 solutions offered so far

4) How can we encourage decorum and reverence in church and chapel?

∞ 31 votes at the Convocation

∞ 17 solutions offered so far

5) How do we ensure the mass at Saint Andrew is celebrated to better reflect the awesome gifts of God's Word and His real presence in the Eucharist?

∞ 24 votes at the Convocation

∞ 15 solutions offered so far

6) How do we develop an inspiring music program that enhances the Liturgy of the Word and the Eucharist?

∞ 18 votes at the Convocation

∞ 4 solutions offered so far

7) How do we set up a method of communication between priests and parishioners so people have a chance to speak before big changes are made to liturgical services?

∞ 12 votes at the Convocation

∞ 3 solutions offered so far

Planning Area F: Management, Leadership, Finance

1) How do we establish, implement and update a Master Plan for the parish that is all encompassing to include leadership, finance, spirituality, ministries, priest shortages and the needs of the parishioners?

∞ **72 votes at the Convocation**

∞ **41 solutions offered so far**

2) How do we relieve the priests of management/non-clerical duties that can be done by qualified and dedicated lay people, thus allowing the true Stewardship of Talent to take effect?

∞ **51 votes at the Convocation**

∞ **39 solutions offered so far**

- 3) How can we create a staff system where the department heads are accountable to an empowered oversight board and to the pastor?
 - ∞ 45 votes at the Convocation
 - ∞ 28 solutions offered so far
- 4) How do we increase giving by all parishioners to financially sustain the church and change the “Catholic” mentality of giving?
 - ∞ 45 votes at the Convocation
 - ∞ 35 solutions offered so far
- 5) How do we facilitate our pastor’s willingness to embrace this process by empowering and utilizing the capable, talented, and passionate parishioners of Saint Andrew?
 - ∞ 23 votes at the Convocation
 - ∞ 13 solutions offered so far
- 6) How do we develop a business-like structure to create current and future strategic planning and continuity for the parish?
 - ∞ 18 votes at the Convocation
 - ∞ 5 solutions offered so far
- 7) How do we prioritize needs and programs of the parish and establish a process to identify them?
 - ∞ 18 votes at the Convocation
 - ∞ 4 solutions offered so far
- 8) How do we create an empowered parish oversight board to help manage and communicate the fund management process consistently and in a timely fashion?
 - ∞ 12 votes at the Convocation
 - ∞ 2 solutions offered so far
- 9) How do we insure that our parish leaders are responsive and accountable to the needs of the parishioners?
 - ∞ 12 votes at the Convocation
 - ∞ 4 solutions offered so far
- 10) How do we ensure we have effective, efficient and professional staff that will and can understand and meet the needs of parishioners?
 - ∞ 12 votes at the Convocation
 - ∞ 2 solutions offered so far
- 11) What kind of organizational structure should be put in place and enforced to assure an efficient and inclusive operation?
 - ∞ 10 votes at the Convocation
 - ∞ 6 solutions offered so far
- 12) How does the leadership effectively communicate priorities, progress, success and shortfalls to the parish?
 - ∞ 9 votes at the Convocation
 - ∞ 4 solutions offered so far
- 13) How do we improve efficiency?
 - ∞ 5 votes at the Convocation
 - ∞ 0 solutions offered so far
- 14) How can we create, enthusiasm and responsibility in the fundraising process?
 - ∞ 3 votes at the Convocation
 - ∞ 6 solutions offered so far
- 15) How do we create a conduit for more effective communication of accurate, complete and comprehensive financial information?
 - ∞ 1 vote at the Convocation

∞ 3 solutions offered so far

Planning Area G: Outreach and Social Ministry

- 1) How can we better deliver the services of Social Ministry to all members of our Parish and the larger community?
 - ∞ 44 votes at the Convocation
 - ∞ 17 solutions offered so far
- 2) How can we address the needs of our aging, sick and homebound members of our community?
 - ∞ 38 votes at the Convocation
 - ∞ 23 solutions offered so far
- 3) How can we educate and implement Catholic Social teachings in our parish?
 - ∞ 28 votes at the Convocation
 - ∞ 11 solutions offered so far
- 4) How can we utilize, expand and streamline our volunteer core?
 - ∞ 18 votes at the Convocation
 - ∞ 5 solutions offered so far
- 5) How can we identify and meet the needs of the Latino members of our community?
 - ∞ 15 votes at the Convocation
 - ∞ 10 solutions offered so far
- 6) How can we address tithing and its relevance to Social Justice?
 - ∞ 8 votes at the Convocation
 - ∞ 1 solution offered so far
- 7) How can we implement the areas of the diocesan Synod as applicable?
 - ∞ 6 votes at the Convocation
 - ∞ 1 solution offered so far

Planning Area H: Youth and Young Adult Life

- 1) **How do we acquire a youth director that will be conscious of the needs of the youth and address those needs and wants?**
 - ∞ **68 votes at the Convocation**
 - ∞ **62 solutions offered so far**
- 2) **How do we incorporate “fun” into activities for our youth, which would increase attendance, lead to involvement and create as sense of true ownership by the youth in their faith?**
 - ∞ **61 votes at the Convocation**
 - ∞ **50 solutions offered so far**
- 3) How do make Religious Education more effective for pre-school, grade school, high school, college and young adults, including exposure to religious?
 - ∞ 50 votes at the Convocation
 - ∞ 41 solutions offered so far
- 4) How do we create a unified community between public, parochial and private youth, where we can enjoy our lives together in a Christian environment for everyone?
 - ∞ 38 votes at the Convocation
 - ∞ 21 solutions offered so far
- 5) How do we ignite the passion for involvement and keep the fire burning for our youth

- ministry programs for the participant's parents and volunteers?
- ∞ 34 votes at the Convocation
 - ∞ 22 solutions offered so far
- 6) How do we generate funds, facilities, resources and staff to support youth and young adult programs?
- ∞ 23 votes at the Convocation
 - ∞ 14 solutions offered so far
- 7) How do we develop a youth education planning group, including a youth Mass organizing group with the youth mass entirely run by youth?
- ∞ 12 votes at the Convocation
 - ∞ 7 solutions offered so far
- 8) How do we establish a communication network to support youth activities?
- ∞ 8 votes at the Convocation
 - ∞ 7 solutions offered so far
- 9) How does our church community establish a system of welcomeness, openness, acceptance for young adult families with young children?
- ∞ 5 votes at the Convocation
 - ∞ 5 solutions offered so far