

# SERVE WITH A HEART LIKE JESUS

2019 LEADERSHIP & VISION RETREAT

## RECAP MATERIALS

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# THE FIRST TWENTY

“Pray without ceasing.”

1 Thessalonians 5:17



# OFFERING OUR MORNING TO GOD

## MORNING OFFERING:

O Jesus, through the Immaculate Heart of Mary, I offer you all my thoughts, words, actions, and sufferings of this day. I ask for your Grace that I may not offend you this day, but that I may serve you by showing love and kindness to those I meet today.



# SILENT PERSONAL PRAYER

## Prayer for Oneself Before a Meeting

Lord, before I go into this meeting, I place myself before You, for You are filled with beauty and light and care deeply about me. Help me to listen, before speaking. Help me to respect and understand the opinions of others. Help me to value and appreciate those I am about to meet. May Your light enfold me. May Your Spirit guide me. May Your grace abound in me. I make this prayer through Christ the Lord.  
Amen.



# SILENT PERSONAL PRAYER

**Serenity Prayer:** God grant us the serenity to accept the things we cannot change; courage to change the things we can; and wisdom to know the difference. Living one day at a time; enjoying one moment at a time; accepting hardships as the pathway to peace; taking, as He did, this sinful world as it is, not as we would have it; trusting that He will make all things right if we surrender to His Will; and that we may be reasonably happy in this life and supremely happy with Him Forever in the next. Amen



# LITANY OF THE SACRED HEART OF JESUS

Lord, have mercy on us.  
*Christ, have mercy on us.*

Lord, have mercy on us. Christ, hear us.  
*Christ, graciously hear us.*

God the Father of Heaven, *have mercy on us.*  
(Repeat *have mercy on us* after each line)

God the Son, Redeemer of the world....

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## LITANY (cont'd)

...Heart of Jesus, delight of all saints,  
*have mercy on us.*

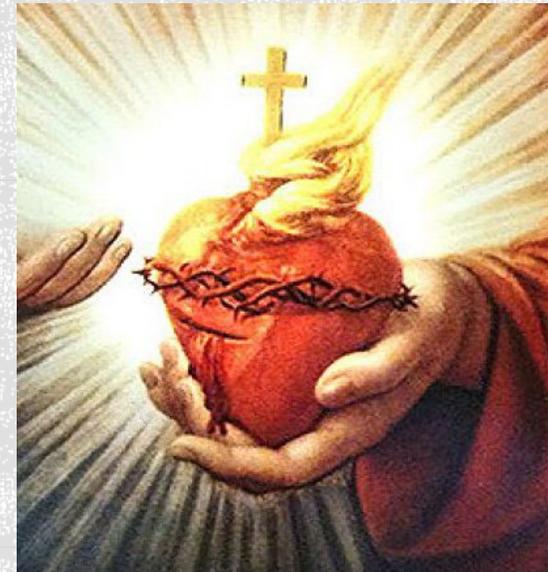
Lamb of God, who takes away the sins of the world,  
*Spare us, O Lord.*

Lamb of God, who takes away the sins of the world,  
*Graciously hear us, O Lord.*

Lamb of God, who takes away the sins of the world,  
*Have mercy on us.*

Jesus, meek and humble of Heart,  
*Make our hearts like unto Thine.*

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# LECTIO DIVINA

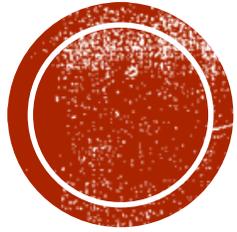
Praying the Scriptures:

lectio (reading)

meditatio (meditation)

contemplatio (contemplation)

oratio (prayer)



## ***Gospel JOHN 3:22-30***

Jesus and his disciples went into the region of Judea, where he spent some time with them baptizing.

John was also baptizing in Aenon near Salim, because there was an abundance of water there, and people came to be baptized, for John had not yet been imprisoned.

Now a dispute arose between the disciples of John & a Jew about ceremonial washings.

So they came to John and said to him, ....



## ***Gospel JOHN 3:22-30***

... "Rabbi, the one who was with you across the Jordan, to whom you testified, here he is baptizing and everyone is coming to him." John answered and said, "No one can receive anything except what has been given from heaven. You yourselves can testify that I said that I am not the Christ, but that I was sent before him. The one who has the bride is the bridegroom; the best man, who stands and listens for him, rejoices greatly at the bridegroom's voice. So this joy of mine has been made complete. He must increase; I must decrease."



# IMPORTANCE OF PRAYER

***"If my **sisters** did not spend so much time in prayer, they could not serve the sick and the poor at all".***



# LITANY OF THE WAY, PRAYER FOR THE JOURNEY

As Jesus sought the quiet of the desert,  
*teach us to pray.*

As Jesus washed the feet of his disciples,  
*teach us to love.*

As Jesus promised paradise to the thief on the  
cross, *teach us to hope.*

As Jesus called Peter to walk to him across the  
water, *teach us to believe.*



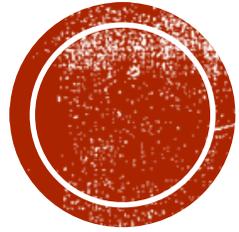
As the child Jesus sat among the elders in the temple,  
*teach us to seek answers.*

As Jesus in the garden opened his mind and heart to  
God's will, *teach us to listen.*

As Jesus reflected on the Law and the prophets,  
*teach us to learn.*

As Jesus used parables to reveal the mysteries of the  
Kingdom, *teach us to teach.*





# **FINAL PRAYER BEFORE RESUMING AGENDA**

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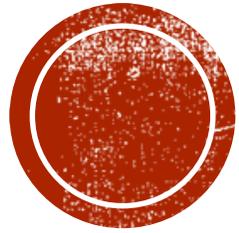


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# **ST. LUKE MISSION STATEMENT**

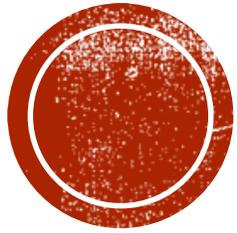
## **To be a Christ-Centered Church**



- 1. Responsive to the Needs of All.**
- 2. Preserving, Spreading and Celebrating the Teachings of Jesus.**
- 3. Offering Hope, Comfort and Peace.**

# PASTORAL PLAN VISION

- Address the increase of religious indifference and secularism
- Address the violations of the dignity of the human person
- Address the issue of increasing number of conflicts in the world
- Address the need to Evangelize a Catholic Population



# REGISTERED HOUSEHOLDS

1988

2018

200-250

1,554



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# MINISTRIES

1988

2018

35

62



# MINT HILL: DEMOGRAPHICS

**2000**

**14,922**

**2018**

**26,748**



# DEMOGRAPHICS

Average Age of Parishioner?

- 36.5 years

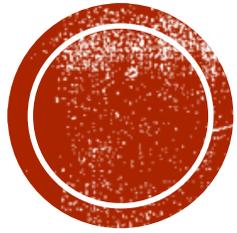
\$1MM

- Our Operating Budget
- Top 21% of Non-Profits Nationally



# PARISH SURVEY

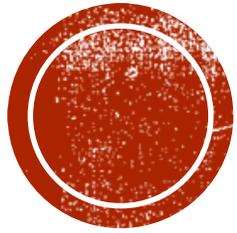
## Top 3 Reasons Why People Choose to Attend St. Luke



- **Location**
- **Like the Community / Parish Spirit**
- **Music**

# PARISH SURVEY

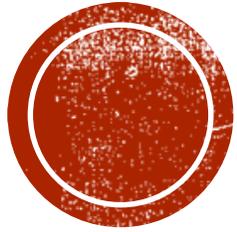
**Do you feel connected to the St. Luke  
Faith Community?**



- **Yes – 87.1%**
- **No – 12.9%**

# PARISH SURVEY

**The #1 reason for not participating  
in a ministry**



# TIME

# PARISH SURVEY

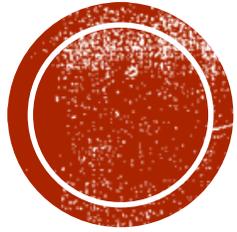
## How do parishioners learn of information and events?

<b>92.9%</b>	<b>Weekly Bulletin</b>
<b>66.3%</b>	<b>Pulpit before Mass</b>
<b>61.8%</b>	<b>Pulpit by Priest</b>
<b>61.5%</b>	<b>Email Blasts</b>
<b>47.3%</b>	<b>TV Screens prior to Mass</b>
<b>38.2%</b>	<b>St. Luke Website</b>
<b>16.5%</b>	<b>Social Media</b>



# PARISH SURVEY

## DID YOU KNOW?



- **92.8% of respondents agree that St. Luke's parish actions support our mission statement.**
- **Over 62% of our parish households participate in a ministry.**
- **The survey resulted in **hundreds** of narrative comments and suggestions**

# GOALS FROM SURVEY

- **Improve Welcoming Atmosphere at St. Luke**
- **Increase participation in ministries and address barriers to involvement**
- **Increase opportunities for parishioners to grow spiritually**
- **Improve effectiveness of communication**



# GOALS FROM SURVEY

- **Introduce new activities and social events for parish fellowship**
- **Address 4 key areas of Pastor's Vision**
- **Continue to unite diverse populations within the Parish**



# READ THE SURVEYS & COMMENTS

[www.stlukechurch.net/survey-results](http://www.stlukechurch.net/survey-results)



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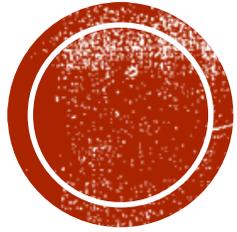


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# VISION PLANNING-2019

**Goal:**



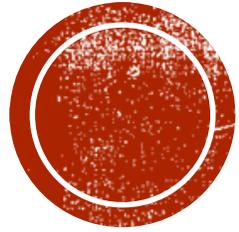
**Working together to focus on our main initiatives for our church and ensuring we keep in mind our mission and pastoral plan**

**Serve with a heart like Jesus**

# **AGENDA**

**Mission Statement & Pastoral Plan**

**Amy Ankenbruck-Faith Formation**



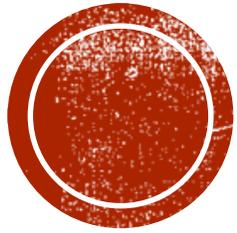
**Calendar Anchors-Church Priorities**

**Additional Initiatives**

**How can you help?**

# **ST. LUKE MISSION STATEMENT**

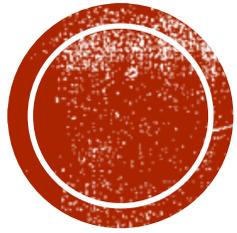
## **To be a Christ-Centered Church**



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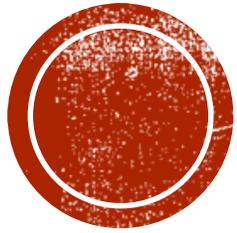
# PASTORAL PLAN VISION

- Address the increase of religious indifference and secularism
- Address the violations of the dignity of the human person
- Address the issue of increasing number of conflicts in the world
- Address the need to Evangelize a Catholic Population



# AMY ANKENBRUCK

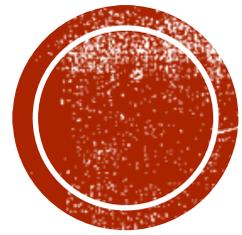
## Faith Formation-Scheduling & perhaps more!



# **PRIORITIES**

**Mass**

**Sacraments-Baptisms, First Reconciliation & Eucharist**



**Education-Faith Formation, Adult Ed & RCIA, Bible Study, Youth Ministry, Playschool**

**Retreats-Lenten, Advent, Engage Your Heart, Missions**

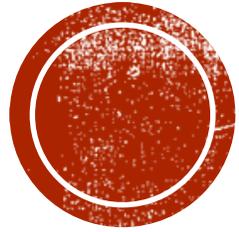
**Fall Festival**

**Additional Ideas & Suggestions**

# **MAKING CONNECTIONS & CALENDAR**

**Mass**

**Sacraments**



**Education**

**Retreats**

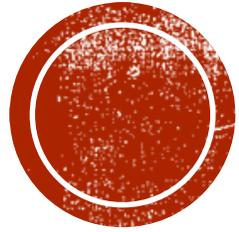
**Fall Festival**

**Mission Statement & Pastoral Plan**

# HOW CAN YOU PARTICIPATE?

**Mass**

**Sacraments**



**Education**

**Retreats**

**Fall Festival**

**Mission Statement & Pastoral Plan**

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## Recruiting and Working with Volunteer session lead by Gary & Angela

This feedback contains ideas, knowledge and answers from the ministers that attended the *Serve With a Heart Like Jesus* retreat. The participants were asked 5 questions:

### 1- How do you recruit new volunteers?

Ministers responded that they recruit new volunteers in many different ways such as:

- Word of mouth
- Bulletin
- Searching out where you know they are
- Friends/Acquaintances
- Email Blast
- Screens
- Church Events
- Personal Invitations
- Name tags – Change seat in church to met new people
- The green sheet
- Stewardship Sunday
- Pray
- Beg
- Mass Announcement

### Findings:

Angela: In our group discussions, everybody came to agreement that the two most effective ways to recruit people (volunteers) are through personal invitations or word of mouth.

Gary: I believe that as a majority, the participants also believed we should continue to use all forms of communication to reach out to potential volunteers.

### 2- How many ministries have training for volunteers? How often?

Examples of answers from different ministers:

- RCIA weekly / for a set of period / when needed
- Holy Communion, lectors, altars servers / Twice a year
- Faith formation / once a year (not enough)
- Spanish Music
- Hispanic
- Knights
- Stewardship

- Hope
- Mass Coordinators
- Room in the Inn

### Findings:

Angela: Some participants asked: 1) Who trains the trainers?

2) Who monitors quality/effectiveness?

3- How are you helping your ministry volunteers grow in their faith?

Positive encouragement

Scripture reflection

Prayers and reflections

Warm Inviting attitudes

Collaboration (partner with other ministries)

Hospitality

Building community

Being Present

Thank you for service

Seeing Infliction in others

Special Intentions

Trainings / Education

Testimony / Sharing stories

4- How do you deal with volunteers who do not show up when assigned? How do you monitor?

Examples of answers from different ministries:

- Phone interactions
- Volunteers to meet one-on-one
- Ask if there are problems/issues
- Meetings (Bi-weekly, Monthly)
- Keep Roll
- Find Replacement / Substitute
- Follow personally
- Weekly Reminder

5- Are you following the volunteer guidelines and safe environment practices?

- Protecting Gods Children
- Safe environment (food, children, kitchen)

**Findings:**

Angela: Some participants were clueless about guidelines for volunteer and safe environment practices. They seem to be confused and they expressed that guidelines need to be communicated better to all volunteers. Some of them didn't know that Saint Luke has guideline for volunteers. Some of them asked if all volunteers needed to take Protecting Gods Children training even if they did not work directly with children?

Gary: I thought most understood that if we deal with children, we need to take the child safety courses. I also believe that most agree that all volunteers need to take the course. I agree that some wanted good guidelines and I believe our handout (thanks to whoever put this together!), is what they need.

# Mission for your Ministry & Working together with other Ministries

Led by Pamela Weghorst and Kate Chapman

<b>Central Question: How can ministries do a better job collaborating?</b>	
<i>Obstacle</i>	<i>Solutions</i>
Overlapping Events	<ul style="list-style-type: none"> <li>Reaching out and to groups with similar missions or working with similar age groups. Ex: scouting collaborating with Teens for Christ, Kitchen Committee and Care of Creation Committee collaborating on educating parish on new guidelines</li> </ul>
Rooms left in disarray	<ul style="list-style-type: none"> <li>Take picture of room as it should be set up, and post along with a checklist for people to refer to during clean up</li> <li>Have a point person (staff) in charge of facilities management</li> <li>Everyone model a culture of respect</li> </ul>
People don't know what resources are available	<ul style="list-style-type: none"> <li>Create inventory of resources church has and where they are/should be stored.</li> <li>Have maps of church available, with names and capacities of different spaces to help people select an appropriate space for their event.</li> </ul>
Knowing who to contact for various tasks	<ul style="list-style-type: none"> <li>Keeping ministry lead contact information updated.</li> <li>Clearly communicating the roles and responsibilities of all staff members.</li> <li>Having a "Ministry Sunday" a few times a year where each category/commission wears a color-coded shirt. Parishioners might be inspired by seeing how many are involved and want to be part of it, and may realize someone familiar might be able to tell them more about a ministry</li> </ul>
Calendar: <ul style="list-style-type: none"> <li>Not mobile-device friendly</li> <li>Reservations that include multiple rooms only show one room unless you click...so people think they have checked the calendar, but don't see extent of reservation</li> <li>Information on events too vague</li> </ul>	<ul style="list-style-type: none"> <li>Look for ways to make calendar easier to access on mobile devices.</li> <li>Include more detailed information for each event, including:               <ul style="list-style-type: none"> <li>Set-up time</li> <li>Event time</li> <li>Clean-up time</li> </ul> </li> <li>Schedule "anchor events" for the entire year at a collaboration that includes relevant staff and ministry leads from both English- and Spanish-speaking communities</li> </ul>
Overlapping/conflicting communications protocols	<ul style="list-style-type: none"> <li>More standardization throughout parish               <ul style="list-style-type: none"> <li>Planning Center for scheduling volunteers</li> <li>Quarterly email or newsletter that goes to all staff, ministry leads, etc. Could highlight major events coming up on the calendar (Save the Date), ministry updates, policy updates, a place to send out feelers for collaboration</li> <li>SLT working more visibly with ministries/commissions—perhaps post liaison list with pictures on website</li> </ul> </li> <li>Ministries should be more consistent about sharing information with their staff liaisons</li> </ul>
Encourage more parishioner involvement	<ul style="list-style-type: none"> <li>Easily identifiable ministry nametags for everyone to wear</li> <li>Have a day where everyone that represents a ministry, wear a colored t-shirt to represent their ministry</li> </ul>

**BREAKOUT: COMMUNICATION**  
**Led by Celinda Erickson, Mary O'Connor and Jill Reed**

- Resource Guide Suggestions:
  - Create headings in the Table of Contents (Draft Resource Guide) for better organization of topics
  - Make the booklet Mobile Friendly
  - Include ADA information
  - Include emergency phone numbers
  - Add link to ministries online
  - Include a facilities map
  - Add location of resources (ex: where are various supplies/equipment)
  
- Ministries – how can they help to “evangelize”/ inspire people to attend Mass
  
- Look for ways to coordinate events between the ministries
  
- Suggestion for new ministry members to talk after Mass on Stewardship Sundays
  
- Creation of multiple avenues for communication of events
  
- “Like” and “Share” your events through social media
  
- Create directory of all ministry leads
  
- Go to St Luke website and check/update your ministry email address
  
- On social media, feature individuals from different ministries
  
- Creation of weekly ministry feature/highlight across all mediums of social media/weekly newsletter

## **Vision Planning for 2019**

**Led by Brian Cohanski**

*Goals – Getting all ministries to work together, focus on main initiatives for the church and prioritize resources. In addition, continue to ensure your ministry has the church mission and the pastoral plan in the forefront of everyone's mind when planning meetings, events, and anything related to the work of your ministry.*

*Though our time was short, we appreciate everyone's engagement, energy, and commitment to serve with a heart like Jesus. In order to foster collaboration and get everyone involved, we used large buckets of priorities to help with cross collaboration. One large bucket not discussed was Outreach. This was not intentional, and we apologize for the oversight. One goal of the session was how to maximize and understand calendar and physical resources within the church to center our priorities around the Church's mission. With exceptions, of course, Outreach is typically focused on areas outside the church. Again, our apologies for the oversight*

- *Mass*
- *Sacraments*
- *Education*
- *Retreats*
- *Fall Festival*

*We understand these were just examples and starting points. Everyone's ministry and work is equally important. We simply used these buckets to group people together to high level conversations and to help prioritize the resources available to help us focus on being a Christ Centered Church.*

*Though we didn't have time to debrief and recap the work and discussions in great detail, here are some examples, based on our conversations and notes on the charts on ways we can collaborate and help each other:*

- *Mass:*
  - *Need: Mass Coordinators*
- *Sacraments:*
  - *Confirmation: Needs: Small group leaders & food help (classes and retreats)*
- *Retreats*
  - *Needs: Participants (Encourage ministries to attend as groups)*
  - *Space*
- *Fall Festival:*
  - *Needs: Committee Leads*
  - *Teams to set up prior to the event and teams to break down, after the event*
  - *Ministry donations: Baskets, Action Items, etc.*
  - *Church and outdoor space for set-up, festival and clean-up*

*There were other examples, but this is a start of how we can work together in a cross functional manner to help one another while also focusing on being a Christ Centered church responsive to the needs of all; preserving, spreading and celebrating the teachings of Jesus; and offering hope, comfort and peace.*

*We courage you, as leaders of ministries, to reach out directly to other ministry leaders to plan events together and to feel empowered to ask one another for help. We hope that the retreat helped raise awareness of ministries' needs and resources.*