

PRECIOUS BLOOD OF CHRIST STRATEGIC PLAN 2007-2012

January 22, 2007

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SECTION 1: EXECUTIVE SUMMARY

INTRODUCTION

Five years ago, Precious Blood of Christ developed its first comprehensive plan - a plan that covered the period until 2006. Each year the plan has been reviewed and updated. This year, the ministry and committee chairs have worked with the Stewardship Committee to develop a new Five Year Plan that is responsive to dramatic changes in our diocese, community and parish. A major survey completed in the fall of 2005 provided our parish leaders and parishioners with a greater understanding of the challenges facing our parish and the needs and views of our parishioners.

This plan is a living guide for the actions of our parish as we pursue our vision and mission. To insure its success, it will be reviewed and amended as needed on a quarterly basis by the Stewardship Committee acting at the direction of Father Pat and the Parish Pastoral Council.

OUR VISION

Precious Blood of Christ strives to be a truly friendly community where all parishioners are warmly welcome; fully embrace the values and teachings of the Catholic faith and the spirituality of stewardship in our parish, diocese, and community; and are broadly engaged in parish activities.

OUR MISSION

We, the members of Precious Blood of Christ Roman Catholic Church of Pawleys Island, believe we have been called by God to use our time, talent and treasure to serve God and his children. We seek to be a community of faith, hope and love under the pastoral leadership of the bishop of the Diocese of Charleston, in union with the pope, and the Holy Spirit. Our mission is to provide opportunities for the parish family and community to celebrate our faith, to enable the integration of faith and family life and to encourage spiritual development. We aspire to create a community that is welcoming of all and an environment of fellowship and hospitality where we are nurtured, refreshed and empowered to be a living church.

2006 SITUATION ANALYSIS

2006 is a special year for Precious Blood of Christ as we experience continued dramatic change in our parish and community (Exhibit 1.) such as:

- An explosive growth in membership.
- A profound change in our demographics.
- Increased opportunity to support our diocese as it reaches out to serve a growing Catholic community in South Carolina.
- A growing local community.

And, we have been blessed this year with the opening of our Parish Life Center, a facility which will dramatically enhance our ability to meet the needs of all we serve as we increasingly embrace God's mission for us on earth.

Clearly, it is a moment in time for each of us to use our God-given gifts of time, talent and treasure to better identify and meet the emerging needs of our parish, diocese and community.

- Our recently completed parish survey findings provide important planning insights. (Exhibit 2.)
- Our Parish Life Center is open.

Given the commitment of parishioners, Fr. Pat believes we can make great progress toward the following:

- Our Parish is known as a truly "friendly" community where all new parishioners are warmly welcomed and encouraged to be part of our ministries.
- Every parishioner of PBOC is fully exposed to, and embraces, the values and teachings of the Catholic faith.
- Parishioners are more broadly and inclusively engaged in PBOC activities.
- PBOC truly embraces the spirituality of stewardship within our parish *and* community.

Each committee/ministry has carefully considered Fr. Pat's vision; the survey data; and key events, trends and projections in preparing their plans for the next 5 years:

- Where our parish should be five years from now.
- The role of each M/C in achieving that vision: How well the foundation - mission statement and goals of the Five Year Plan of each M/C reflects Fr. Pat's vision as well as the growth, changes and opportunities that are before us?

EVENTS, TRENDS, AND PROJECTIONS

Growth and Changing Demographics (Exhibit 1)

Registered families will increase from 875 to 1200 by end of 2010.

Registered Catholics will grow from 1700 to 2500 by end of 2010.

Our largest growth will occur in young family segment and in the formation and foundation years (infants through teenagers). Total youth class registration could increase from 140 today to as high as 350 by 2010.

Weekend Mass attendance will increase yearly from 1,100 today to 1,600 over the next 5 years.

Spiritual Leadership

Demands on Parish Staff will increase twofold as we grow in size and our demographics change.

The Diocese of Charleston* is developing best practices for reaching out to the unchurched, the disenfranchised, and the marginalized.

Facilities/ Resources

The Parish Life Center opened 3rd qtr. '06

Financial burden will increase as the facilities debt increases, parish staff grows, and we support new programs of our diocese.

Our Community

Pawleys Island, population approximately 12,000, is expected to grow almost 8% a year.

Our larger community of Georgetown, population approximately 56,000 (2000), is expected to grow about 1-2 percent a year

Poverty will continue to be an increasing issue as unemployment continues above the national average and education goals fall short.

MINISTRY/COMMITTEE GOALS

Stewardship:

Dramatically increase the number of parishioner households providing time and talent to our parish.

Significantly increase the number of households tithing.

Establish, nurture, and make self-sustaining the new Community and Communication Committees.

Support all ministries in fulfilling their goals - initial and revised.

Community

Retain the aspects of the parish & the people that are effectively building community and inclusiveness.

Expand on what we retain by growing and adjusting our current activities to the changing demographics of the parish.

Gain the participation of currently inactive parishioners.

Communications

Provide a consistent and concise manner of accumulating and disseminating information so that all segments of the parish clearly understand how to get their message out in the most effective manner.

Increase the acceptance of the media that are most appropriate for various categories of communication.

Increase the recognition by our parishioners and the larger Pawleys Island community of the good works of our parish and the opportunities to benefit from our resources.

Prayer and Worship

A "Celebration of Mass" that reflects the growth and changing demographics of our parish.

Prayer and Worship is a more effective and rewarding ministry.

Outreach

Dramatically increase the number of parishioner households participating in outreach efforts.

Develop and maintain a "single source of information" communication binder of the Outreach Ministry.

Meet established milestones and budget goals for Outreach Ministries.

Fellowship

Make the transition for special events seamless.

Establish Hospitality Ministry.

Continue to promote YFIF to become a ministry.

Hospitality:

A welcoming program that enthusiastically and caringly includes new members into our parish.

A welcoming culture at Mass.

Education

Continue to support and improve the established and very successful Education Committee programs underway.

Lay the foundation for a more comprehensive Adult Education effort in the future.

Elder Issues

Achieve an Elder Issues Ministry that effectively addresses the opportunities and challenges particular to elderly parishioners of PBOC.

Youth Ministry

Increase the numbers of participants in each subcommittee of Youth Ministry, i.e. Junior (5-8th grade) and Senior (9-12th grade) Youth Planning.

Develop a financial plan and budget for Youth Ministry.

Forecast and execute programming in line with the previously expressed guidelines for rewarding both the people we serve and those that serve.

A parish community aware of the achievements and successes of the Youth Group.

Women's Club

Raise the necessary funds to support our commitment to the parish and the community.

Provide opportunities for service, fellowship and leadership to all members, taking into account the divergence of age. (Range: 55 to 85). Actively solicit for new members within our parish to grow membership.

Increase the "spiritual focus" of the Women's Club", both in the activities as well as the monthly meetings.

Increase the "Spiritual Focus" of the Women's Club, both in the activities as well the monthly meetings.

Anticipate the changing parish impact on the Women's Club.

EXHIBIT 1: CHANGING DEMOGRAPHICS

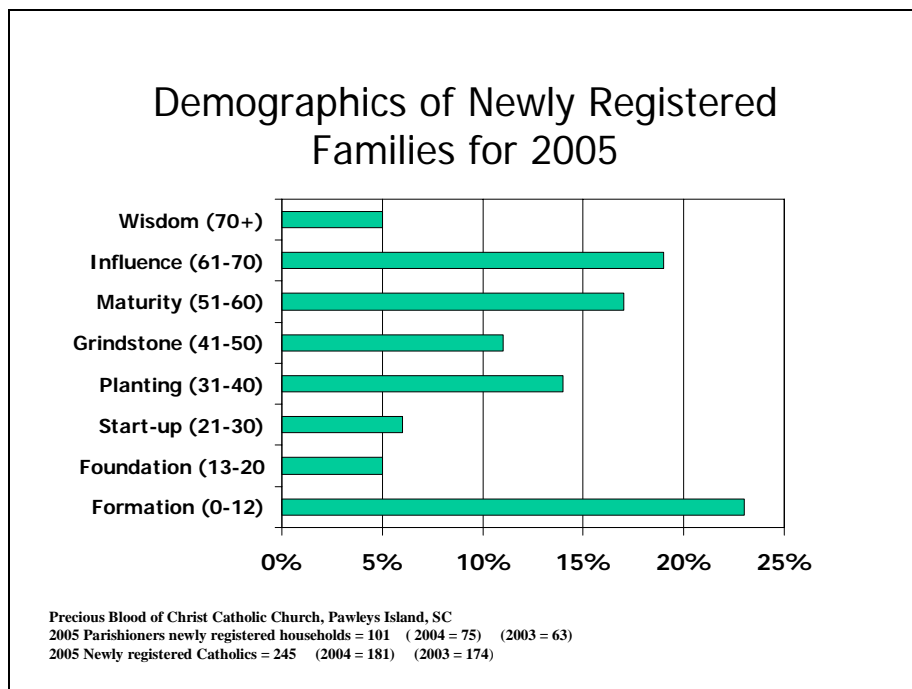
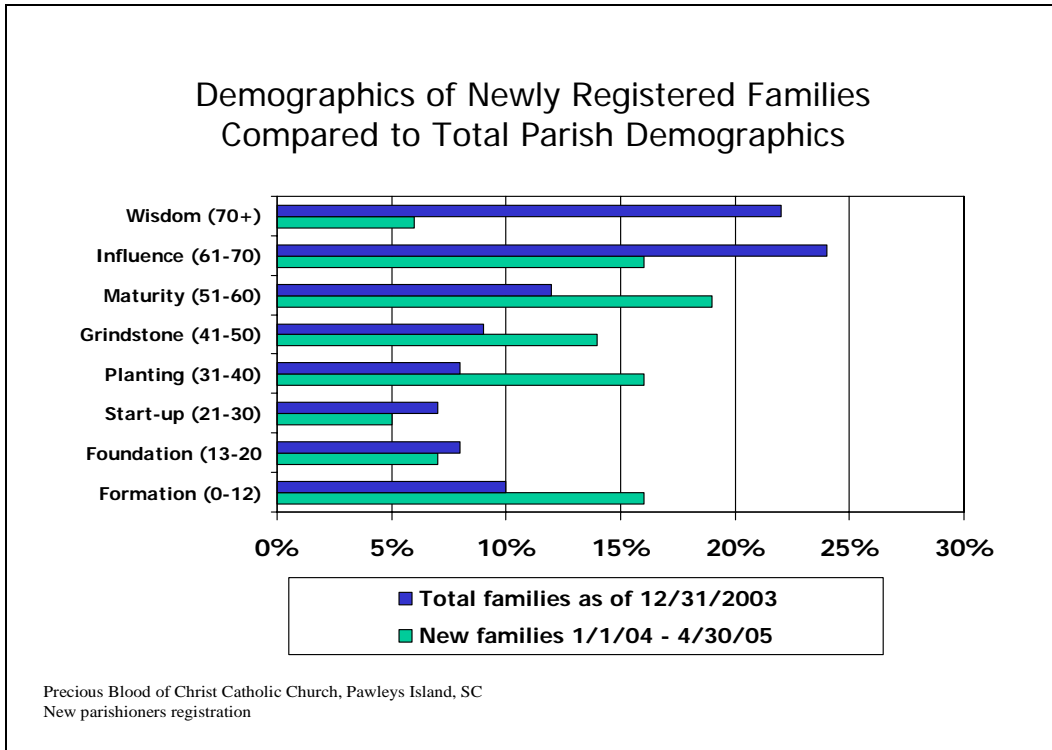


EXHIBIT 2: 2005 PARISH SURVEY REPORT OF FINDINGS

ADMINISTRATIVE PRACTICES

HOW WELL INFORMED

Parishioners report they are more than adequately informed regarding the basic scheduling/administrative, liturgical, sacramental, upcoming events, etc. at PBOC. *Some minor issues with the effectiveness of the PBOC website are already being addressed.*

They have, however expressed a desire for more insight to fundamental areas of their Catholic Faith with regard to.

- Catholic Church teaching of the Bible
- Catechism of the Catholic Church
- Catholic doctrine/dogma teaching
- Controversial issues in the Catholic Church and our faith.

The greatest need for this information was voiced by two distinct groups of parishioners....those between the ages of 18-34 and by Catholics that have participated in the faith for less than 10 years.

FINANCES, ADMINISTRATIVE, FACILITIES AND NEW PARISH LIFE CENTER

No substantial issues have surfaced.

- Running the parish in a smooth and efficient manner: 90% parishioners agree!
- Reaching out/visiting parishioners in hospitals: 88% parishioners agree!
- Helping parishioners deal with grief/bereavement: 87% parishioners agree!
- Being available and responsive to parishioners: 87% parishioners agree!
- Welcoming new parishioners: 84% parishioners agree!
- Providing receptions for special functions: 84% parishioners agree!
- Providing social activities/programs for parish: 83% parishioners agree!
- Providing leadership opportunities in ministries and the parish council: 80% parishioners agree!

Parishioners are happy with: (1) how PBOC is being managed and (2) the staff and various ministries that are responsible for these activities. We especially look forward to using the new Parish Life Center.

SPECIFIC NEEDS OF PARISHIONERS

SPIRITUAL NEEDS OF PARISH

Some important concerns have surfaced in this area. All of our parishioners...young and old....are concerned with PBOC's effectiveness in reaching out to the younger parishioners especially the unique needs of:

- Children, Pre-teens, Teenagers
- Young Men/Women, Single Adults
- Young Families, Families with Teens, Single Parent Families

Our new Parish Life Center will certainly be of great help in this area....but, we need to do more.

PARISH/COMMUNITY SERVICE

The Outreach effort of the parish is well regarded. Minor issues surface in providing food and support services to parish families during illness and providing direct services e.g. employment counseling. *These concerns are under investigation by Father Pat. It is important, however, to point out that they are usually managed on a confidential basis and consequently our parishioners are not aware of PBOC's efforts.*

EXHIBIT 2: 2005 PARISH SURVEY REPORT OF FINDINGS (Continued)

SPIRITUAL AND PRAYER LIFE

PBOC needs reported in this area center on the Mass. Additional spiritual activities ranked in sequence of importance are:

Preparing for Eucharist	Mass and the Homily
Hymns and musical liturgy	Adoration of the Eucharist
Teaching the Catechism of the Catholic Church	Aesthetic properties of church
Penance/Confession	Rosary
Bible Study	Additional adult education
Stations of the Cross	

Of concern, however, is an apparent disparity between what parishioners indicate as important to them (in one part of the survey) and the low level of their participation in these activities (measured in another part of this survey). These are the traditional activities associated with the Catholic Faith including: Stations of the Cross, Prayer Groups, Bible Study, Adoration, Rosary, and Spiritual Reading.

At the same time our parishioners...in another part of the survey ...consistently indicate their Spiritual need for greater insight to: Bible Study, Adult Catholic Education, Parish Retreat, Catechism of the Catholic Church and understanding the importance / benefits and Church requirements for Reconciliation. Many parishioners do not understand the teachings of our Church with regard to the Sacrament of Reconciliation. Over 50% of our parishioners have asked for periodic Reconciliation refresher classes. Many stated, "I would confess more regularly if I better understood how to."

ADDITIONAL AREAS FOR FUTURE ATTENTION

1. Delivery of the homily: *A new sound system is being installed that should sharply reduce the blurring and confusing echo in the homily delivery*
2. Music liturgy: *The new sound system will also improve this area of need*
3. Catholic teaching: Our parishioners have a clear need to better understand our Catholic Faith and the role it plays in our lives. Over 70% have expressed a very strong desire to attend either a special class or a special PBOC sponsored course at our Life Center. The topics of greatest interest are:

Explaining and defending the Catholic faith	Study of the New Testament
New Testament and its literal accuracy	Euthanasia and the living will
Role of Mary in the Church	Catechism of the Catholic Church
Christian life skills: better communication	Lay participation in Church decisions
Liturgy (celebration of the seven sacraments)	Christian life skills: listening
Morality and grace	Christian prayer
Infallibility elements in church teaching authority	Female participation in clergy
Abortion and its implication for human morality	Human cloning/embryonic stem cells
Hierarchy of the Catholic Church	Capital punishment
Divorced Catholics and the Eucharist	Managing around elderly parents
Annulment of marriage	In-vitro fertilization and contraception

EXHIBIT 2: 2005 PARISH SURVEY REPORT OF FINDINGS (Continued)

PBOC PRIORITIES

STEWARDSHIP

We are a Stewardship parish and believe in giving back time, talent and treasure to the community

- I use weekly envelopes for my contribution: 84% parishioners agree!
- Parish supports those in need in our community: 78% parishioners agree!
- **I give a percentage of my income to the church and charities: 61% parishioners agree!**
- I'm involved in parish organizations and/or ministries: 58% parishioners agree!
- I always give a lot of my time to the Church: 49% parishioners agree!
- I'm prepared to provide financial support to my diocese: 48% parishioners agree!
- **I give 10% or more of income to church and charities: 30% parishioners agree!**

Adding up the above numbers indicates 91% of our parishioners tithe... makes a clear decision to allocate a certain percentage of their income to the Church and those in need. This is an impressive percentage of our total parish and a clear indication of the commitment of our people to their Christian life.

PARISH LIFE CENTER

Our parishioners very much look forward to using the new Parish life Center and these expectations are reflected in the following response to our survey question, "How can the Parish Life Center best be used?"

- Collecting food for food distribution: 89% parishioners agree!
- Special Masses e.g. Easter: 84% parishioners agree!
- Outreach serving meals to the needy: 81% parishioners agree!
- Faith-based classes by age group: 80% parishioners agree!
- Bible study: 80% parishioners agree!
- More social events for youth: 78% parishioners agree!
- Family support: 78% parishioners agree!
- Indoor athletics for youth in our parish: 76% parishioners agree!
- Expanded religious library: 75% parishioners agree!
- Small Christian Communities: 75% parishioners agree!
- Fellowship: more parish dinner socials: 70% parishioners agree!
- Indoor athletics for adults in our parish: 69% parishioners agree!
- Exercise programs by age group: 69% parishioners agree!
- More parish breakfast events: 62% parishioners agree!
- Rent to other groups: 60% parishioners agree!
- Daycare service: 57% parishioners agree!

CURRENT RELIGIOUS EDUCATION ACTIVITIES AT PBOC

Religious education is high priority for parishioners (94% agree) and the new Parish Life Center is expected to be a great help in fulfilling these needs...a significantly better environment than our previous facilities. Our parishioners feel this program's most important goals are to provide perspective in the following areas:

- Developing a culture/climate of faith: 67% parishioners agree!
- Establishing a solid moral foundation: 67% parishioners agree!
- General morality and life management: 60% parishioners agree!
- Everyday school activity and daily life: 55% parishioners agree!
- Sexuality and personal spiritual responsibility: 54% parishioners agree!
- Drug abuse and its practical/moral implications: 53% parishioners agree!
- Alcohol abuse and its practical/moral implications: 51% parishioners agree!

EXHIBIT 2: 2005 PARISH SURVEY REPORT OF FINDINGS (Continued)

WHAT DO WE DO WITH THE SURVEY FINDINGS?

After the Stewardship Committee analyzed the Survey Findings; adult and senior youth responses to open-ended questionnaires; and what it learned in one-on-one discussions with Father Pat, many ministry heads, and more than 50 parishioners, we determined that three areas vital to our future - Community, Education, and Communications – could be better served by applying the survey findings to the various activities underway in these areas.

COMMUNITY

The continued growth and changing demographics of our parish challenge our sense of community - community which is essential to a vital parish. It is critical that we have in place the programs and activities that both serve various segments of our parish as well as integrate them as much as possible with other segments....this is especially true with regard to the needs of our younger families.

EDUCATION

Parishioners have expressed a strong need for greater education in their faith that goes far beyond the current scope of our Education Ministry - from preschool to super seniors. The PLC offers a facility that reduces many of the constraints to providing that education that have limited our ability to adequately meet this need in the past. Near term, this group will focus its efforts on relating the new survey findings to the already successful education efforts currently in place.

COMMUNICATIONS

Although we have a number of communication instruments at PBOC, each of which is reasonably effective, we need an overall communications plan to more effectively leverage our ministries and our PLC in service to our church, our community and our diocese.

For each of these areas, we have:

- Run small group workshops which identified an initial set of critical near-term actions,
- Determined the need to develop 5 year plans, and
- Created near-term standing committees to coordinate efforts and flesh out further actions until we either integrate these findings into the formal ministries currently in place or form new ministries/committees to address these areas.

SECTION 2: STEWARDSHIP

Total Volunteers 2006: 5 Objective for 2007: 8

Why do we have this ministry/committee? What is its purpose?

The mission of the Stewardship Committee is to foster the loving acceptance of stewardship as the normal approach to Catholic religious life - to help parishioners recognize their gifts and use them in service to the Church.

To help fulfill this mission, the Stewardship Committee is charged with the responsibility of assisting in the human resource process: identifying staffing needs and implementing and coordinating a process that identifies and develops parishioners who can undertake leadership roles in the parish.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

1. Develop programs that encourage stewardship, including tithing and endowments.
2. Develop a succession program for parish leaders that complements and supports pastoral selections.
3. Define the most important areas of collaboration with other ministries re stewardship.
4. Identify the skills and personality requirements for key ministry leadership positions.
5. Create a mechanism to identify, and maintain a data base of, the talents of parishioners.
6. Make stewardship a visible undertaking all year.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

1. Recruit only parishioners who embrace stewardship.
2. Provide members of the committee with material that deepens their embrace of stewardship.
3. Communicate the achievements of the committee.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

What Opportunities will these changes create for the stated purpose of the ministry/committee?

1. The continued growth of our parish and the changing demographics will provide a steady stream of people with talent and fresh idea.
2. The expanding numbers of people in need in our community will provide increased opportunities to serve.

What Challenges will these changes create for the stated purpose of the ministry/committee?

1. The financial needs of the Diocese may compromise fund raising and tithing in our parish.
2. The sheer number of parishioners will tax our systems and resources.

GOALS AND ACTIONS

GOAL 1: DRAMATICALLY INCREASE THE NUMBER OF PARISHIONER HOUSEHOLDS PROVIDING TIME AND TALENT TO OUR PARISH.

ACTIONS

1. Implement a program that strongly encourages new parishioners to offer their time and talent.
Date of completion: May 31, 2007 **Persons responsible:** Joe Ferreira, HR Advisors
Measure of performance: Percentile of new households that have at least one member of the household volunteering after 60 days. Objective: 75%.
2. Collaborate with the Communications Committee in the development of a coordination communication program to raise the awareness and acceptance of Stewardship in the parish.
Date of completion: Create: April 30, 2007 **Person responsible:** Joe Ferreira
Measure of performance: Timetable and % of communications completed: Objective: 100 %
3. Create and put into practice *with* all major ministries a "succession and future leader" program.
Date of completion: Create: April 30 2007; Put into Practice: July 31, 2007 **Persons responsible:** Joe Ferreira, HR Advisors
Measure of performance: Timetable; list of candidates: Objective: 100 % of major ministries.

4. Implement a parishioner skills inventory data base.
Date of completion: November 30, 2007 **Person responsible:** TBR
Measure of performance: Percentage of households with completed information:
1st year Objective: 75% of current volunteers, 25% of other parishioners.

5. Develop and implement a year long program of regular events and activities that raise the visibility and importance of Stewardship.
Date of completion: Develop: February 28, 2007 **Person responsible:** TBR
Measure of performance: Results of simple survey type instrument which is to be determined.
Objective: 50% increase after 12 months.

6. Collaborate with the Youth Director in encouraging youth stewards,
Date of completion: Develop: March 31, 2007 **Person responsible:** TBR
Measure of performance: % of youth who are stewards, Objective: 75% 2007, 100% 2008

GOAL 2: SIGNIFICANTLY INCREASE THE NUMBER OF HOUSEHOLDS TITHING.

ACTIONS

1. When the parish communicates year end donations to parishioners, encourage families to tithe the amount they donated in the regular collection (or more) on a good faith basis. *Note: Need to decide how to handle PLC pledges, etc.*
Date of completion: February **Person responsible:** TBD
Measure of performance: Number of households who elect to formally tithe. Objective: 25% of envelope user by December 31, 2007; 50% by December 2008.

2. Establish targeted communications to non-envelope users that encourage and provide an understanding of why using envelopes is beneficial to them and to our parish.
Date of completion: May 2007 **Person responsible:** TBD
Measure of performance: Number of households that move to envelopes. Objective: 25% of non-envelope households by Dec. 2007.

GOAL 3: ESTABLISH, NURTURE, AND MAKE SELF-SUSTAINING THE NEW COMMUNITY AND COMMUNICATION COMMITTEES.

ACTIONS

1. Recruit committee members and committee chairs.
Date of completion: March 2007 **Persons responsible:** Joe Ferreira and Conrad Kohler
Measure of performance: Establishment of committees and their chairs.

2. Imbed committee heads in Stewardship Committee and provide guidance.
Date of Completion: December 2007 **Persons responsible:** Joe Ferreira and Bill Rowles
Measure of performance: Extent to which committees meet their goals.

GOAL 4: SUPPORT ALL MINISTRIES IN FULFILLING THEIR GOALS - INITIAL AND REVISED.

ACTIONS

1. On behalf of our pastor and the PPC, monitor progress of M/Cs re their goals and provide guidance and assistance as appropriate.
Date of completion: Three formal reviews annually and on-call assistance. **Person responsible:** Bob Hannan, Bill Rowles and Joe Ferreira
Measure of performance: Goal performance by M/Cs.

SECTION 2: COMMUNITY

Total Volunteers 2006: 1 Objective for 2007: 3 plus advisory board

Why do we have this ministry/committee? What is its purpose?

The continued growth and changing demographics of our parish, challenge our sense of community- community which is essential for us to be a vibrant parish. It is critical that we encourage programs and activities that both serve various segments of our parish as well as integrate them wherever possible and practical with the other segments.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

The Community Committee will add value to the standing committees/ministries by advising them on how to enhance the effectiveness of their efforts by understanding their goals, sharing ideas that will improve implementation, and generally support them in their planning process. To be effective, this committee must be diligent in its efforts to understand the needs of not only the parish community but also the needs of its Pastor and the community at large.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

The reward for serving will evolve from the satisfaction of observing the fruits of their efforts, specifically:

- The satisfaction of diverse age segments joining together in harmony.
- The interaction of parishioners as they work together on programs and projects.
- The satisfaction of adding value to major ministries by planting ideas that will enhance their efforts.
- The rewards that come from having a positive effect on the social "well being" and overall "health" of the parish community.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

As our demographics change and our parish grows we are in danger of becoming islands of interest, instead of a vibrant community. Cliques will begin to establish not only by their interest, but by peer group. Additionally, as we grow, the current system of three Masses will continue to encourage us to recognize only those we share Mass with - leading to 3 separate churches within our parish. Our efforts within the community may become fragmented and not as effective as they could be.

What Opportunities will these changes create for the stated purpose of the ministry/committee?

The Community Committee can be the unifying catalyst that helps bring the parish together. Our new Parish Life Center gives us the necessary brick and mortar needed to support the diverse growth we are expecting. We need only counsel and consult our ministries/committees on how they can take advantage of our growth in both facility and membership. . It is the charge and challenge of this committee to **not only recognize** the changing demographics of the parish and community at large but to **react** to them.

What Challenges will these changes create for the stated purpose of the ministry/committee?

Traditional ways are difficult to modify or change. The committee will need to establish credibility with the various ministries/committees through a hands-on dependable and credible approach in understanding their mission, goals, and objectives and offering practical ideas to enhance their efforts.

GOALS and ACTIONS

GOAL 1: RETAIN THE ASPECTS OF THE PARISH & THE PEOPLE THAT ARE EFFECTIVELY BUILDING COMMUNITY AND INCLUSIVENESS. *We need to embrace what is good and build on it.*

ACTIONS

1. Establish a mindset of inclusiveness and community by the continuous use of personal acknowledgement.

Date of completion:

Person(s) responsible:

Measure of Performance:

2. Collaborate with all major committees in determining: what is good, what is working and should be continued, and what is not working and should be dissolved or amended.

Date of completion: **Person(s) responsible:**

Measure of Performance:

GOAL 2: EXPAND ON WHAT WE RETAIN BY GROWING AND ADJUSTING OUR CURRENT ACTIVITIES TO THE CHANGING DEMOGRAPHICS OF THE PARISH. *As the parish grows and changes we need to analyze using exit meetings after each activity. Identify- what was right? What went wrong? Note and advise appropriate changes for this event or program in the future*

ACTIONS

1. Work with committees to better communicate to parishioners the benefits of inclusiveness of current programs and activities that promote inclusiveness.

Date of completion: **Person(s) responsible:**

Measure of Performance:

2. Develop a comprehensive communications program for 2007 that makes effective use of all available communication media, e.g. Annual Recap of "Inclusiveness."

Date of completion: **Person(s) responsible:**

Measure of Performance:

3. Encourage a "culture of fun" that transcends groups and encourages "oneness."

Date of completion: **Person(s) responsible:**

Measure of Performance:

4. Review every major parish event - e.g. Christmas Party, Fall Festival, Run for Life ½ Marathon, Stations of the Cross - for ways to expand participation of all our major parish communities, e.g. Youth, elders, young families, etc.

Date of completion: **Person(s) responsible:**

Measure of Performance:

5. Review all celebratory sacraments, e.g. Baptism, Confirmation, etc., to identify ways they can be celebrated by more members of our parish community.

Date of completion: **Person(s) responsible:**

Measure of Performance:

GOAL 3: GAIN THE PARTICIPATION OF CURRENTLY INACTIVE PARISHIONERS.

ACTIONS

1. Leverage the results of the survey to identify new program offerings and activities that will respond to the interest and needs expressed by parishioners in the parish survey.

Date of completion: **Person(s) responsible:**

Measure of Performance:

2. Use the website to specifically ask non-involved parishioners to share what would gain their participation.

Date of completion: **Person(s) responsible:**

Measure of Performance:

SECTION 2: COMMUNICATIONS

Total Volunteers 2006: 7 Goal for 2007: 11

Why do we have this ministry/committee? What is its purpose?

This new committee will facilitate spreading the good news of what Precious Blood of Christ is doing and support all ministries by encouraging increased participation in parish activities.

The Mission of the Precious Blood of Christ (PBOC) Communications Committee is to establish policies to be used to gather, accumulate, organize and disseminate pertinent information about and concerning PBOC to the members of the parish and the community in a concise, direct and consistent manner so as to enhance and carry out the broader Vision and Mission of the parish by using the media currently available and exploring and developing new media for delivery.

The Communications Committee of PBOC is charged with the responsibility to:

1. Achieve a high quality consistent image of our parish
2. Align our communications media - newsletters, bulletins, website, etc. - with PBOC's vision and mission,
3. Achieve more synergy and message reinforcement among our communications media,
4. Inform parishioners of non-parish faith education activities and sources.

In short, provide the communications environment that helps fulfill our vision and mission.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

It must provide parishioners with:

1. A clearer understanding of the opportunities and activities in PBOC and
2. Easier ways for parishioners and potential parishioners to communicate their view, interests, and concerns to PBOC and its ministries.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

It must provide a process that objectively considers all issues re its charter.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

What Opportunities will these changes create for the stated purpose of the ministry/committee?

We will have more sophisticated technologies available to improve communications.

What Challenges will these changes create for the stated purpose of the ministry/committee?

The already significant communications challenge will continue grow. Coordination with ministries and committees will be increasingly difficult.

GOALS and ACTIONS

GOAL 1: PROVIDE A CONSISTENT AND CONCISE MANNER OF ACCUMULATING AND DISSEMINATING INFORMATION SO THAT ALL SEGMENTS OF THE PARISH CLEARLY UNDERSTAND HOW TO GET THEIR MESSAGE OUT IN THE MOST EFFECTIVE MANNER.

ACTIONS

1. Define and clearly identify the segments of the parish by age, function and need so that the overall message of PBOC is delivered in such a manner as to clearly inform and actively involve all segments of PBOC's diverse population.

Date of Completion: June 2007 **Person(s) responsible:** The committee

Measure of Performance: Increased participation and involvement. Objective:

2. Establish criteria for the submission of information for publication in the bulletin and inclusion on the parish website and/or other vehicles such as pastoral letters, Precious Word, etc... These criteria will encompass the how, to whom, the why and the when.
Date of Completion: June 30, 2007 **Person(s) responsible:** The committee along with the pastor and parish staff will be responsible for establishing this workable format.
Measure of Performance: Increased parish participation and involvement. Objective:
3. Review all forms of communication now being used by the parish as to their effectiveness and validity and determine whether they should be continued or eliminated from the PBOC communication package.
Date of Completion: June 30, 2007. **Person(s) responsible:** The committee, with assistance from the parish staff and ministries.
Measure of Performance: Performance regarding the success of these criteria will be measured by increased parish participation and involvement. Objective:

GOAL 2: INCREASE THE ACCEPTANCE OF THE MEDIA THAT ARE MOST APPROPRIATE FOR VARIOUS CATEGORIES OF COMMUNICATION.

ACTIONS

1. Wean the general parish population from dependence on the bulletin and direct their focus to the parish website in hopes of making the PBOC communications environment a paperless one.
2. Eliminate the making of "regular" announcements from the pulpit.
3. Investigate the possibility of using permanent and/or electronic signage in the narthex of the church and the Parish Life Center.

GOAL 3: INCREASE THE RECOGNITION OF OUR LARGER PAWLEYS ISLAND COMMUNITY OF THE GOOD WORKS OF OUR PARISH AND THE OPPORTUNITIES TO BENEFIT FROM OUR RESOURCES.

ACTIONS

1. Establish a parish Public Relations function so as to better spread the good news and good works of the parish to the general public.

SECTION 3: PRAYER AND WORSHIP

SUBCOMMITTEES: Altar Servers, Choir, Extraordinary Ministers of Communion, Ministers of Care, Greeters, Lectors, Ushers, Sacristans, Décor Committee

Total Volunteers 2006

Objective for 2007

Why do we have this ministry/committee? What is its purpose?

The Prayer and Worship Committee is composed of 10 ministries (see above) that both plan and coordinate each liturgical celebration including prayer, liturgy, music, and décor. These ministries join together in a reverent and inspirational manner to enrich our "Celebration of Faith" attracting new members and motivating active parishioners to a renewed appreciation of the Mass.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

1. The ministers' appearance and demeanor will create an atmosphere in which to celebrate the Eucharist with dignity and reverence.
2. Foster the appreciation and understanding of the liturgy.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

1. Enrich the ministerial experience by offering educational opportunities gained from the service experience.
2. Set an example of reverence, warmth, and hospitality that inspires the faithful.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

What Opportunities will these changes create for the stated purpose of the ministry/committee?

The committee will be able to draw on new parishioners with new ideas as well as longer term parishioners.

What Challenges will these changes create for the stated purpose of the ministry/committee?

Respond to the growth and changing demographics of our parish as they impact our mission.

We will need more ministers to meet the increased needs of a growing parish.

GOALS and ACTIONS

GOAL 1: A CELEBRATION OF MASS THAT REFLECTS THE GROWTH AND CHANGING DEMOGRAPHICS OF OUR PARISH.

ACTIONS

1. Recruit additional ministers, emphasizing younger parishioners.
2. Proactively recruit younger parishioners to our ministries.
3. Modify the Mass to appeal to our growing group of younger parishioners.
4. Examine the need for and implications of additional Masses.

GOAL 2: PRAYER AND WORSHIP IS A MORE EFFECTIVE AND REWARDING MINISTRY.

ACTIONS

1. Adapt the parish web site as the primary communication link within all Prayer and Worship Ministries.
2. Provide more opportunities for ministry members to increase their liturgical knowledge, e.g. using the web site to link to liturgical information.

SECTION 4: OUTREACH

SUBCOMMITTEES: There are 15 subcommittees. This plan addresses the management of those subcommittees.

Total Volunteers 2006: 14 Objective for 2007: 15

Why do we have this ministry/committee? What is its purpose?

The mission of the Outreach Committee is to fulfill the Church's social mission as characterized by a preferential love for the poor and vulnerable, ensuring that people have the basic human necessities for life.

To help fulfill this mission, the Outreach Committee is charged with the responsibility of identifying each parishioner as a disciple of Jesus, called to continue His mission of compassionate love, service, and justice to those in need in the Waccamaw Neck.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

1. Develop programs that encourage Outreach; including tithing from the first collection, supporting the Piggly Wiggly Return Fund, and growing the annual Golf Outing for Outreach.
2. Develop a succession program for parish leaders that complements and supports pastoral selections.
3. Define the most important areas of collaboration with the communications committee to get the Outreach message out to our parish community.
4. Identify the skills and personality requirements for key ministry leadership positions.
5. Create a mechanism to identify, and maintain a data base of the talents of parishioners for work in Outreach.
6. Make Outreach a visible undertaking all year for PBOC parishioners by promoting and communicating our achievements.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

1. Recruit parishioners who embrace Outreach.
2. Provide members of the committee with material that deepens their embrace of Outreach.
3. Communicate the achievements of the committee.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

1. The new Parish Life Center will provide opportunities to reach our base of needy people in the area in new and different ways.
2. The continued growth of our parish will provide additional monies for the Outreach Budget.

What Opportunities will these changes create for the stated purpose of the ministry/committee?

- The continued growth of our parish and the changing demographics will provide a steady stream of people with talent and fresh ideas.
2. The expanding numbers of people in need in our community will provide increased opportunities to serve.

What Challenges will these changes create for the stated purpose of the ministry/committee?

1. The financial needs of the Diocese may compromise fund raising and tithing in our parish.
2. The sheer number of parishioners will tax our systems and resources.

GOALS and ACTIONS

GOAL 1: DRAMATICALLY INCREASE THE NUMBER OF PARISHIONER HOUSEHOLDS WHO PARTICIPATE IN OUTREACH EFFORTS WITHIN OUR PARISH.

ACTIONS

1. Identify and quantify existing volunteer base.
Date of completion: 12/31/2006 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: All sub ministries provide completed inventory of volunteers.

2. Implement a communications program utilizing the Parish Website and promotional collateral that strongly encourages parishioners to participate in Outreach.
Date of completion: 6/30/2007 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: Percentile of households that have at least one member of the household volunteering in an Outreach Program. Objective: 20% Increase over existing.
3. Collaborate with the Communications Committee in the development of the communications program to raise the awareness and acceptance of Outreach in the parish.
Date of completion: 6/30/2007 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: Timetable and % completed: Objective: 100 %
4. Create into practice *with* all sub ministries a “succession and future leader” program.
Date of completion: 6/30/2007 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: 100% of sub ministries will have successor identified.
5. Develop and implement a year long program of regular events and activities that raise the visibility and importance of Outreach.
Date of completion: 12/31/2007 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: Timetable and Milestones Completed.
6. Collaborate with the Youth Director in encouraging youth Outreach,
Date of completion: 3/31/2007 **Persons responsible:** Dennis and Catherine Slattery in collaboration with Kate Bonner
Measure of performance: Documentation of youth performance in Outreach Programs.

GOAL 2: DEVELOP AND MAINTAIN A “SINGLE SOURCE OF INFORMATION” COMMUNICATION BINDER OF THE OUTREACH MINISTRY.

ACTIONS

1. Work with the managers of the sub ministries to create a common language for reporting activities to build a monthly report that can be communicated easily to the rest of our Parish Community.
Date of completion: 3/31/2007 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: Completed Binder maintained in Parish Office.
2. Document each sub ministry’s mission, volunteers, budget, and action items for the fiscal year. Create sections in the binder for each.
Date of completion: 3/31/2007 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: Binder Completion
3. Document the accomplishments of the sub ministries in a formal report that can be used to update Parish Council. Create a section in the binder for this.
Date of completion: 3/31/2007 **Persons responsible:** Dennis and Catherine Slattery
Measure of performance: Binder Completion

GOAL 3: MEET ESTABLISHED MILESTONES AND BUDGET GOALS FOR OUTREACH MINISTRIES.

PRISON MINISTRY, HABITAT FOR HUMANITY, TRANSPORTATION, MEALS ON WHEELS, HOLIDAY FOOD DRIVE, SOCIAL SERVICES, ANGELS WITH HAMMERS, ECUMENICAL OUTREACH, LEGISLATIVE, and LITERACY)

ACTIONS

1. Meet established Milestones and Budget goals for the following ministries
Date of completion: 6/30/2007 **Persons responsible:** Dennis and Catherine Slattery in collaboration with the sub committee managers.
Measure of performance:

SECTION 5: FELLOWSHIP

SUBCOMMITTEES: Young Families In Faith, Repast, Bereavement, PrimeTimers, Special Events, Woman Alone Together, Welcoming.

Total Volunteers 2006: **Objective for 2007:**

Why do we have this ministry?

Normally, one joins a church for some basic reasons: communion with God, become part of the church community and either serve that community and/or take advantage of the ministries the church offers. Fellowship helps one become part of the church community and give one the ability to serve that community. It is the social-community ministry of our parish. As one can see from its subcommittees, Fellowship runs a spectrum of activities, with Welcoming being the new member's initial contact with our church/community.

What must the committees do to be effective & rewarding for those it serves?

YFIF, Primetimers, Woman Alone must make their programs/activities interesting, challenging, and non repetitive. Boredom and routine will diminish membership involvement. Growth of membership, along with increase in activities is the reward.

Repast and Bereavement are two of the least known committees, yet two of the most important. Compassion and understanding must be used to be effective. Bereavement must continue to use in-service programs and seminars to keep current with state-of-the-art ideas in handling the loss of family members/love ones. For both committees, a lightening of a burden, no matter how temporary, is the reward.

Welcoming is the most important committee in the church. It probably is the new-comers first exposure to our church and its ministries/committees. It is responsible for tying the new-comer's talent to a needed committee, but also must recognize if the new-comer is in need of our help. The reward is healthy ministries and seeing talent being used productively.

What must the committees do to be effective & rewarding for those who serve?

Ministry leadership should avoid at all cost micro-management and that should filter down to committee leadership and their members. It is very important to tell people they are doing a good job. We should all listen and not be 'waiting to talk'. We should not wait for welcoming to provide new members, but actively pursue recruitment. New members bring new ideas and that avoids stagnation.

How will changes in the parish & the PI community affect these committees over next 5 years?

1. Welcoming will face an increase in the number of members to process, plus other activities.
2. Repast & Bereavement will become busier
3. Young Families in Faith will increase in membership
4. Woman Alone membership will probably remain constant.
5. PrimeTimers membership will probably decline

Any increase in membership will require an increase in budget or more activities to generate money. The sad fact is that there can only be so many activities because an increase in activities will also generate a need for rooms/space to hold these activities. The PLC and Founders Hall will be used more often by more groups. Scheduling of these rooms will become a necessity and the usage will increase the utility budget and maintenance staff budget.

What opportunity will these changes create for the stated purpose of the committees?

Special Events – In most cases, its purpose has been to prepare the facility, provide the food/beverage, serve the meal, and clean up the facility. Now that the PLC is up and running, it is important to assure close coordination with the PLC Events Coordinator

Hospitality – A new committee.

This would be an umbrella committee to hold the existing Welcoming committee and a new sub-committee 'Employment'.

Welcoming would continue its basic responsibilities

1. Recognize and utilizing talent.
2. Identify a need of a new member and alerting the particular committee.

Welcoming will explore assuming two new tasks:

1. Get one of the new members to become a reader.
2. Verify the parish data base is updated with the new member(s) information.

Employment – This committee will be charged with three jobs.

1. Insure that the requested committees have contacted and employed the new members or have helped the new members.
2. Follow up on those new members that, at the time of joining the parish, did not to make a commitment to a particular committee and find out if they are ready.
3. Monitor the parish data base to insure correctness of talent and ministry.

What challenges will these changes create for the stated purpose of the committee?

All existing Fellowship Ministries

1. Face leadership time line questions along with qualified replacement personnel.
2. Budget and Facility Usage
3. New Programs
4. Cooperation and communication with other M/C's, especially the Community Committee

Hospitality and Employment: Find leadership and establish a budget.

GOALS and ACTIONS

GOAL 1: MAKE THE TRANSITION FOR SPECIAL EVENTS SEAMLESS.

ACTIONS

1. Locate an acceptable ministry leader
2. Provide physical help for the first few events
Date of completion: ASAP **Person Responsible:** Tom Endl

GOAL 2: ESTABLISH HOSPITALITY MINISTRY

ACTIONS

1. Create the ministry 'job' description to establish responsibility for both Welcoming & Employment.
2. Locate acceptable leaders
3. Modify responsibility according to input from new leaders, yet retain basic tenants.
4. Present this to appropriate parties(Stewardship, Parish Council, Fr. Pat)
Date of completion: 3/07 **Person(s) Responsible:**

GOAL 3: CONTINUE TO PROMOTE YFIF TO BECOME A MINISTRY

ACTIONS

1. They are no longer a one cocktail a year group – keep it that way
2. Insure they continue the many pro-active projects
3. Look to the present leadership for able replacements
4. Keep them aware that they are the future
5. Constantly promote them
Date of completion: 6/07 **Persons Responsible:** YFIF & Tom Endl

SECTION 5: HOSPITALITY

Total Volunteers 2006 NA Objective for 2007

Why do we have this ministry/committee?

The foundation of our parish "community" begins with hospitality. Many examples in the Bible see the primary role of hospitality in leading a faith-based life. "When I was a stranger, you welcomed me." (Mt. 25:35) This ministry exists to help foster and maintain a warm and welcoming atmosphere for parishioners, potential parishioners and visitors from the moment we of first contact through all aspects of parish life...

What must this ministry/committee do to be effective and rewarding for those who serve?

It must reinforce the understanding among its members that hospitality is central to PBOC's pastoral mission - that a warm and welcoming atmosphere is a core part of liturgy.

It must select and support those parishioners who are warm, personable, enjoy mentoring others - and above all, recognize how important hospitality is to our mission. Given the opportunity to perform hospitality well will be rewarding to them.

What must this ministry/committee do to be effective and rewarding those it serves?

It must provide or encourage a warm and welcoming atmosphere: for first time visitors, for young and older parishioners, for longtime and new parishioners - hospitality makes a person feel important to the parish and strengthens their commitment.

For example, when new members are promptly contacted and welcomed into the community, they begin to feel like part of the family. Once they feel they belong they tend to become active with their time and talent benefiting the parish and themselves. If we don't do this well, they run the risk of feeling out of place, attending Mass only and becoming a "face in the crowd." A particular challenge for PBOC, because we have a strong sense of community, is that in welcoming and being warm with each other, we ignore visitors or new comers - unintentionally making them feel out of place. Therefore, it is particularly important that we do more to make visitors and new members feel welcome - and part of the community.

How will the changes in the parish affect this ministry/committee over the next 5 years?

Last year we registered a record 100 new families; there is no reason for that trend not to continue. Therefore, we should plan for as many as 500 new families over the next 5 years.

The opening of the Parish Life Center will greatly expand the options available to provide hospitality. It is important that the ministry take full advantage of this new resource.

What challenges will these changes create for the stated purpose of the Hospitality Ministry next year?

With 6 to 10 new families a month, the committee will be challenged to welcome and activate new members into the community.

GOALS and ACTIONS

GOAL 1: A WELCOMING PROGRAM THAT ENTHUSIASTICALLY AND CARINGLY INCLUDES NEW MEMBERS INTO OUR PARISH.

ACTIONS

1. Review and formalize the "Group Breakfast with Father Pat" program.
2. Review and update the series of welcoming letters, including invitation to stewardship.
3. Establish periodic socials, e.g. coffee and after Mass, that focus on giving newcomers the opportunity to meet and mingle with other parishioners and learn more about our ministries.
4. Provide for personal calls from the welcoming committee.

5. Create a follow up and/or mentoring program to make new members feel comfortable.
6. Create a follow-up process for new members who express an interest to serve.

GOAL 2: A WELCOMING CULTURE AT MASS.

ACTIONS

1. Provide whatever support Fr. Pat needs to free him up to welcome people as they arrive at Mass as well as when they depart.
2. Prior to Mass, encourage everyone to introduce themselves to those around them.
3. Encourage parishioners to move into the pews so later arrivals don't have to "climb" over them.
4. Encourage parishioners to move to the front pews so later arrivals can enter church less with less disruption.
5. Educate parishioners to recognize that Mass is a community affair not a personal one (Vatican II).

SECTION 6: LIFE-LONG RELIGIOUS EDUCATION

SUBCOMMITTEES: Evangelization, RCIA, Bible Study, (Children's CCD & Conformation training) and Small Christian Communities

Total Volunteers 2006: 36 (+catechists) Objective for 2007:

Why do we have this ministry/committee? What is its purpose?

The mission of the Education Committee is to provide ongoing religious education to all members of PBOC from birth to death. To date the thrust of the committee's formal education activities have focused on the younger (<18 Years) cohorts of the parish. Future efforts will broaden the contributions of this Ministry to address all age cohorts.

The current strategic plan lays the foundation for expanded educational efforts but continues to focus on the Committee's primary responsibility of leading our youth to a deeper knowledge and love of Christ and the Church by:

1. Helping them to make a firm commitment to follow Him by providing catechesis that is authentic, complete, systematic, integral and divine.
2. Provide sacramental preparation for Baptism, Reconciliation, Eucharist, and Confirmation.

Broader initiatives addressing all age cohorts of the parish include:

1. Inviting uncatechized Catholics and non-Catholics through education and fellowship to become members of PBOC and to initiate them fully into this faith community.
2. Provide continuing support for all members of PBOC by making available opportunities for growth in their Catholic spirituality.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

1. Provide a comprehensive program of religious education to include social, liturgical, and catechetical components as well as opportunities for service. The program must: promote knowledge of the faith, 2) promote meaningful participation in liturgical worship and the sacramental life of the Church, 3) integrate moral formation into a Christian way of life, 4) teach how to pray with Christ and in communion with the Church, 5) initiate the youth in the life of the Church community and foster active participation in the mission of the Church and 6) promote a mission spirit that prepares Christians to witness Christ in society.
2. Collaborate with other parish organizations (Liturgy, Outreach, Fellowship, etc.)
3. Make Education a visible undertaking all year for PBOC parishioners by continuing the Children's Liturgies.
4. Occasionally have Baptisms at Mass to show the growth of our community of faith and use this as a time for re-educating all on the sacrament.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

1. Provide opportunities for catechetical formation, both in the initiatory stage and in the ongoing formation of the intellectual, spiritual and apostolic life of the catechist. Provide seminars, workshops, resource materials, retreats, prayer experiences for those involved in all aspects of parish education programs.
2. Provide members of the committee with material that deepens their embrace of Education.
3. Communicate the achievements of the committee.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

Demography changes increasing the number of younger cohorts in our community will increase the need for expanded Ministries services:

1. The Religious Education program for our youth will need an increase in budget for resources, activities, textbooks and instructional materials.
2. More volunteers and trained catechists for the increasing number of students in our program.
3. As our demographics change we will need to implement a Marriage Preparation Program for couples.

6. Participate with the Stewardship Committee in defining the specifications/criteria that should be used in developing the Education component of the parishioner skills inventory data base
Date of completion: June 2007 **Person responsible:** TBD
Measure of performance: Annual review discussions with committee Head: Objective: 100%.
7. Collaborate with the Youth Director in encouraging youth Education,
Date of completion: June 2007 **Person responsible:** Terri Marino
Measure of performance: Quarterly review discussions with committee Head: Objective: 100%.

GOAL 2: LAY THE FOUNDATION FOR A MORE COMPREHENSIVE ADULT EDUCATION EFFORT IN THE FUTURE.

ACTIONS

1. Review results of Parish Market Research program with sub-Committee Heads and seek insights and recommendations
Date of completion: Dec 1 2006 **Person responsible:** Terri Marino and Bob Hannan
Measure of performance: Summary report and Action Plan
2. Establish on-going program to evaluate and refine Adult Education programs fielded to date and currently underway giving special attention to:
 - Offer parenting programs for all age groups. (This has started with the Mary Ronan presentations and another parenting program is also being reviewed at this time.)
 - Have Wednesday evening be continuing education night by presenting programs for adults and some family programs. (This started with Michael and Kate's program and now continues for the whole family with Alpha. In January a new program will be presented to continue our Wednesday evening program.)**Date of completion:** Feb. 2007 **Person responsible:** Terri Marino and Bob Hannan.
Measure of performance: Bi-Monthly reviews with Sub-committee Heads and interested parties.
3. Evaluate and select Sub-Committee leadership for the Adult Education effort
Date of completion: Mar 2007 **Person responsible:** Terri Marino and Bob Hannan
Measure of performance: Summary report and Action Plan
4. Create and put into practice *with* all sub ministries a "succession and future leader" program.
Date of completion: Create: Dec 2006; Implement: April 2007 **Person responsible:** TBD
Measure of performance: Quarterly reviews with committee Head: Objective: 100%.
5. Participate with the Stewardship Committee in defining the specifications/criteria that should be used in developing the Education component of the parishioner skills inventory data base
Date of completion: June 2007 **Person responsible:** TBD
Measure of performance: Annual review discussions with committee Head: Objective: 100%.
6. Collaborate with the Youth Director in encouraging youth Education,
Date of completion: June 2007 **Person responsible:** Terri Marino
Measure of performance: Quarterly reviews with committee Head: Objective: 100%.

GOAL 3: LAY THE FOUNDATION FOR A MORE COMPREHENSIVE ADULT EDUCATION EFFORT IN THE FUTURE.

ACTIONS

1. Review results of Parish Market Research program with sub-Committee Heads and seek insights and recommendations.
Date of completion: Dec 1 2006 **Person responsible:** Terri Marino and Bob Hannan
Measure of performance: Summary report and Action Plan

2. Establish on-going program to evaluate and refine Adult Education programs fielded to date and currently underway giving special attention to:

- 2.1 Offer parenting programs for all age groups. (This has started with the Mary Ronan presentations and another parenting program is also being reviewed at this time.)

- 2.2 Have Wednesday evening be continuing education night by presenting programs for adults and some family programs. (This started with Michael and Kate's program and now continues for the whole family with Alpha. In January a new program will be presented to continue our Wednesday evening program.)

Date of completion: Feb. 2007 **Person responsible:** Terri Marino and Bob Hannan.

Measure of performance: Bi-Monthly reviews with Sub-committee Heads and interested parties.

3. Evaluate and select Sub-Committee leadership for the Adult Education effort

Date of completion: Mar 2007 **Person responsible:** Terri Marino and Bob Hannan

Measure of performance: Summary report and Action Plan

SECTION 7: ELDER ISSUES

Total Volunteers 2006: NA Objective for 2007: TBD

Why do we have this ministry/committee? What is its purpose?

The Elders Issues Committee has been formed to help the growing number of elderly members of our parish be better informed about issues of importance to them and resources and link them to the resources available to meet their needs.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

The Elder Issues Committee can provide support that nourishes their body, mind, and spirit, recognizing that:

- The parish is an ideal place to nourish the spiritual needs of the elderly that when low or neglected often negatively affect other aspects of the lives of the elderly.
- Including elders in parish life helps satisfy the need to belong, offers stability and is a source of strength for all.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

Parishioners drawn to this ministry will be rewarded in direct proportion to its success in helping the elderly of our parish.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

The Elder Issues Committee will face a continuing, largely predictable increase in the number and percentage of elderly members of our parish which will make demands on our parish that can not be handled in a modest way.

What Opportunities will these changes create for the stated purpose of the ministry/committee?

The increased attention to inclusiveness by the new Community Committee will open up opportunities to look to other segments of our parish membership for support.

What Challenges will these changes create for the stated purpose of the ministry/committee?

The biggest challenges will be to:

1. Identify which needs/issues it should address.
2. Achieving an effective process for meeting these needs cost/effectively.

GOALS and ACTIONS

GOAL 1: AN ELDER ISSUES MINISTRY THAT EFFECTIVELY ADDRESSES THE OPPORTUNITIES AND CHALLENGES PARTICULAR TO ELDERLY PARISHIONERS OF PBOC.

ACTIONS

1. Identify the areas of support that the committee should consider and prioritize based on need and ability to fulfill.
2. Create a process where computer literate parishioners could access PBOC's electronic data base to identify and access parishioners who have talents
3. Evaluate *The Good Neighbor Calling Program* to see ho we can accommodate its interest in coming to Georgetown County.
4. Keep informed of the activities of state and county based programs that address the needs of the elderly and identify opportunities for collaboration and for educating parishioners on elderly issues.
5. Evaluate *The Good Neighbor Calling Program* to see ho we can accommodate its interest in coming to Georgetown County.
6. Review the desirability of launching a periodic, perhaps monthly, elderly couple's event such as dinner/bridge.

SECTION 8: YOUTH

SUBCOMMITTEE: Sr. Youth, Jr. Youth,

Total Volunteers 2006: 3 Objective for 2007: 1 (one) volunteer for every 6 (six) young people

Why do we have this ministry/committee? What is its purpose?

The mission of Youth Ministry at PBOC is to:

- Provide for the spiritual wellbeing and development of teens and adolescents in a safe, non-threatening environment;
- Draw teens and adolescents closer to Christ through teaching, instruction, and mentorship;
- Involve young people in parish and wider community activities (outreach and volunteerism);
- Encourage fellowship among Catholic/Christian young people.

Simply Stated: Immersing Catholic young people in Prayer & Sacraments, Fellowship and Service for the betterment of their persons, families, parish and community; constructing the young missionaries of tomorrow and the future of our church.

To help fulfill this mission, Youth Ministry is primarily charged with the responsibility of developing the Catholic identity and conscience of our parish's young people and to morally and spiritually equip them in today's secular society. Secondly, Youth Ministry is entrusted spiritual formation for some Sacramental preparations. Thirdly, it is the responsibility of Youth Ministry to instruct and display good stewardship among our young people.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

1. Develop consistent, thorough programming that presents Catholic doctrine in a relatable, enjoyable, clear and understandable manner.
2. Develop programming that complements and supports pastoral selections and initiatives.
3. Develop a successful manner for communicating to parish leaders and committees of any and all planned and ongoing activities run within the Ministry of Youth.
4. Define the most important areas of collaboration with other ministries, primarily Stewardship, Outreach, Communications and Community.
5. Identify the skills and personality requirements for key ministry leadership positions: i.e.: clear and concise job description, expectations and responsibilities of Youth Minister and his/her subordinate(s)/volunteer(s).
6. Create and maintain a database of volunteers, participants, young people and parents; necessary for communication and correspondence among the aforementioned.
7. Make Youth Ministry a visible and important undertaking all year to the wider parish community and its members.
8. Provide support and guidance for families (especially the parents) of the young people that it ministers.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

1. Recruit only parishioners who embrace Youth Ministry, and thus are living within a covenant (to the discretion of the Youth Minister) that reflects Catholic doctrine, morality and ideals.
2. Provide any and all members of the committee (volunteers and subordinates of Youth Minister primarily) with material(s) that deepens their embrace of Youth Ministry i.e.: ample training and resources to allow one to fulfill the expectations and responsibilities set forth in their role.
3. Communicate the achievements of Youth Ministry to wider parish community and other committees.
4. Provide constant affirmation and gratitude to all those who give of their time, talent and treasure to the ministry of Youth.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

Due to drastic changes in demographics-a shift from older retirees to younger families and young couples/single adults - not solely visible in the community of Precious Blood of Christ Church, but also visible in the community of Pawleys Island, the importance and need for effective youth ministry will continue to grow. As more young families settle into our area and parish, the number of young people between the ages of 10 and 20 will continue to steadily increase. Consequentially, Youth Ministry may in fact be one of the primary ministries affected by this demographic shift. Thus, the need for

adequate space, resources and personnel will be crucial in the suitable ministry of young persons. With increased numbers of young people and families in our parish, the main purpose of Youth Ministry is/will be to draw these young parishioners into our community, to involve them in various programming, and to encourage them to become active participants in parish life. It is also of grave importance for instruction of good stewardship among our younger parishioners to enable our parish to continue to thrive.

What Opportunities will these changes create for the stated purpose of the ministry/committee?

1. The continued growth of our parish and the changing demographics will provide a steady stream of people with various talents and fresh ideas.
2. An increased numbers of people in our community will provide increased opportunities to serve (in ministry) and/or be served (ministered to).

What Challenges will these changes create for the stated purpose of the ministry/committee?

1. The financial needs of the Diocese may compromise fund raising in our parish.
2. The sheer number of (young) parishioners will tax our systems and resources.
3. More young people seeking ministerial activities than one ministry/one Youth Minister can manage.
4. Reduced space (size and availability) accessible to young people for their programming.
5. Increased parish population and changing demographics may directly affect the ways by which the mass is celebrated (i.e.: types of music, times of scheduled masses etc).

GOALS and ACTIONS

GOAL 1: TO INCREASE THE NUMBER OF PARTICIPANTS IN EACH SUBCOMMITTEE OF YOUTH MINISTRY, i.e. JUNIOR (5-8TH GRADE) AND SENIOR (9-12TH GRADE) YOUTH PROGRAMMING.

ACTIONS

1. Implement programming that strongly encourages and attracts new and existing (young) parishioners to participate and offer their time/talent.
2. Recruit volunteers to assist in execution of aforementioned programming.
3. Effectively communicate and advertise programming to young people and their parents.

Date of completion: October 2006/June 2007 Person responsible: Youth Minister

Measure of performance: Weekly attendance growth (measured and compared quarterly).

On going efforts to advertise and promote programming shows direct results to numbers attending: (e.g. Documented number of young people attending program pre/post advertising).

Objective: 10% increase in participation per advertising campaign. Increase after 12 months: 15%

GOAL 2: DEVELOP A FINANCIAL PLAN AND BUDGET FOR YOUTH MINISTRY.

ACTIONS

1. Estimate spending and programming costs for the completion of current year, next 2 years; 5 years.
2. Forecast immediate and long term spending – primarily based on predicted changes in demographics and growth in ministry/committee size.

2.1 Short term: programming fees, educational allowance(s), resources .

2.2 Long term: Retreats, pilgrimages, trips, bursaries & scholarships; Expansion within Youth. Ministry; need for space accessibility (i.e.: future youth center) hiring of additional personnel.

3. Meet with finance committee, pastor and others who over see parish finances and budget.
Date of completion: May 2006 **Person responsible:** Youth Minister
Measure of performance: Calculate spending of first year of programming and compare with budgets of other parishes of similar demographics (spending is higher/lower/same). Project spending for upcoming year, (2 years; 5 years) in correlation to proposed participation increases, and determine suitable budget accordingly. Objective: Suitable initial budget that is reviewed after 12 months: slight increase yearly to managed proposed growth in program participation. (i.e.: 10-15% increase over 5 years)

GOAL 3: FORECAST, AND EXECUTE PROGRAMMING IN LINE WITH THE PREVIOUSLY EXPRESSED GUIDELINES FOR REWARDING BOTH THE PEOPLE WE SERVE AND THOSE THAT SERVE.

ACTIONS

1. Create a calendar of events (4 months at a time), 3 times yearly for each subcommittee (Sep,- Dec.); Jan.-Apr.; May-Aug). Each 4 month calendar should be made available 2 months prior to the conclusion of the current 4 months calendar. Ex. Jan-April calendar available for viewing in November. *Allow calendar of events to be available to all parishioners, not only those sought for participation in aforementioned programming.*
2. Stick to the scheduled calendar, making every effort not to vary from schedule. Minor changes ok; major changes may be reflected only in approaching 4 month calendar rather than current calendar (i.e.: if Tuesday night programming doesn't work, to change the day and time in the upcoming schedule rather than making adjustments in the current schedule).

Date of completion: - Programming schedule -Ongoing; Survey of Satisfaction - May/June 2007

Person responsible: Youth Minister, Volunteers, Subordinates

Measure of performance: Programs appear productive; well attended; interest level high; attendance continues to grow; positive feedback from young people and parents. Simple survey to be completed to measure rate of satisfaction of young people vs. programming provided (yearly). Objective: 25% of registered families containing young people attending; Increase after 12 months: 20%

GOAL 4: A PARISH COMMUNITY AWARE OF THE ACHIEVEMENTS AND SUCCESSES OF THE YOUTH GROUP

ACTIONS

1. Document achievements (i.e.: attendance etc) of activities, programming and retreats.
2. Compare to prior documentation.
3. Vocalize these findings and successes to Parish Council, Pastor, participants and parish community through the bulletin and newsletter, vocal announcements at Mass, reports at PPC meetings, and appropriate social gatherings.

Date of completion: 4 times a year (parish council); 2 times a year (parish community)

Person responsible: Youth Parish Council Rep.

Measure of performance: Number of parishioners reached.

Objective: 65% of registered families to be reached (achievements communicated).

Increase after 12 months: 10%

SECTION 9: WOMEN'S CLUB

Total Volunteers 2006: 130 Objective for 2007: 150

Why do we have this ministry/committee? What is its purpose?

The Women's Club was established to provide fellowship and spiritual growth opportunities for the women of Precious Blood of Christ Catholic Church. In addition, the "club" sponsors fund raising activities to provide for parish and community (outreach) needs.

What must this ministry/committee do to be effective and rewarding for those *it* serves?

1. Continue to grow our membership, thereby expanding, and invigorating our fellowship community.
2. Maintain our focus on fund raising opportunities.
3. Search for volunteer opportunities.

What must this ministry/committee do to be effective and rewarding for those *who* serve?

1. Provide opportunities for prayer and reflection.
2. Encourage a broader group of our membership to actively participate.
3. Create more volunteer and fund-raising projects to engage our membership.

How will changes in the parish and the overall Pawleys Island community affect this ministry/committee over the next 5 years?

Creates need to prepare for growth in our organization, especially with the expected influx of retirees.

What Opportunities will these changes create for the stated purpose of the ministry/committee?

1. Growth will keep us vibrant, as younger new members will enter our rank.
2. New leaders, with new ideas, will surface.
3. Must prepare to welcome all and the enthusiasm they will add to our club.

What Challenges will these changes create for the stated purpose of the ministry/committee?

1. Keep our mission of spiritual growth in the forefront.
2. Expand our volunteer opportunities, so that all participate, simultaneously encouraging fellowship within our organization.

What Goals should we specifically achieve in this ministry/committee over the next 12 months? What actions should we take to achieve these Goals, in what time frames?

Note: The persons responsible for our goals are the individual committee chairman as well as our president who serves as a "de facto" member of all committees.

GOALS and ACTIONS

GOAL 1: RAISE THE NECESSARY FUNDS TO SUPPORT OUR COMMITMENTS TO THE PARISH AND THE COMMUNITY.

ACTIONS

1. Sponsor a "Fall Craft Fair".
Date of completion: November 2006 **Person(s) responsible:** Joan Donnelly & Madge Stenger
Measure of performance: Net Proceeds Objective: \$3,600
2. Promote and hold a "Spring Fashion Show/Luncheon"
Date of completion: March 2007 **Persons responsible:** Linda Quinn & Connie Morgan Gilroy
Measure of performance: Net Proceeds Objective: \$4,400.
3. Evaluate request from the parish and community for our financial support. Solicit the approval of our pastor and our membership.
Date of completion: June 2007 **Person(s) responsible:** Judy Zachar & Linda Quinn (Treas.)
Measure of performance: Money distributed and books ready for audit

GOAL 2: PROVIDE OPPORTUNITIES FOR SERVICE, FELLOWSHIP AND LEADERSHIP TO ALL MEMBERS, TAKING INTO ACCOUNT THE DIVERGENCE OF AGE. (RANGE: 55 TO 85). ACTIVELY SOLICIT FOR NEW MEMBERS WITHIN OUR PARISH TO GROW MEMBERSHIP.

ACTIONS

1. Organize method of identifying and engaging talents of the membership, to fulfill both our project and other parish ministries volunteer needs.
Date of completion: Ongoing **Person responsible:** Joan Baker (Volunteer Coordinator) (new position)
Measure of performance:
 - a. Were we able to get enough sign-ups for our projects?
 - b. Were we able to support our chosen parish projects with volunteer recruitment.
2. Institute a parish wide membership drive so all women are informed, and encourage to join the Women's Club.
Date of completion: 11/07 **Persons responsible:** Gladys Niemczyk, Mary Kinzie, and Gloria Davitt (Sec.)
Measure of performance: Number of new members. Objective: 15% increase after attrition.
3. Expand decision making authority and achieve consensus by including all officers and committee Chairs in the process.
Date of completion: 6/07 **Person responsible:** Judy Zachar (Pres.)
Measure of performance: Subjective, but will include a paper trail of all projects, activities, and meetings available to all, additionally, all officers, and committee chairs invited to all meetings. There will be no "off-the-record" business conducted, and the president's report will be given to the membership monthly.
4. Provide comfortable locations for meetings and projects that will accommodate our growing numbers.
Date of completion: ongoing **Person responsible:** Judy Zachar (Pres.) Marlene Salimbene (VP)
Measure of performance: Attendee satisfaction.

GOAL 3: INCREASE THE "SPIRITUAL FOCUS" OF THE WOMEN'S CLUB", BOTH IN THE ACTIVITIES AS WELL AS THE MONTHLY MEETINGS.

ACTIONS

1. Prayer and reflection at every meeting whether it is the monthly membership meeting or a committee meeting of two or more.
Date of completion: Ongoing **Person responsible:** Luciann Slomkowski, (new position, Spiritual Facilitator)
Measure of performance: Discipline of effort
2. Emphasize and encourage participation in the "Day of Prayer". Will be planned for an off site location conducive to prayer and reflection. A professional facilitator will be retained.
Date of competition: Feb. 2007 **Person responsible:** Luciann Slomkowski and Marlene Salimbene (VP)
Measure of performance: Attendance Objective: (to be determined)
3. Establish "Communion Breakfast" as an annual event. Include all club members and encourage them to bring guests.
Date of completion: Jan 2007 **Persons responsible:** Luciann Slomkowski and Marlene Salimbene (VP)
Measure of performance: Attendance Objective (to be determined): 2-5 years: Anticipate changing parish's impact on the Women's Club.

GOAL 4: ANTICIPATE THE CHANGING PARISH IMPACT ON THE WOMEN'S CLUB.

ACTIONS

1. Establish a growth and opportunity committee to look at the Women's Clubs role in our changing parish.

Date of completion: June 2008 **Persons responsible:** President appointed committee

Measure of performance: Findings included in outgoing President's report.