



St. Mary Magdalene Catholic Church

Called by Christ, Growing in Faith,
Serving with Love

Pastoral Plan 2011 - 2015 Update: 2014

“For I know well the plans I have in mind for you,
says the Lord,..plans to give you a future full of
hope.” (Jeremiah 29:11)

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August 8, 2014

My Dear Parishioners:

I am pleased to present to you this update to our Parish Pastoral Plan for St. Mary Magdalene Catholic Church. I wish to thank the staff, councils, committees, and parishioner volunteers involved with this update, especially the Pastoral Council which lead the review and update process. As with any plan, once instituted, it requires that we look back at our successes and challenges as we go forward and move our Parish towards one that embraces stewardship as a way of life.

A parish as large as St. Mary Magdalene requires strategic planning with regards to its liturgy, education, ministry, facilities, fellowship, and administration. Having a mission helps us to focus on God and His desires for us as a faith community. Centering our hearts, minds, and actions on God enables us to achieve the great commands of Jesus in the New Testament in a way that not only pleases God but also brings us individual purpose and a stronger sense of community.

The pastoral plan we put in place outlined what we believe would lead us to praise and please God through internal and external programs, events, and worship opportunities that were expected to draw all closer to Him. The nearness that God desires comes through discipleship - an obedience to His Word and the Church which is displayed through service. While discipleship seems difficult on our own, within a parish faith community much can be accomplished when the parish leadership continuously recognizes and encourages Jesus' call to ongoing conversion and holiness.

Since we put this plan in place, we have had many successes and have moved ahead in our discipleship and commitment to God and the works He wants of us. In this update, we highlight some of those important aspects of Worship, Faith Formation, Christian Outreach, Parish Life and Administration that we have made progress and have shown our love of God and Jesus in reaching His people.

This update also shows areas where progress has not what we expected and what we need to do to move ahead. It also includes new areas where we have grown and need to further explore as we embrace Pope Francis's New Evangelization.

I continue to invite you to offer yourself to God - to do all that you can do to help achieve the parish vision and mission. The willingness of our parishioners to involve themselves in the Pastoral Plan through an increased and ongoing commitment to attend parish events and serve freely and lovingly will directly impact the effectiveness, speed, and reach of the action plans proposed. Together, we can make St. Mary Magdalene an even better parish than it is today. A parish that is a more unified, supporting, spirit-filled community of faith.

Our parish mission offers us a way to express our gratitude to our awesome God and, at the same time, have a purpose as a community. By sharing in this plan, we will strengthen our community as we praise God for His many blessings and focus on the richness of our faith in action.

Love in Christ,

Fr. Theo Trujillo
Pastor

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Our Future: Seeking the Face of God

An Update

"Mary Magdalene went and said to the disciples, 'I have seen the Lord'; and she told them that he had said these things to her." (John 20:18)

As a community baptized in Christ, we are each called to be another Mary Magdalene. We are called to seek the face of God so that we can go forth proclaiming, "I have seen the Lord." We do this when we take time to pray, give thanks, and take action in our homes, our parish, and our community through the workings of the Holy Spirit. Through the actions of the Holy Spirit, this Pastoral Plan was developed so that Saint Mary Magdalene Catholic Church can glorify God in our daily lives. Using our Core Values as a guide, we seek to fulfill our church vision and mission through this mission-based plan of action called the Pastoral Plan. This update seeks to show where we have come, where we still need to go and what challenges lie ahead.

VISION

Called by Christ. Growing in Faith. Serving with Love.

MISSION

St. Mary Magdalene Catholic Church is a diverse parish family called to be one in Christ.

We are committed to serve God, with the guidance of the Holy Spirit, demonstrating stewardship as a way of life through our Eucharistic worship, faith formation, Christian outreach and parish life.

CORE VALUES

Eucharistic Worship – As the source and summit of our Catholic faith, parishioners of St. Mary Magdalene will reverently and joyfully participate in Liturgies. As we grow in a deeper appreciation of our faith, we welcome all ages and cultures toward a richer encounter with Jesus Christ.

Faith Formation – Recognizing that faith formation is an ongoing process, we are committed to offering continual faith formation and educational opportunities for a lifetime of Catholic teaching and Tradition.

Evangelization – With Christ as our teacher and the Holy Spirit as our guide, we answer the call to demonstrate Gospel values and spread the Good News.

Family - As a Catholic faith community inspired by the Holy Family, we are committed to supporting families as heralds of our living faith in Christ to become a unified family of God.

Hospitality - Recognizing the universal mark of the Church, we are committed to welcoming all parishioners and visitors with friendliness, dignity, respect and love. We strive for a bond of unity in worship, fellowship and service.

Stewardship & Ministry - Believing that God is the source of all good gifts, we are called to share our time, talent and treasure with gratitude for our abundant blessings. As disciples of Christ, we strive to make stewardship a way of life.

The Pastoral Planning Process

As mentioned above, it is through Pastoral Planning that a parish aligns their church's vision and mission to the mission of Jesus Christ. Pastoral Planning is a main function of the Pastoral Council. It is a prayerful and deliberative process in conjunction with the pastor that discerns the community's Gospel mission, assesses the community's current life and creates a comprehensive plan that is mission-focused. This update sought to determine the actions that had been taken to implement the plan approved in 2011 and to determine what our successes, challenges and new initiatives that need to be included in the updated plan.

With the original plan approved by Father Theo in July 2011 as a foundation, the St. Mary Magdalene Pastoral Council, in conjunction with other councils and lay leaders, began the review process in the Fall of 2013. Throughout the winter of 2013/2014, members of the Pastoral Council reviewed the action items and tasks in the approved Plan with other Councils, Committees, Staff, and lay leaders to see what had been implemented and what had yet to be completed. We sought to understand what factors impacted our ability to implement the action items in the 2011 Plan and achieve the objectives contained in the Plan. We also asked, "What has changed?" and "What needs to be added to reflect Pope Francis's re-emphasis of the Beloved Pope Saint John Paul II's desire to see the Church experience a "New Evangelization". After prayerful review and consideration, the 2011 Plan's objectives and related tasks were updated and by this document are approved by the Pastor.

It is important to note that this update is just that, an update. A new plan is envisioned in this update which will seek to review all of the underlying strategic assumptions that were included in the original plan in 2011. This will be a comprehensive effort that the Pastoral Council will lead beginning in 2015.

With the above themes in mind, the Pastoral Council addressed ten Key Focus Areas specific to St. Mary Magdalene that were developed in 2011. Each Key Focus Area represented an area of growth or an opportunity for improvement in the church's spiritual life, administration, ministries, programs, or physical campus.

Ten Key Focus Areas:

1. Inspire Joyful, Reverent Worship in Communion with the Entire Church for the Purpose of Growing in Holiness
2. Stewardship as a Way of Life
3. Faith Formation as a Lifelong Journey
4. Encourage Parishioners to Participate in Active Ministry Through the Recognition of their God-Given Talents
5. Strengthen Administration & Spirituality of Staff and Lay Leaders Through Additional Employees and Training
6. Pursue Renovation or Expansion Options to House our Growing Church
7. Cultivate a Stronger Sense of Parish Community through Hospitality, Family Connections and Pastoral Care
8. Increase and Cultivate Church-wide Communications
9. Grow our Community Outreach; Evangelize Through our Actions; Be Advocates of Justice
10. Organize and Integrate the Hispanic Community and Ministries

Through our review process, the outcome is this update and an update to the detailed 20122 objective matrix which mirrors the pillar format of our church's Organizational Chart and includes objectives, action items, responsible parties and timelines that make up this mission-based Pastoral Plan.

For ease of reading, only high-level objectives and action plans are included below. The updated detailed Objective Matrix may be found on the church website.

This update also includes an update of current demographics, offertory trends and realized versus expected expenses are vital factors in the plausibility of increasing administrative staff, offering additional parish programs and ministries, and the continuity and enhancement of community outreach. Detailed demographic and financial information is included in the appendix of this plan, highlighting the changing face of our parish.

The importance of tying the action plans to the budget is vital in determining the priority and feasibility of each objective in the Pastoral Plan. Budget preparation begins in March with the fiscal year running July1 through June 30. The ability to meet the financial obligations involved with this Pastoral Plan was determined feasible in the spring of 2014.

ASSUMPTIONS

Unchanged from the 2011 Plan

The aggressiveness of the plan was based on two assumptions:

- *A continuation of slower but still increasing growth in registered parishioners and weekend Mass attendance*
- *An increasing offertory based on increasing Mass attendance and, eventually, the increased engagement and conversion of heart of parishioners which is indicative of a parish promulgating Stewardship as a way of life*

MEASUREMENTS

It is often difficult to measure the success or effectiveness of church programs as much of the desired outcomes or results deal with increased, improved, or inspired spirituality, emotions or feelings. To the extent possible, however, the actions associated with the administration of the Pastoral Plan will be measured through increased or improved attendance, service hours, amount of donations (whether material items or money), and member retention and recruitment. Feedback will be requested of those who participate in church faith building events and religious education programs in order to improve future events and programs.

The Pastoral Plan Introduction

The following pages re-introduce the Pastoral Plan 1st developed in 2011 -- a strategic, collaborative, and prayerful approach addressing the challenges represented in our church mission. It mirrors the pillars of St. Mary Magdalene's Organizational Chart (found in the Appendix) for easy reference of parish leaders and staff. The pillars of our Organizational Chart represent the foundation of a vibrant parish by providing concrete direction for enthusiastic worship, ongoing growth in the faith of parishioners of all ages, Christian service through outreach, active ministry in parish life, and effective church administration. Each pillar is supported by the main objectives and action plans to be implemented over the next few years. The plan's goal is to address major issues the Parish faces and to outline the main activities to be supported by the staff, lay leaders, ministries and parish for five fiscal years commencing July 2011. It is a tool to assist the Pastor in effective administration and shepherding of the Parish.

The success of the Pastoral Plan is impacted by the participation and support of each parishioner. Your prayers, participation at communal Mass, attendance at church-sponsored events, level of activity in ministry, church-based and community service, willingness to share the faith, and engagement in faith-growing exercises such as scripture/bible study are all testaments to the promptings of the Holy Spirit. It is through the Holy Spirit that we work diligently to fulfill our baptismal promises and further the greater mission of Christ's church, as one Body of Christ.

Baptism makes us members of the Body of Christ: "Therefore . . . we are members one of another." Baptism incorporates us *into the Church*. From the baptismal fonts is born the one People of God of the New Covenant, which transcends all the natural or human limits of nations, cultures, races, and sexes: "For by one Spirit we were all baptized into one body."
(Catechism of the Catholic Church 1267)

The desire of our Parish is to be a community that reflects God's love for all people for the glory of God. Hence, the measurement of what we do as a result of the Pastoral Plan should be love – a transforming, saving and evident love through Christ Jesus.

" . . . that Christ may dwell in your hearts through faith; that you, rooted and grounded in love, may have strength to comprehend with all the holy ones what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God. Now to him who is able to accomplish far more than all we ask or imagine, by the power at work within us, to him be glory in the church and in Christ Jesus to all generations, forever and ever. Amen."
(Ephesians 3:17 – 21)



Pillar: Worship

As baptized Catholic Christians, we are called to know, love, and serve God above all things. The Catechism of the Catholic Church (CCC) teaches us,

"To adore God is to acknowledge him as God, as the Creator and Savior, the Lord and Master of everything that exists, as infinite and merciful Love. 'You shall worship the Lord your God, and him only shall you serve,' says Jesus, citing Deuteronomy 6:4-5." (CCC 2096)

We worship the one, true God every time we receive Christ in the Eucharist.

"The Eucharist is the heart and the summit of the Church's life, for in it Christ associates his Church and all her members with his sacrifice of praise and thanksgiving offered once for all on the cross to his Father; by this sacrifice He pours out the graces of salvation on his Body which is the Church." (CCC 1407)



Therefore, in the context of the Pastoral Plan, the actions involved in the Pillar of Worship help to bring a sense of reverence and awe to the Liturgy, in Adoration and through church events in communion with our parish, deanery or Diocesan church family. This can only lead us to acknowledge that God is our Creator and all that we have comes from Him – the basis for Stewardship as a way of life.

Worship Objectives & Goals

- A. Promote a welcoming liturgical, worship environment conducive to praise and prayer with full participation;
2014 Update: Homilies from time to time should emphasize discipleship and how that leads to stewardship as a way of life. Renewed emphasis on importance that these groups have in welcoming. Enlist EMHC and Lectors in greeting before masses
- B. Institute changes in Roman Missal for Anglo Masses by Advent 2011 – **Complete!**
- C. “Stewardship as a Way of Life” education will be integrated into English & Spanish Mass via priest’s weekly homily along with the administration of an annual Stewardship Renewal and parish survey
2014 Update: Review effectiveness of CSC resources to meet Priests needs
- D. Expand Worship opportunities through Music Ministry, local or Diocesan worship opportunities, and cultural celebrations:
2014 Update: Parish holds multi-cultural Masses and events including Thanksgiving, 4th of July, Feast of St. Mary Magdalene. Choir held Multi-cultural Christmas Concert in 2013. Choir to sponsor John Michael Talbot concert
- E. Ensure adequate security for Adoration Chapel; Educate on the privilege of the Adoration Chapel and encourage increased participation
2014 Update: Chapel renovated and new security system installed. Recruitment continues with special emphasis given by Priest’s homilies.



Pillar: Faith Formation

Ongoing faith formation is a term that encompasses the Church teaching that catechesis does not end with the Sacrament of Confirmation but is a right and duty of all mature adults for an entire lifetime. This “cradle to grave” mentality is the premise of Whole Community Catechesis in which multi-generational education, formation and enrichment is provided to all ages in different formats. It endorses and encourages informal, heartfelt faith sharing among parishioners in small groups and in homes as the means to further our faith that is supported by formal church programs. In the Pastoral Plan, faith formation becomes a priority and much future effort will be extended to converting hearts to a disposition of ongoing scripture study, retreats, faith-sharing groups and at-home family catechesis while enhancing our current sacramental and youth programs.



Our commitment is to properly prepare the youth to receive God's grace through the Sacraments, to equip all parishioners to become the disciples God has called us to be through the provision of spiritual guidance, and to offer enrichment in a variety of formats (such as bible studies, parish Growing In Faith events, RCIA and administration of the Sacraments), and to be faithful to the teaching authority of the Church (the Pope in union with the bishops).

“The Church wisely and repeatedly insists that adult faith formation is ‘essential to whom we are and what we do as Church’ and must be situated not at the periphery of the Church's educational mission but at its center.”

Our Hearts Were Burning Within Us, USCCB

In 2013, after prayer reflection, the Adult Education Committee was tasked with re-focusing its efforts to align the Parish's adult formation with Pope Francis's call to renew our efforts to strive to be disciples of Christ. This emphasis was first called to the faithful by Pope Saint John Paul II as is known as the New Evangelization.” In keeping with this initiative, the Adult Education Committee was renamed the “Adult Evangelization and Catechesis Committee” to better reflect both.

Faith Formation Objectives & Goals

A. Coordinate Faith Formation Activities

2014 Update: Revised to: Focus Faith Formation on Discipleship as the enabler of Stewardship

1. Hire a Pastoral Associate who will lead the church's lifelong faith formation activities from cradle to grave including the oversight of the faith formation directors, committees, ministries, programs and Growing in Faith events offered to the parish
2014 Update: With the departure of our former Pastoral Associate in July 2013, the Pastor has re-engaged the search process for a religious order of sisters to come and serve this role
 2. Continue to form the Adult Education Committee which will assist the Pastoral Associate in the creation and support of new and existing faith formation ministries and programs for adults; Support Whole Community Catechesis efforts and sponsor the Question of the Week
2014 Update: Renamed committee to Adult Evangelization and Catechesis Committee. Achieve the evangelizing and broader catechetical vision of the re-focused Adult Evangelization and Catechesis Committee (AEC). Offer a variety of Adult faith formation options focusing on lifelong faith journey.
 3. Form and perpetuate the Faith Formation Committee (comprised of the Pastoral Associate, Directors of Education on staff, RCIA & Baptism coordinator, and the Chairperson of the Adult Education Committee) to build bridges and create follow-up programs between religious education programs/sacraments that foster lifelong commitment to growing in faith
2014 Update: Parochial Vicar leading Faith Formation Committee
- B. Integrate Stewardship as a Way of Life in English & Spanish
2014 Update: add "to integrate multi-cultures"
1. Hire a Stewardship & Ministry Coordinator to lead the church's Stewardship & volunteer activities
2014 Update: Complete! First Coordinator hired Spring 2012. Currently, Maribell Martinez hired in Fall 2013 after Rachel Neubauer took position with Diocese
 2. Educate on Stewardship as a Way of Life through homilies, Parish Leader Meetings, integration into youth education, envelope usage, disciple, talent and financial enrichment courses, and bulletin, web and newsletter articles
2014 Update: Implemented and on-going. Form a team to research diocese and parishes who have successfully integrated stewardship as a way of life and offer catholic education.
- C. Create a GIFTS Team (also known as Mission Team) that will research, plan and offer quarterly **Growing In Faith Through Spirituality, Scripture or Stewardship** opportunities
2014 Update: revise to "Create Mission Team to research and plan semi-annual and/or quarterly missions"
- D. Create Hispanic Faith Formation program to cultivate leaders, train liturgy participants and organize and encourage adult education among Hispanic parishioners
2014 Update: Implemented and on-going, some action items pending
- E. Offer quality Religious Education to our youth for preparation of receiving the Sacraments and cultivate in them a desire for lifelong faith formation at all grade levels
1. Focus on Catechist Retention, classroom & VIRTUS training, Diocesan Catechist Required Certification, maintaining or reducing current class sizes and the recruitment of bi-lingual catechists
2014 Update: Implemented and On-going
 2. Research and introduce Family Catechesis events to support sacramental preparation and major seasonal events such as Advent and Lent
2014 Update: On-hold, Pending space limitations.

3. Revamp the current Sacrament of Confirmation Program to better engage “today’s” candidates through updating the current curriculum in accordance with Diocesan Guidelines and the emotional, intellectual and spiritual readiness of the youth at St. Mary Magdalene

2014 Update: In-progress.

4. Create and initiate a summer Catch-Up program for under-catechized multi-age children with English as a Second Language (ESL) as the basis.

2014 Update: Pending

F. Continually evaluate and improve catechesis and communications in our Preschool

2014 Update: All action items implemented and on-going including

1. Evaluate new Religion curriculum and supporting religion resources
2. Evaluate downstairs space in Conner Ministry building for additional classrooms downstairs to accommodate the Wait List
3. Plan and create interactive resources on new Preschool website
4. Coordinate in-service training with other local and Diocesan Catholic schools

G. Promote participation and spirituality of middle and high school programs and the LifeTeen Mass

2014 Update: All action items have been worked on and are on-going including:

1. Grow in numbers through increased support and participation of priests in programs and with increased communications through the church website, Mass announcements, timely reminders, and social media
2. Recruit, train and retain the core group of adult volunteers
3. Provide and support more opportunities for family involvement
4. Provide more opportunities for spiritual growth through additional education programs and off site events and retreats



Pillar: Christian Outreach

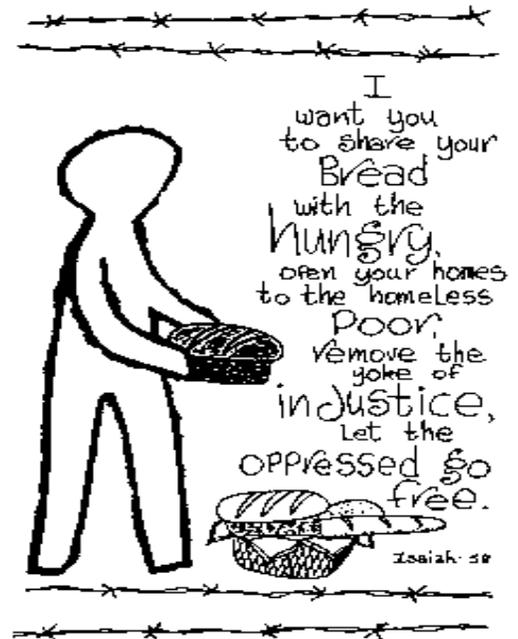
We are called as a community to spread the Good News of God's love by increasing our Catholic presence in the surrounding community through participation in the corporal and spiritual works of mercy. The corporal works of mercy include feeding the hungry, clothing the naked, giving drink to the thirsty, visiting the sick and imprisoned, sheltering the homeless, and burying the dead. The spiritual works of mercy include instructing, advising, consoling, comforting, forgiving, and bearing wrongs patiently according to our Catholic faith. When we are participating in the corporal and spiritual works of mercy, we are serving our fellow man with love.

This serving with love was commanded by Jesus:

"This is my commandment, that you love one another as I have loved you (John 15:12)."

We have been further admonished by Saint James to participate and have a lively faith.

"You see that faith was active along with his works, and faith was completed by works, and the scripture was fulfilled which says, 'Abraham believed God, and it was reckoned to him as righteousness'; and he was called the friend of God. You see that a man is justified by works and not by faith alone." (James 2:22-24)



Christian Outreach Objectives & Goals

- A. Encourage active participation in existing and potential new Outreach ministries; Integrate Stewardship as a Way of Life as the model for discipleship through education; Continue to execute and educate on the church's commitment to the Outreach Tithe
2014 Update: Outreach Tithe Committee formed and addressing Parish Tithe to worthy causes. Newsletter and Monthly Bulletin provide opportunities for learning. Increased effort begun to reach Hispanic community on importance of Stewardship. Implemented a safety program to provide a safe and secure environment to conduct worship, faith formation, Christian outreach and Parish Life activities.
- B. Build networks of resources within our parish's current ministries; Actively search for ways to co-serve within our church & with other local Catholic churches and organizations; Research and partner with local Outreach groups from other denominations & agencies
2014 Update: Coordinate Outreach ministries to ensure parishioner's needs are being met. Identify gaps. Create communications plan
- C. Support Diocesan Vocation efforts; Be Advocates of Justice through education on Catholic Social tradition; Highlight and support Catholic sponsored charities and ministries; Evangelize to fallen away Catholics and those who have not heard the Good News
2014 Update: Implemented and On-going. Church Community supports seminarians to our Parish. Prayer for vocations before each Mass. Outreach Tithe financially support seminarians. Parish supports 40 Days for Life, Birthright, Life Chain, etc.

Pillar: Parish Life

In Saint Paul's first letter to the Corinthians he writes,

"For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For by one Spirit we were all baptized into one body – Jews or Greeks, slaves or free – and all were made to drink of one Spirit. For the body does not consist of one member but of many." (1 Corinthians 12:12-14)



Therefore, as parishioners of Saint Mary Magdalene, we are all connected through Jesus Christ, the head of the Church. Parish life will be strengthened and grow when we focus on coming together as a family both in liturgy and outside of liturgy, remembering Jesus' sovereignty and our own place as an important, supporting member of the Body. Church unity should be demonstrated through our commitment to one another and can be expressed in many ways: in the strengthening of family connections, in how we care for one another, and in the ways we communicate and include all of our brothers and sisters.



One of the measures of life or vibrancy in a church is an extension of the love of Christ the church Body offers in Christian service. We must commit ourselves to an active level of participation in church ministry that will support the needs of individuals, families and the greater church. The desire is to become an engaged church --- a church where each member seeks to worship and serve actively, generously, and lovingly in ministry where their God-given talents are best utilized. Through the Parish Life pillar, the objectives and action steps have been laid out to strengthen the ties within the Saint Mary Magdalene community through social and the pastoral care aspects of community and through the discovery and exercise of each parishioner's God-given talents.

Parish Life Objectives & Goals

A. Integrate Stewardship as a Way of Life

1. Measure initial parish Engagement level through Gallup ME25 survey; Educate the parish on Engagement; Introduce and offer Living Your Strengths (LYS) courses routinely in English and Spanish
2014 Update: ME25 conducted in 2012 – resulted shared with Parish in town hall meeting, showed slightly better than average engagement compared to similar Parishes. Schedule to conduct follow-up in 2015. LYS has had 300+ take course. Classes regularly scheduled.
2. Research, coordinate and offer an on-line alternate Spiritual Gift Inventory for those not able to attend Living Your Strengths Journey
2014 Update: Pending... needs to be developed and promoted
3. Continuously welcome newcomers in a timely and joyful manner primarily through the role of the Welcome Committee and the introduction of new Welcome materials (Welcome booklet, visitor cards and display in narthex); Evaluate and modify the Registration process

2014 update: Major success – Welcome Committee under strong leadership and focus on welcoming. Welcome socials well attended Communication Committee - Work with Stewardship and Welcome to introduce new Welcome Materials (this is a new request from Pastoral Council) What do they get? What can be improved. Modify Newcomer socials etc. Target 4th quarter 2014.

- B. Provide continual, accessible pastoral care to the parish, focusing on personal needs, immediate needs and family support through our clergy and existing and new Parish Life ministries
2014 Update: Pending formation of “Pastoral Care Team.”

- C. Foster fellowship through hospitality and social opportunities by the creation of a Social Committee and the promotion of parish fellowship (on and off-site)
2014 Update: Pending. Limited be available volunteers. Space and coordination issues at the current time. However, planning to start on St. Mary Magdalene Parish 25th celebration for Sept 21, 2016.

- D. Support growth in our Hispanic community and encourage ministry participation through the creation of a staff Hispanic Ministry Coordinator and through continual recruitment of bilingual volunteers to serve in leadership roles on councils and committees
2014 Update: Hispanic Coordinator hired. Many items implemented by some challenges to be addressed.

Pillar: Administration, Facilities & Communication

"The Christian faithful are those who, inasmuch as they have been incorporated in Christ through Baptism, have been constituted as the people of God; for this reason, since they have become sharers in Christ's priestly, prophetic, and royal office in their own manner, they are called to exercise the mission which God has entrusted to the Church to fulfill in the world, in accord with the condition proper to each one." (CCC871)



Individuals -- both priest and laity-- have been called to the administrative work of the church. Their daily work of scheduling, attending to the needs of the buildings, paying bills, and a host of other tasks is a calling. This calling helps the parish of Saint Mary Magdalene to be in the world, but not of the world. Often times, these individuals are the first to have contact with those from outside the parish and thus are called to demonstrate that we believe in one, holy, catholic, and apostolic church. Following in Jesus' footsteps like St. Mary Magdalene, clergy, staff and lay leaders are to be servant leaders who efficiently, prudently and lovingly maintain and grow the physical, human and financial resources of our parish.

Administration, Facilities & Communication Objectives & Goals

- A. Strengthen staff, clergy and lay leader administration through professional training, spiritual guidance and documentation of policies/procedures.
1. Staff should engage in annual professional development, annual review on performance, documentation of procedures with adequate cross-training, routine staff retreats, and routine training in customer service, Diocesan policies, and church-wide leadership education
2014 Update: Develop a performance appraisal plan/document by July 1, 2014. This will be reviewed quarterly individually with each staff member. Follow up seminar w/Dr. Larry Boone. Provide professional training for each staff member-limit to one per year.(1)
 2. Priests are available for spiritual guidance by appointment for parishioners and are accessible for consultation by staff; Priests shall support church activities and programs through staff meetings and attendance at occasional council, committee and ministry meetings and will communicate major church events from pulpit
2014 Update: blessed with Pastor and Parochial Vicars who serve the needs of the Parish Community.
 3. Councils and Committees shall create by-laws, Member Expectations, and other policy/procedure manuals. Councils, Committees and Ministry Leaders shall include spiritual formation in every formal meeting; Assess annually their progress and update Pastoral Plan objectives as needed and participate joyfully in all formation activities offered by the church as personal schedules allow
2014 Update: implemented and on-going
- B. Improve and increase church communications through the creation of a Communications Coordinator position; Develop a plan and continuously support timely, communications from and between the Diocese, staff, councils, committees and ministries to parishioners; Increase effectiveness and use of social media, bulletins, web, marquee, e-mail and Mass announcements; Develop communications plan for external communications outside of St. Mary Magdalene
2014 Update: Implemented and on-gong

- C. Create and execute a Master Campus Plan that includes a Needs Assessment, Architect renderings, required Diocesan paperwork and approvals, proposal for possible Capital Campaign, timeline and communication to the parish
2014 Update: Long Range Planning Committee formed in 2012. Parish Needs Survey completed in 2014 and being analyzed. Master Plan expected in late 2014 or early to mid-2015.

- D. Educate all parishioners and staff on Stewardship as a Way of Life
 - 1. Contract with Catholic Stewardship Consultants (CSC)
2014 Update: CSC contracted with and providing service. Councils to review effectiveness in meeting Pastor's and Parish needs (Fall 2014)

 - 2. Develop an annual plan in conjunction with staff and CSC
2014 Update: Pending

Appendix

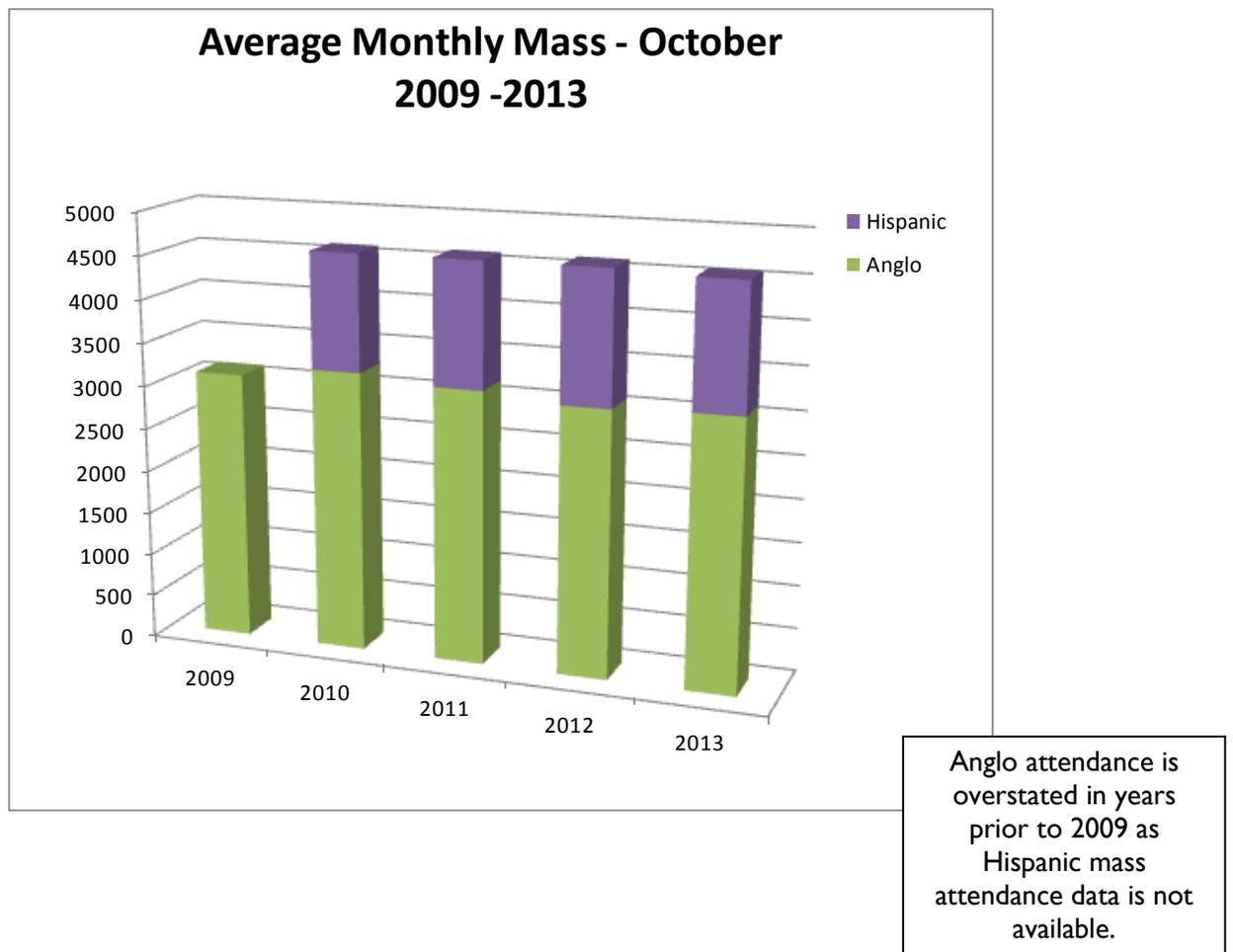
Demographics

St. Mary Magdalene now offers 7 regular weekend Masses, 5 in English and 2 in Spanish. In addition, once a month we offer a Polish Mass (4th Sunday) and a Filipino Mass (2nd Saturday)

ETHNICITY: Mass attendance data suggests that, on a given weekend, the following percentages apply to the total headcount:

Attended an English-speaking Mass: 73%
Attended a Spanish-speaking Mass: 27%

MASS ATTENDANCE: Over the past 5 years, average Attendance at Mass for all parishioners has, increased 25% from 3,123 in 2009 to 3,900 in 2013¹. Since 2010, average monthly attendance as reported to the Diocese has leveled off at approximately 4500. The Long Range Planning Committee is evaluating the Parishes weekly attendance data to determine any trends concerning growth of the Parish.



¹ (attendance taken from October 2009 versus October 2013)

REGISTERED HOUSEHOLDS:

The Parish has over 3,900 households with over 13,650 individuals registered in the Parish Data System. St. Mary Magdalene has experienced tremendous growth in registered households: 20% in just the last 5 years!

The main reasons for the increase can be accounted for by the general population growth in the Greenville area, encouragement to complete a registration card by our pastor, and the influx of Hispanics to St. Mary Magdalene as a result of offering two weekend Hispanic Masses.

RELIGIOUS EDUCATION: Over the past 5 years the number of children enrolled in Religious Education has increased 47% as we add approximately 100 children per year. There were 1,274 children, grades K3 through 8th, enrolled in Religious Education this year.

SACRAMENTS	2009/10	2010/11	2011/12	2012/13	2013/14
Enrollment	1274	1289	1266	1333	1383
First Holy Communion	1274	263	266	248	240
Catechists	119	96	99	112	116
Confirmation	132	152	156	159	-
RCIA	34	--	28	26	32

While the growth of our church is unquestionable (obvious in the increase in weekly Mass attendance), the number of active households registered in our current database is inaccurate as the census is incomplete at the time of publication. For conformity, we will report registered households before the census.

Financial Highlight

The generosity of St. Mary Magdalene's parishioners has allowed the church to grow not only its campus with the addition and modification of buildings and land, but also its donations through charitable giving to the Diocese and other worthy causes. Debt, when needed for the renovation of the church or purchase of additional facilities, has always been satisfied much sooner than terms of the loan. Presently, our church is debt-free and has prudently established a Capital Reserve Fund to accommodate anticipated expenses concerning the upkeep of our current facilities. The Capital Reserve Fund is part of the operating budget of the church, with deposits routinely made each quarter, and is fueled by the offertory.

The last Capital Campaign, One Faith One Family, which ran from 2007-2010, resulted in a Building Fund reserve of \$350,000 due to the generosity of pledges from many faithful families. These monies are in savings, growing interest, until a master campus plan is completed and the expense for desired, additional facilities meets requirements and is approved by the Diocese. Additional deposits due to overages in offertory have increased the Building Fund to a current balance of approximately \$532,278.

ANNUAL OFFERTORY: Annual offertory continues to grow steadily due to growth in families as opposed to an increase in the amount placed in envelopes by registered families. For example, the average amount of offertory per month remains basically unchanged from last year to this year: 86.5% for March 2013 and 86.7% for March 2014

SUNDAY COLLECTIONS (Does not include special collections)

	<u>2009/10</u>	<u>2010/11</u>	<u>2011/12</u>	<u>2012/13</u>	<u>2013/14</u>
Envelopes	1,419,097	1,611,620	1,784,535	1,973,265	2,109,516
Loose	237,187	291,575	285,780	308,418	324,861
TOTAL	\$1,656,284	\$1,903,195	2,070,315	2,281,683	2,434,377
% Coming from Envelopes	85.70%	84.68%	86.20%	86.48%	86.66%
Average Sunday Collection	\$31,852	\$36,600	\$39,814	\$43,879	\$46,815
% Annual Increase	8.50%	14.91%	8.78%	10.21%	6.69%

Offertory Analysis:

St. Mary Magdalene Catholic Church									
Offertory Analysis									
for fiscal year ended June 30 2014									
Amount Given			Number		% Total		Dollars		% Total
									dollars
\$ -	-	\$ 40.00	6,477		35.03%	\$ 145,185.00		6.30%	\$ 22.42
\$ 40.01	-	\$ 120.00	6,762		36.57%	\$ 531,401.00		23.04%	\$ 78.59
\$ 120.01	-	\$ 400.00	4,419		23.90%	\$ 959,224.00		41.60%	\$ 217.07
\$ 400.01	-	\$ 1,000.00	764		4.13%	\$ 444,153.00		19.26%	\$ 581.35
\$ 1,000.01	-	\$ 5,000.00	70		0.38%	\$ 225,985.00		9.80%	\$ 3,228.36
			18,492		100.00%	\$ 2,305,948.00		100.00%	\$ 124.70

History of Our Church

History of Our Parish - **REVISED**

In 1984, Bishop Unterkoepler purchased a tract of land consisting of 13 acres on Woodruff Road about one mile from Highway 14. Later that year, the Bishop contacted Fr. Coughlin, pastor of St. Elizabeth Ann Seton, to explore where Sunday liturgy could be celebrated in the interim, before a new church was built.

Fr. Coughlin held monthly meetings to attract those Catholics interested in starting up a Mission Church in the Simpsonville/Mauldin area. A small driving committee formed in December, 1984. Through Fr. Coughlin's leadership, encompassing over 5 years, Maxwell Point Catholic Community, a mission of St. Elizabeth Ann Seton Church, formed in 1985. In January, 1986, Bishop Unterkoepler appointed Fr. Coughlin pastor of Maxwell Point Catholic Community, in addition to serving as pastor at St. Elizabeth Ann Seton.

Ebenezer Methodist Church on Batesville Rd. rented space out to our Mission Church so that Mass could be celebrated. On Feb. 1, 1986, Fr. Droze, a newly ordained priest, and Parochial Vicar, said the inaugural mass. Religious Education classes began in 1986 with twelve children in the program.

Starting June 1987, Father Duane Riplog assisted our mission for one year. Father Paul O'Toole was with us from August 1988 until his death in May 1989. Father Fred Fox arrived two months later, and in August 1990 was assigned to Prince of Peace in Taylors. Father Nicholas Bayard, then Pastor of Blessed Trinity in Greer, celebrated two weekend Masses until February of 1991.

The Mission church formed into a close-knit, supportive community that grew and flourished. When it expanded to 55 families, it became time to build a church. A building committee formed in October 1987. The Bishop required that the building funds be raised prior to building.

The very first pledge drive for our building was initiated in March of 1989. In fact 100 families raised \$250,000, half the necessary funding to build, a remarkable feat for a small group.

Shortly before Christmas of 1989, we were officially named St. Mary Magdalene Catholic Church. Groundbreaking was celebrated on July 22, 1990, on the Feast of St. Mary Magdalene. Construction began the following month. Two months before our new church was completed, the Most Reverend David B. Thompson, Bishop of Charleston appointed Father Herbert K. Conner, SJ. as our first Pastor.

Our first church, now serving as the Parish Center, was completed in May 1991, and dedicated on September 15, 1991. It was designed to seat 300 people, but it was not long before the growing number of parishioners outgrew the space. In fact, the number of parish families totaled close to 500 in 1992.

During 1994, a Perpetual Eucharistic Adoration Chapel began, located within the original church building. St. Mary Magdalene was the 3rd church in the state to start this type of spiritual worship. The consecrated host is exposed 24 hours a day for all to visit anytime day or night. Today the Adoration Chapel is attached to the current church, with a separate and secured entrance.

Long Range planning for new building construction began in 1993, less than 2 years after the first church (now the Parish Center) was dedicated. By the time architectural plans were submitted to the Diocese early in 1996, parish families numbered 775, with 300 children enrolled in religious education classes. In addition, 15 different ministries served the church community. Meeting space was so tight that two trailers were brought in temporarily so that ministry groups and religious education classes could continue to meet. Construction on the current church began in 1997. The church opened its doors for the first time in April, 1998, for the Easter Sunday service. This first phase of the new church seated 600 people, and cost \$2 million. Parish families now numbered 1000.

As the debt was paid off on the new church, the next building phase began in 2002. During that year, a groundbreaking ceremony was held. The Conner Ministry Building was completed in November of 2002. The church expansion followed in 2003, and provided a seating capacity for 1200 people. These two new structures provide space for religious education programs, ministry meetings for 70+ ministries, fundraiser events, and the Child Development Center.

Father Robert Falabella joined Father Conner in serving the Parish pastoral needs as "priest in residence" in 2000. Recently celebrating his 50th anniversary to the priesthood, Father Robert is enjoying retirement here with us at St. Mary Magdalene and serving the needs of the parish on a part-time basis.

Fr. Hayden Vavarek served as Administrator during the first half of 2008. That same year, on August 30, 2008, Father Conner returned to be with our Lord. We thank God for his 17 years of faithful leadership.

We were blessed to receive Father Teofilo Trujillo and Father Jim Dubrouillet who were named Pastor and our first Parochial Vicar on November 3, 2008. Father Jim was re-assigned to St. Andrew the Apostle in Barnwell, SC in 2010. As our church family continued to grow, in 2010 we were blessed to have been assigned two Parochial Vicars, Fathers Philip Gillespie and Dan Papineau, to serve the pastoral and faith needs of the Parish until their reassignments in 2012 to other Diocesan parishes.

Newly ordained Fr. Filip Wodecki joined St. Mary Magdalene as a Parochial Vicar in 2012, and Fr. Mike Boyle likewise joined our parish as Parochial Vicar in the summer of 2013. Along with Fr. Theo, these three priests are kept quite busy serving our ever-expanding parish. Fr. Robert remains a priest in residence, hearing private confessions.

Presently our church offers 7 weekend Masses (2 in Spanish) and a monthly Polish Mass. With the purchase of neighboring properties in 2009 and 2013, our campus now encompasses 22.8 acres. With over 5,000 in weekly attendance, St. Mary Magdalene has been one of the fastest growing churches in the Diocese – Called by Christ, Growing in Faith, Serving with Love.

Parish Organizational Pillars

Worship	Faith Formation	Christian Outreach	Parish Life	Administration
<i>Liturgy Committee</i>	<i>Adult Evangelization and Catechesis Committee</i>	<i>Outreach Tithe Committee</i>	<i>Welcome Committee</i>	<i>Clergy & Staff</i>
				<i>Pastoral Council</i>
				<i>Finance Council</i>
				<i>Stewardship Council</i>
				<i>Building & Renovation Committee</i>
				<i>Communications Committee</i>
				<i>Long Range Planning Committee</i>
				<i>Safety Committee</i>
Ministries	Ministries	Ministries	Ministries	
Altar Linens	Adonai – Bilingual Teens	An Angels Attic	Athletics	
Altar Servers/ Acólitos	Awakening Faith	Cancer Courage	Boy Scouts	
Extraordinary Ministers of Holy Communion/ Ministros Extraordinarios de la Sagrada Comunion	Bible Study – Men’s	Caring & Sharing	Cub Scouts	
	Bible Study – Women’s	Faith Community Nurshing	Edge/ Junior High	
Filipino Ministry Coordinator	Bible Study – Español/ Instituto Biblico	Feed the Hungry	Girl Scouts	
Greeters				
Lectors/Lectores	Carmelites	Foster Care & Adoptions	K of C 10819	
Music Ministry/ Ministerio de Música	Catholic Preschool	Giving Tree	K of C – Fourth Degree	
Polish Ministry Coordinator	Children’s Liturgy	Habitat for Humanity	K of C – Ladies Auxiliary	
	Couples for Christ			
	Cursillo			
Ushers/Ujieres	Engaged Encounter / English & Español	LAMBS	Photography	
	Equipos de Nuestra Señora/ Teams of Our Lady			
	Faith & Finance			
	FOCCUS / English & Español	Marriage Support	Supper Club	
	Holy Family Institute	Military Support	Table Linen Cleaning	
	Life Teen /High School	Ministerio Guadalupano	Venture Crew 420	
	Living Your Strengths/ Viva Sus Fortalezas	Ministerio de Prisiones	Women’s Guild	
			Young at Heart	

Lucia Via/Young Adults Perpetual Adoration/ Adoración Perpetua	NFP- NaPro Technology
Prayer Group – English / Heart of Jesus	Prayer Shawl Ministry
Prayer Group – Español/ Caminando con Jesus	
Prayer Group – Español/ Virgen de Schoenstat	Respect Life
RCIA – Rite of Christian Initiation for Adults / RICA- Rito de la Iniciación Cristiana de Adultos	Society of St.Vincent de Paul
Religious Education for Children & Youth	St. Francis Hospice/Open Arms
Vacation Bible School	Stephen Ministry Visitation of the Sick & Shut-in/Visitar los Enfermos