



# Guardian Angels Catholic Community

## *Long Range Strategic Plan*

June 2019

### **Introduction**

“While we are proud of our rich history and our many accomplishments, we are also a community with the foresight and resolve to be intentional about our future.” *Father Rodger*

The Guardian Angels long-range strategic plan (LRSP) has a five-year horizon; however, it is revised every three years. We read the signs of the times and respond to the needs of our parish and our world. Through participative planning, we celebrate successes, test new ideas, and work to build a shared understanding and commitment to our future.

Commissions are the backbone of our parish operations -- all ministries work within the structure of a Commission. Because we believe that planning is important at every level of Guardian Angels, planning initiatives are broadly defined so each Commission has the flexibility to innovate in their respective implementation.

Each Commission is challenged to reflect on how their ministries can respond creatively to the call of these revised initiatives. Commissions will establish actions plans and measurable goals.

### **Mission – Values – Vision**

***Our Mission:*** Engaging in God’s Service

***We Value:***

- Community built through healthy and safe relationships;
- Faith grown through communal prayer and worship, education, service, and evangelization;
- Relevant ministries that meet the needs of our members and the world;
- Members who live out their faith;
- Traditions built with creativity to engage the next generation; and
- Respect and cooperation with other faith traditions.

***Our Vision:*** Guardian Angels is a Catholic community striving to follow Jesus and support each other in living the Gospel. We are centered in the Eucharist, gathered to be fed by God's love and sent to proclaim the Good News of God's mercy and justice through lives of service. We affirm and uphold the human rights and dignity of all. We seek to create a future where everyone is welcome and can participate in the Catholic Church. All are welcome to share their gifts here as we strive to build an inclusive community of compassion, service, and relevance.

## **Parish Initiatives**

What are Parish Initiatives? Parish initiatives are key success factors beyond normal day-to-day activities. They span ministry areas and all parishioners and Commissions contribute. Guardian Angels dedicates extraordinary effort and resources to these initiatives to benefit everyone.

***Become an Inclusive Community and Engage Parishioners.*** Our *catholic* faith calls us to spread the love of God and the Gospel message to everyone. Jesus welcomes those who live on the margins. We are all called by our baptism to continually live out our faith.

We will:

- Build a foundation of openness and action – welcome and honor everyone to the best of our ability and respect the gifts they bring to our community – all ages, cultures, ethnicities, abilities, sexual orientations, gender identities, political opinions, and wherever they are in their faith journey.
- Listen and learn from experiences of those who have felt unwelcome, whether in our parish or the wider Catholic Church.
- Intentionally engage:
  - Elementary, junior high, and senior high youth;
  - Young adults in their 20s and 30s; and
  - Families with children.
- Increase the role of the laity (i.e., non-ordained), particularly women, in church leadership and worship at Guardian Angels.

***Deepen Our Witness to Catholic Social Teaching.*** Our faith tradition offers us the heritage of Catholic social teaching, which finds its roots in the words of the prophets and the life of Jesus Christ. As we continue to move with mercy to feed the hungry, welcome the stranger and clothe the naked (Matthew 25:35-40), in addition, we will act with justice to change systems and structures that stand in the way of human rights and dignity for all. We will provide deeper formation for parishioners on this call to both charity and justice. We are one human family, living in solidarity with neighbors near and far to build a world more reflective of God's justice, mercy and peace.

We will:

- Collaborate across ministries to offer more education and formation about Catholic social teaching and its application;
- Consult more intentionally with commissions and committees to infuse our social teaching throughout parish ministry; and
- Make an impact on issues of justice in our neighborhood, in our region, and around the world.

***Respond to the Church at a Crossroads.*** Abuse of youth and vulnerable adults, cover-up by the hierarchy and clericalism have hurt those who trusted in the Church and caused many to lose faith. We, the baptized, are the church and standing at the crossroads with the abused and betrayed, will work to create a culture where all Christians are empowered to confront and root out abuse of all kinds, much as Jesus did when he cleansed the temple (Matthew 21:12-13).

We will:

- Offer continuing opportunities for healing for:
  - Those abused;
  - Those hurt by the cover-up by the hierarchy; and
  - Those whose faith has been betrayed.
- Increase education, lay oversight, and transparency at Guardian Angels to prevent future abuse:
  - All parishioners will understand that they are empowered to report any suspected abuse at Guardian Angels to the police; and
  - Improve policies and procedures so that all parishioners can trust that children and those most vulnerable are protected.
- Work to hold the Archdiocese of St. Paul and Minneapolis accountable:
  - For transparency and policies that protect our most vulnerable; and
  - For increased role of laity in the oversight of the Archdiocese.

***Improve Communication Awareness.*** Guardian Angels will continue to build a culture of communication and markedly improve our communications messaging and infrastructure. We will engage parishioners and attract others at all stages of life through relational and relevant communication that empower them to be church.

We will:

- Develop more consistent means of listening and two-way communication with parishioners and our communities;
- Design and implement targeted communication strategies based on segmentation of audiences according to their needs and interests;
- Add new channels of communication where they will be effective; and
- Develop the resources, technology and content needed for implementation.

### **What's Next?**

All Commissions, ministries, and parishioners are encouraged to undertake these initiatives. All are challenged to reflect on how they can respond creatively to the call of these initiatives – and are accountable regularly to communicate measurable progress toward implementation.