

St. Patrick Catholic Church

Strategic Plan

2015 – 2018

Mission Statement

Guided by the Holy Spirit, members of St. Patrick Catholic Church are drawn together as one family to celebrate God our Father through the Sacraments and Worship in Jesus Christ, to build community in service to one another as Jesus showed and taught us, to proclaim God's love in "ALL" we say and do.

"You must love one another, just as I have loved you."
(John 13:34)

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ABOUT THIS DOCUMENT

The Saint Patrick Catholic Church (St. Patrick's) is enthusiastic about the development of its 2015-2018 Strategic Plan. Nationally, as church membership in the Catholic faith has waned, Catholics everywhere are being challenged to improve credibility, transparency and performance. St. Patrick's welcomes the opportunity to do just that! Keeping the focus on The New Evangelization and specific local issues identified by the parishioners themselves, St. Patrick's has established goals and objectives to guide its decision-making over the next four years.

This Strategic Plan and the church's detailed work plans serve as tools to inform the direction of the parish as well as provide measurements of progress. A performance management tracking system will be used to ensure that St. Patrick's is efficient and effective, while meeting the identified religious needs of the parish.

The Strategic Plan will be reviewed and updated annually as part of St. Patrick's ongoing commitment to continuous quality improvement.

OUR STRATEGIC PRIORITIES

The St. Patrick's strategic priorities and associated goal statements support the mission and contribute to providing high quality Catholic services to the Saint Patrick Catholic Church community.

Priority #1: Improve Faith Formation

The St. Patrick Church community will foster a deeper relationship with God our Creator through Jesus Christ his Son and instill a greater confidence in showing and sharing our Catholic faith with guidance from the Holy Spirit.

Priority #2: Strengthen the Parish Community

The St. Patrick Church community will enlarge and improve its ministries through heightened stewardship, better communication and role identification with documentation.

FROM THE PARISH PASTORAL COUNCIL

The Parish Pastoral Council supports this strategic plan and commits itself, staff and necessary resources to implement and achieve the outcomes.

This plan has been approved and adopted by the Parish Pastoral Council on October 20, 2015.

Parish Council

Tim Smith, President
 Tom Daley, Vice-President
 Joshua Stolly, Fiscal Officer
 Kathleen Davis, Secretary
 Janet Franz
 Shirley Meeker
 Jason Tingley
 Rick Schrader
 Jason Vogel
 Wendy Miller
 Janice Naderer
 Tommy Stolly
 Fr. Patrick Sheridan

Strategic Planning Committee

Tim Smith, Facilitator
 Sharon Traul
 Jan Rhoades
 Noah Stolly
 Terry Tremains
 Fr. Patrick Sheridan

CHURCH OVERVIEW

The Saint Patrick Catholic Church, of the archdiocese of Cincinnati, has been located since 1853 in the county seat of Bellefontaine, Ohio. The present brick structure was built in 1897 with the neighboring school and Makley Hall opening in 1883. Currently, five full-time and six part-time staff and numerous volunteers provide these services for over 450 families:

- Liturgical Ministry
 - Eucharistic ministers
 - Lectors/Altar servers
 - Ushers/Greeters
 - RCIA (Initiation Rite)
 - Marriage team
- Youth Ministry
 - Parish faith formation
 - St. Patrick Youth (SPY)
 - Mission outreach
- Music Ministry
 - Cantors/Choir/Folk Band
 - Guest performances
- Evangelization/Catechesis
 - PFF catechists
 - Christ Renews His Parish
 - Catholic study club
- Spiritual Life and Activities
 - Knights of Columbus
 - St. Vincent de Paul
 - Mercy Meal Team
- Special Events
 - Paddy's Pig/Piglet Runs
 - Supper Club speakers

THE STRATEGIC PLANNING PROCESS

St. Patrick's utilized a five-phased approach to strategic planning. The preparation began in October 2014 and concluded in September 2015. Mr. David Kissel of the Stewardship Office of the Archdiocese of Cincinnati facilitated a Parish Input and Planning Session in Makley Hall. A summary of the activities is provided below:

Phase 1 - Plan to Plan: Fr. Patrick Sheridan invited Tim Smith to coordinate a strategic planning effort for the parish. An overview and timeline for the strategic planning process were discussed. A strategic planning committee of six was formed with careful consideration to include representation from the various interests within the parish to assure participation from all levels, including the staff and those serving in the many vital volunteer positions.

Phase 2 – Parish Input and Planning Session: On October 12, 2014, Mr. Kissel addressed those of the parish that had responded to an open invitation to attend a planning session. Each person counted off from one to five to create small work groups. Each focus group was given four questions regarding Strengths-Weaknesses-Opportunities-Threats (SWOT) for St. Patrick's. This information was used to form identification of the strategic priorities for the church. A summary of the themes from this effort is provided on the next page.

Phase 3 - Assess the Situation: Due to the wide ranging statements received, the Strategic Planning Committee agreed to share the themes that had surfaced with the "experts" of the parish to obtain their informed thoughts as well. Active participants in the church's ministries, both new arrivals and the very experienced, were identified. These individuals were emailed a general questionnaire to record their perspectives of those programs in which they were most involved.

Phase 4 - Agree on Priorities: The Strategic Planning Committee met several times to develop the strategic priorities using the SWOT survey data, the email questionnaire and input from the planning committee members themselves. Clarity was gained on the priority areas using modified Affinity Diagrams (the "lumping and splitting" of wall-mounted, sticky notes that had participant's ideas written on them). The three Strategic Priorities that surfaced were Formation, Communication and Involvement. Upon discussion, the third strategic priority and its accompanying information was forwarded directly to the Stewardship Committee.

Phase 5 - Write the Plan: Using a workplan template, the committee identified strategies and objectives for each priority area. Action steps, timelines and responsible parties were also indicated where possible. Those parameters intentionally left blank should be completed by the lead person or group that accepts the assignment to accomplish the objective. The committee finalized the Strategic Plan on September 30, 2015, and forwarded the recommendations to Fr. Sheridan. The Strategic Plan was approved by the Parish Pastoral Council on November 10, 2015.

THE SWOT ANALYSIS – Strengths, Weaknesses, Opportunities, Threats

A summary of the themes from the SWOT analysis are shown in the table below:

Internal Strengths	Internal Weaknesses
<ul style="list-style-type: none"> • Music Ministry/Singing • Welcoming/Cooperative Parish • Quality Guest Speakers • Friendly/People-Person Priest • Parish Supports Youth/Adult Education • Knights Of Columbus Fish Fries • St. Vincent de Paul Outreach • Parish Supports Programs/Church Upkeep 	<ul style="list-style-type: none"> • Poor Communication About Groups/Budget • Not Enough Adult Education Opportunities • Low Activity Involvement/Catholic Knowledge • Boring PFF/Lack Of Teachers • Cry Room/Sound System • Need More Teen Service Projects/Retreats
External Opportunities	External Threats
<ul style="list-style-type: none"> • Interaction With Other Churches • National “Catholics Come Home” Effort • Use of Catholic-Owned Radio Stations • More Engagement With The Community • Bring Back Parish Festival • Combining With Other Parish Retreats 	<ul style="list-style-type: none"> • Youth Sports Competing For Mass Time • Church Lacks Community Identity • Increased Financial Obligations • Being Out-Evangelized

This information, along with other inputs, provided the basis for identifying the church’s strategic priorities and goals. Other inputs that informed the church and will continue to guide implementation include:

- Fr. Patrick Sheridan, Pastor
- Fr. Kenneth Baker, Parochial Administrator
- Fr. Shawn Landenwitch, Parochial Vicar
- St. Patrick Parish Pastoral Council
- Archdiocese of Cincinnati
- Review and revision through annual Continuous Quality Improvement

PRIORITY #1: Improve Faith Formation

Goal Statement: The St. Patrick Church community will foster a deeper relationship with God our Creator through Jesus Christ his Son and instill a greater confidence in showing and sharing our Catholic faith with guidance from the Holy Spirit.

Key Measure: Increase participation in Adult faith formation activities.

Strategies & Objectives:

1. Increase spiritual development.
 - Increase awareness of the importance of keeping holy the Sabbath by Easter 2017.
 - Increase praying of the Rosary by Easter 2017.
 - Increase percentage of parishioners attending confessions by Easter 2017.
 - Increase access to Eucharistic Adoration.

2. Provide material support.
 - Begin a Welcoming Committee for new families, individuals, etc.
 - Develop a family support program (childcare).
 - Provide materials and sufficient meeting locations for all parish groups.
 - Provide money in the operating budget to satisfy demand.
 - Provide a support network.
 - Provide a flexible schedule to meet the needs of participants.
 - Add more creative gatherings for adults (game night, etc.).

3. Create “I Saw The Light” moments.
 - Foster “No Turning Back” moment environment.
 - Involve more men in retreats.
 - Provide inspirational opportunities (shrine trips, retreats, etc...).

Note: See the St. Patrick Workplan for the additional Adult faith formation strategies of 4, 5, 6, 7 and 8 and their accompanying objectives.

Priority Area #1 Metrics		
	Baseline September 2015	Target 2018
Attendance at a St. Patrick’s men’s retreat	18	50
Develop a mission statement for Adult Ed.	None	Accepted by PPC

PRIORITY #1 Continued: Improve Faith Formation

Goal Statement: The St. Patrick Church community will foster a deeper relationship with God our Creator through Jesus Christ his Son and instill a greater confidence in showing and sharing our Catholic faith with guidance from the Holy Spirit.

Key Measure: Increase participation in Youth faith formation activities.

Strategies & Objectives:

1. Re-evaluate Curriculum
 - Catch students when they are young.
 - Separate out the 6th, 7th, and 8th grades which are currently together.
 - Hire a Director of Religious Education and/or develop ways to inspire those that volunteer to teach.
 - Require testing to determine knowledge level of Church history, Doctrines and the Bible.
 - Revamp Parish Faith Formation (PFF).
 - Sunday School (SS) shouldn't be games and snacks.
 - Teachers need to teach entire year for continuity.
2. Realign youth ministry.
 - Add 5th grade to the Youth Group.
3. Energize high school faith formation.
 - Have young adults teaching HS.
 - Use college students as speakers.
 - High school classes to have a set curriculum dealing with students' interests.
 - Require HS classes to attend speaker presentations with their parents.
 - Provide apologetics program for HS students before they relocate to college and/or jobs.
 - Improve upon the lack of HS student commitment to attend FF and activities.

Note: See the St. Patrick Workplan for the additional Youth faith formation strategies of 4, 5, and 6 and their accompanying objectives.

Priority Area #1 Metrics Continued		
	Baseline September 2015	Target 2018
Change curriculum so not just bigger words.	Existing	Revised
Confirmed continue to attend Mass.	Less than 50%	90%

Goal Statement: The St. Patrick Church community will foster a deeper relationship with God our Creator through Jesus Christ his Son and instill a greater confidence in showing and sharing our Catholic faith with guidance from the Holy Spirit.

Key Measure: Increase participation in Marriage Ministry faith formation activities.

Strategies & Objectives:

1. Improve outreach to young marrieds.
 - Increase outreach to newly-transplanted families and childless couples.
 - Create an atmosphere where young marrieds are valued.
 - Increase registration of young marrieds without children prior to requesting Baptism.

2. Create a welcoming atmosphere for unmarried (dating and/or cohabitating) couples.
 - Contact engaged couples of the church before they “want a wedding date.”
 - Create a welcoming connection between unmarried couples and the parish.
 - Increase hospitality towards newly-engaged couples and those planning to marry.

3. Re-emphasize the Marriage Care Team.
 - Create a way to keep in touch with couples who have been mentored.
 - Improve upon the efforts of the members of the Marriage Care Team.
 - Create an appropriate venue to meet with couples.
 - Create an awareness among married couples of the resources available to them (USCCB and AOCH of Cincinnati).

Note: See the St. Patrick Workplan for the additional 4th Marriage Ministry faith formation strategy and its accompanying objectives.

Priority Area #1 Metrics Continued		
	Baseline September 2015	Target 2018
Begin ID916.com program for 20-30 yr. olds.	None	In use
Use church apartment for couple venue.	Outdated	Remodeled

OUR PRIORITIES

PRIORITY #2: Strengthen the Parish Community

Goal Statement: The St. Patrick Church community will enlarge and improve its ministries through heightened stewardship, better communication and role identification with documentation.

Key Measure: Improve parish involvement.

Strategies & Objectives:

1. Encourage parish participation and stewardship.
 - Increase participation in the church ministries (servers, lectors, sacristans, ushers, Parish Council, K of C, SVDP, musicians).
 - Challenge every parishioner to join 1 to 3 ministries and then commit to service.
 - Add more ushers.
 - Invite more individuals to share in the daily and weekly work of the church.
 - Develop new leadership for Paddy's Pig.

2. Improve parish communication.
 - Conduct daily Parish Office meetings (so the right hand knows what the left hand is doing).
 - Increase communication between the teachers and the Parish Staff.
 - Codify the various parish meetings for better transparency and dissemination of minutes.

3. Capture parish duties.
 - Produce an updated Parish Photo Directory.
 - Create a Welcoming Club to keep new members from feeling in limbo.
 - Create a list of the duties and steps taken (Standard Operating Guideline) by the individuals who "run" the church's activities (funerals, arranging for speakers, Paddy's Pig, etc.) so the information is captured before the individuals vacate their present positions.

Priority Area #2 Metrics		
	Baseline September 2015	Target 2018
Produce an updated Parish Photo Directory	Last one was in 2007	New Photo Directory
Have an SOG for each position and duty	None	80%

RECOMMENDATION #1: Create a CQI Team

Goal Statement: In order to monitor and provide ongoing review of the implementation of the Strategic Plan a Continuous Quality Improvement (CQI) Team will be created.

Strategies & Objectives:

1. Membership:
 - The team should consist of the Parish Priest and Parish Pastoral Council members that are on Council committees that align with the objectives being pursued.
 - Other interested parishioners could be asked to join, especially any willing members of the former Strategic Planning Committee.
2. Timeline:
 - The CQI Team should determine an overall timeline for when objectives will be accomplished.
3. Reporting Form:
 - The CQI Team should create a standardized reporting form so that Leads can develop their Objective Plan Reports which will provide the resources required, assumptions/constraints expected and their own measurables for their specific timelines.

RECOMMENDATION #2: Determination of Leads

Goal Statement: In order to best implement the Strategic Plan one group will determine which person or group would be best to investigate and enact a particular objective.

Strategies & Objectives:

1. The Priest and/or Parish Pastoral Council should forward the objectives contained in the Strategic Plan to the most appropriate persons or groups (such as the committees of the Parish Pastoral Council, the Parish Staff and actively involved parishioners of St. Patrick Church) for review and prioritization.
2. The Priest and/or Parish Pastoral Council should then determine the lead person or group that can implement those objectives that have been deemed worthy of assignment.

CQI Team Metrics		
	Baseline September 2015	Target 2016
Continuous Quality Improvement Team	None	Created
Reviews of the Strategic Plan	None	Conducted Annually

2015		
2016		
2017		
2018		

Saint Patrick Church Strategic Plan – Addendum A

(A listing of books, web sites and media materials to aid in providing information from Catholic sources to aid in implementing the Strategic Plan with some specifically referenced to an applicable Strategic Priority (Adult Faith – AF, Youth Faith – YF, Marriage Ministry – MM, Parish Participation – PP, Parish Communication – PC, Parish Duties – PD).

1. The New American Bible, Catholic Book Publishing Company, 1992 AF
2. New Revised Standard Version Bible, Catholic Edition, 1993 AF
3. Ignatius Catholic Study Bible with Commentary by Scott Hahn and Curtis Mitch AF/YF
4. The Catholic Youth Bible Revised, Saint Mary's Press, 2005 YF
5. Catechism of the Catholic Church, Liguori Publications, 1994 AF
6. YouCat (Youth Catechism, Ignatius Press, 2011) YF
7. Compendium: Catechism of the Catholic Church (United States Conference of Catholic Bishops)
8. The Faith: A Question and Answer Guide to the Catechism of the Catholic Church by Fr. John Hardon, S.J., Servant Books, 1995 AF
9. Vatican Council II: The Basic Sixteen Documents, Costello Publishing Company, Inc., 1996 AF
10. "Eternal Word Television Network" est. by Mother Angelica at EWTN.com (Catholic TV, radio, newspaper "National Catholic Register", online news at CatholicNewsAgency.com) AF/YF/MM
11. Rediscover Catholicism/Rediscover Jesus by Mathew Kelly PP/PC/PD
12. Rebuilt: The Story of a Catholic Parish by Michael White and Tom Corcoran PP/PC/PD
13. Vatican.va AF/YF
14. Handbook of Catholic Apologetics by Peter Kreeft and Ronald Tacelli, Ignatius Press, 2009 AF
15. Why Be Catholic?/Where is that in the Bible?/Surprised by Truth books by Patrick Madrid AF/YF
16. Any Friend of God's is a Friend of Mine by Patrick Madrid
17. 101 Questions and Answers on the Bible by Raymond E. Brown, S.S., Paulist Press, 1990 AF/YF
18. Theology and Sanity/Theology for Beginners/To Know Christ books by Frank Sheed AF
19. Behold Your Mother and Fathers of the Church by Tim Staples AF
20. Catholic.com AF/YF/MM
21. CatholicAnswers.com AF/YF/MM
22. OSV.com (Our Sunday Visitor)
23. Catholic Radio (AM 820 St. Gabriel, Columbus, OH or FM 89.7 or Sacred Heart, Cincinnati) AF/YF
24. AveMariaRadio.net (archived broadcasts on Protestant Reformation and Crusades by Al Kresta)
25. Bible Basics for Catholics by Fr. Bergsma AF
26. E-Radiant.net (for girls) and E-Valiant.net (for boys) annual inspirational Catholic magazine YF
27. FaithAndReason.com Franciscan University, Steubenville, Ohio AF/MM/PP
28. Absolute Relativism at RealLifeCatholic.com or www.youtube.com/user/ChrisStefanick AF/YF
29. ID916.com (a program for 20 to 30 year olds, married or single, with or without children) MM
30. IntegrityRestored.com (promotes CovenantEyes.com- online pornography protection service) YF
31. ForYourMarriage.org MM
32. Christendom.edu AF/MM
33. The Truth of Catholicism by George Weigel
34. Consuming the Word/Understanding "Our Father"/The Lamb's Supper by Scott Hahn AF
35. Spirit & Life: Essays on Interpreting the Bible in Ordinary Time by Scott Hahn AF

36. A Father Who Keeps His Promises: God's Covenant Love In Scripture by Scott Hahn AF
37. Chosen and Cherished: Biblical Wisdom For Your Marriage by Kimberly Hahn MM
38. Catholic for a Reason by Scott Hahn and Leon Suprenant, Emmaus Road Publishing, 1998 AF
39. What Catholics Really Believe by Dr. Ray Guarendi and Rev. Kevin Fete AF
40. When Faith Causes Family Friction by Dr. Ray Guarendi MM
41. Raising a Moral Child: How Faith Shapes Behavior by Jeanne Hunt, Paulist Press MM
42. The Catholic Family Handbook, reprinted by Sophia Institute Press (SophiaInstitute.com) MM
43. The Lamb's Supper by Scott Hahn AF/YF
44. What Happens at Mass by Fr. Jeremy Driscoll AF/YF
45. Mass 101: Liturgy and Life by Emily Strand, MA AF
46. The Spirit of the Liturgy by Cardinal Ratzinger
47. The Way of the Fathers/The Fathers of the Church books by Mike Aquilina
48. CatholicFaithAndReason.org/sitemap (what the early church fathers said about the Mass)
49. Because God Is Real/Why Only Boys Can Be Daddies books by Peter Kreeft AF/YF
50. Everything You Wanted to Know About Heaven But Didn't Know Who to Ask by Peter Kreeft AF
51. Answering Atheism by Trent Horn (AnsweringAtheism.com) AF/YF
52. Hercules in Disguise: Anti-Catholicism in America by Patrick Coffin YF
53. Alpha (an Anglican beginner series that is 90% Catholic for the unchurched) AF
54. Symbolon (DVD series about the Catholic church filmed in the Middle East) at
SymbolonCatholic.org or LighthouseCatholicMinistries or formed.org AF
55. YDisciple (for 14 to 18 year olds from Augustine Institute of Denver CO. in partnership with
Lighthouse Catholic Media, regional specialist Louise Karas (LKaras9327@gmail.com) YF
56. AugustineInstitute.org or Ignatius.com or LighthouseCatholicMedia.org great sources for YF/AF
57. AlexanderHouse.org Marriage911 MM
58. The Authority of Woman in the Catholic Church by Monica Miller AF/YF/MM
59. MoralTheology.com MM
60. SpiritualDirection.com
61. BibleChristianAuthority.com John Martinoni, Apologist with free materials
62. EWTNpress.com, Emmaus Road, Ignatius Press, Loyola Press, Ascension Press, Paulist Press,
Sophia Institute Press (some Catholic book publishers)
63. HandsOnApologetics.com
64. "Catholic Word" (a Catholic bible study)
65. "Unlocking the Mysteries of the Bible" by Jeff Cavins (8 half-hour DVD's) AF
66. "Bible Time Line Series" by Jeff Cavins (scripture study for teens/short attention spans) YF
67. "Great Adventure Timeline" by Jeff Cavins at Evangelization.com (a 24 week series – also can
download for free all his work such on Mathew, Acts and Galatians after parish buys just one)
68. "Walking Toward Eternity" by Jeff Cavins (a 2 to 8 part series on virtues and vices, Lectio Divina,
and Contemplatio) AF
69. "Catholic Scripture Study International" (CatholicCSS.net)/CatholicScriptureStudies (CSS.net)
70. The Early Church Fathers edited by Jergens (3 volume set) AF
71. Thirst for Truth, Battle for Souls, Fathers of Mercy by Father Casey AF/YF
72. The Sum of All Desire by Ralph Martin (five Doctors of the church speaking on prayer) AF
73. WomenOfGrace.com MM
74. LivingLifeAbundantly.com (LLA.com has a scripture study for children) YF
75. ForYourMarriage.org (from the Columbus, Ohio Diocese) MM
76. "Turning Stress Into Joy" at SaintMarys.org/articles

77. TheCatholicThing.org by Robert Royal AF
78. FollowingTheTruth.com (to help anxiety)
79. YoungCatholicMinute.org YF
80. Cdu.edu
81. Virtue Restored by Dr. Peter Kaponis.at DrPeterKaponiscom (healing addiction) AF
82. Vices and Virtues: Knowing, Accepting and Improving Yourself by Alejandro Ortega Trillo AF
83. Holy Sex by Dr. Povchek MM
84. Sex Au Natural by Patrick Coffin MM
85. Male and Female He Created Them by Mary Jo Anderson (human sexuality) AF/MM
86. PersuasiveProLife.com AF/YF/MM
87. Various books on marriage by Dr. Ryan Anderson MM
88. The Lord by Romano Guardini
89. Orthodoxy by G. K. Chesterton
90. Mere Christianity by C. S. Lewis
91. The Lost Works of Ronald Knox by Ronald Knox at shop.catholic.com
92. Angels and Devils by Joan Carroll Cruz from Pam Books
93. The Miraculous Medal: A Sacramental by Don Marie Cooper O'Boyle
94. The Five Non-Negotiables by Trent Horn at Ignatius.com AF/YF
95. FOCUSequip.org (inspiring talks for the Fellowship Of Catholic University Students)
96. "Do We Need Religion?" a 1-hour talk by Trent Horn at FOCUSEquip.org AF(RCIA)/YF
97. When is Marriage Null by Bianki (a Canon lawyer) from Ignatius Press MM
98. Introduction to the Devout Life by St. Francis DeSales
99. AllHeartsAfire.com (small group evangelization by reading a book and watching a weekly DVD)
100. A Call to Knighthood at LHLA.org (a book for young men being confirmed) YF
101. CourageRC.net (help for gay persons to live spiritual lives)
102. What is Marriage? By Sharif Gurgis, Robert George/Ryan Anderson, co-editors MM
103. "Why Believe in Jesus?" (DVD from catholic.com) YF
104. Theologian Society (youth groups for small parishes) YF
105. ConfirmationStudy.com ("Chosen"- journey with teenage Saint Chira, 8 DVD set) YF
106. "Psalmody" – a parish education program like RCIA AF
107. CrossCatholic.com (a religious-run program of food and schools in poor countries)YF
108. TheReasonForOurHope.org by Fr. Larry Richards AF/YF/MM
109. "RCIA for Catholics" a 7 CD set of talks by Fr. John Ricardo (includes #3 The Holy Spirit- The Paraclete, Our Defender as opposed to Satan the Accuser) AF
110. "Living as a Christian in a Post-Christian World/Relativism/Freedom" a 3 CD set by Fr. John Ricardo (program #593) AF/YF
111. "Keeping Faith When Under Attack #775" by Fr. John Ricardo AF/YF
112. "Ephesians 5" by Fr. John Ricardo (program #831 about marriage) YF/MM
113. "Straight Talk on Sex and Marriage" by Fr. John Ricardo (program #796) MM, YF
114. "We Have Reason to Believe:Apologetic for the Resurrection #734" by Fr. John Ricardo
115. "Vice and Virtues #542"/"Forgiveness #824"/"Prayer #570" by Fr. John Ricardo AF/YF
116. "Alpha 2.0" a series by Fr. John Ricardo AF
117. "JP II's Theology of the Body" 4 CDs by Fr. John Ricardo (begins with program #588) YF
118. Orders@AveMariaRadio.net or 734-930-4506 to order any of Fr. John Ricardo's talks
119. OLGParish.net (Our Lady of Good Counsel, Ann Arbor, MI – Fr. John Ricardo's parish)
120. CatholicApologetics.com

121. [The Protestant's Dilemma](#) by Devin Rose (Reformation problems lead to Catholicism)
122. [The Drama of Salvation](#) by Jimmy Akin, Catholic Answers Press, 2015 AF
123. SophiaChristian.com (Christian mastery)
124. "Contemplation" a 13-part series on CD by Fr. DuBay through EWTN AF
125. [Countering Atheism: 20 Questions and Objections](#) by Matt Fraad.com AF/YF
126. [The Seven Myths of the Catholic Church/Life Issues](#) books by Fr. Robert Spitzer AF/MM
127. [Pedophiles and Priests: Anatomy of a Scandal](#) by Fr. Ralph Jenkins
128. [Logos Therapy: A Man's Search for Meaning](#) by Frankle (about suffering)
129. [In Conversation With God](#) by Fr. Fernandez
130. RenewalMinistries.net
131. [The Bible](#) by Jeff Hart (a book and videos on youtube for teenagers) YF
132. HopeAfterAbortion.com YF/MM
133. Rachel's Vineyard/Project Rachel (ProjectRachelCincy.com) YF/MM
134. nopar.org (Catholic pro-life with posters of baby development in the womb) YF/MM
135. SaintJoe.com (evangelization materials) AF/YF/MM
136. BryanPetry.com (professor that speaks on understanding Revelation) AF
137. [College Apologetics](#) by Chris Aubert (pronounced "oh-bear") YF
138. [Your College Faith: Own It](#) by Matt Fram YF
139. LifeTeen Mark Hart YF
140. Into the Breech: An Apostolic Exhortation for Catholic Men by Bishop Thomas Olmstead
141. [Behold the Man](#) at BeholdTheManBook.com by Deacon Harold Burke Rivers AF
142. OneMoreSoul.com (to get a list of pro-life OB-GYN's) MM
143. Bible Christian Society (pro-life information) YF/MM
144. BibleGateway.com (to look up any word in the Bible)
145. SusanConroy.com
146. CatholicMom.com by Sarah Reinhard MM
147. SunriseMorningShow.com and Morning Glory (as heard on AM 820 from 7 to 8 am)
148. [When the Church was Young](#) by Marcellio Dambrosio (about the early Church fathers)
149. Audible.com (to order audio books)
150. [Crossing the Tiber](#) by Steve Ray (his conversion story) St. John's Gospel (a study guide that deals with authority issues of the church) available at CatholicConvert.com
151. PersuasiveProLife.com YF/MM
152. Actoh.org
153. "Exodus" by Dr. Tim Grey (a 3 DVD set by Ascension Press) AF
154. AscensionPresents.com
155. HealOurCulture.com (The Center of Psychology and Science)
156. ColDioc.com (The Columbus Diocese)
157. SoundCloud.com Dr. Robert George (Religious Freedom Restoration Act – RFRA)
158. LordTeachMeToPray.com (the St. Ignatius way)
159. WeddingOfTheLamb.org by Jim Poppandrea
160. [Unlocking the Mysteries of the Bible](#)
161. [Catholic Commentary on Sacred Scripture](#)
162. [The Screwtape Letters](#) by C. S. Lewis (a satire in defense of Christian faith about a devil instructing his apprentice in the art of temptation)
163. HomeSchoolConnection.com (catholic home schooling materials) YF
164. "Transforming Parish Communications" by using social media at ScottLandry.com PP/PF

- 165. [Catholicism: The Common Destiny](#) by David Boch (deep reading)
- 166. "That Man is You" (a men's program that parishes can administer) AF
- 167. MagisCenter.org (science cannot disprove God)
- 168. [How To Share Your Faith With Anyone](#) at Ignatius.com AF/YF
- 169. [Life of Christ/Life is Worth Living/The World's First Love](#) by Bishop Fulton Sheen AF
- 170. [Free to get Married](#) by Bishop Fulton Sheen YF/MM
- 171. [CatholicRC.com](#)
- 172. ChildHealing.com by Dr. Rick Fitzgivens (same-sex attraction issues) YF

Saint Patrick Church Strategic Plan – Addendum B

12 Factors in a Successful Meeting

1. Before the meeting: Clarifying the Purposes. Every noun on the agenda should have a verb from the **Power Cycle** (evaluate, recommend, decide, implement) attached to it.
2. An Appropriate Process. Don't use complicated decision making tools if have simple or serious deliberations.
3. Sensitive Process Facilitation. Must be aware of changes in people's energies and investments.
4. Participant Preparation. Provide the participant with the information they need and then they must prepare themselves on it.
5. Protection of the Present Commitment. Stay on the task at hand and within present discussions. Members must pay attention so they don't have to revisit discussed topics later.
6. Clear and Respected Time-Frames. Begin and end on time.
7. A Human Pace. Overloaded agendas create half-hatched plans and poor decisions that must be fixed later which actually consumes more of the group's valuable time.
8. Re-Prioritization of Energies. If a discussion begins to take over the time allotted to it, the leader must have the group decide whether to a) hold it off until a later meeting or b) set up time for an extra meeting or c) agree that other parts of the agenda will get pushed to a later meeting.
9. Inclusion of the Individual Participants. Take time to collect everyone before starting the meeting. During the meeting, slow down quick exchanges of intense discussion for a few minutes afterward for all to write down 2 or 3 of their ideas listing the most and least attractive points of the topic so that all can then be able to share their ideas when the discussion is restarted.
10. Appropriate Movement Toward Closure. Closure doesn't have to mean a decision is made on every agenda item. This prevents endless discussion within the group which makes it feel like "we are just chasing our tails." Removing a subject from consideration or just stating that it was "thoroughly evaluated but didn't receive enough support for further action" are both acceptable actions. **Reasonable Closure** has two components;
 - a) Clear recognition of how far the group has come by naming what has been accomplished through the discussion up to now (the leader can state where he/she feels they are on the **Power Cycle** at the end of the meeting), and
 - b) Clarity about the next steps in the process of arriving at an answer (the leader can assign duties for the next meeting).
11. Assignment of Responsibility for the Next Steps. Delegation to avoid just repeating discussions.
12. Following the "Shape of a Meeting." A meeting has four steps:
 - a) the psychological start up - where the members have to drop what concerns they have brought in from outside the meeting so that they can focus on the task at hand, sometimes a short invitation for members to share their present concerns helps to facilitate this temporary releasing of outside influences,
 - b) the leadership challenge - the moment where the group has settled down and the leader signals that he/she is ready to begin,
 - c) the work stage - where the real work of the meeting occurs as the leader and members discuss the agenda and the group's programs in relation to their mission, and
 - d) the going home time - which psychologically starts one half hour before the actual planned end of the meeting. During going home time, no big decisions are made. It is a time for nailing down and testing for closure by repeating what has been agreed upon ("Right?"). The leader will delineate those who will be responsible for the next steps. The success of the meeting is also evaluated ("Did we accomplish what we wanted today? Anything else we need to look at?"). The leader then finishes with setting the context for the future calendar. A constructive leader will also express a genuine word of thanks to the participants for their investment of time and energy at the end of the meeting before sending them off.

The 6 Stages of Delegation for the Effective Transfer of Power

1. Definition of the assignment.
2. Assignment by a person to another person or a group.
3. Acceptance of the charge. The "delegatee" must be allowed to accept or reject the assignment from the "delegator" and if accepting, to be provided with appropriate resources and tracking by the "delegator" with a specific time limit for completion.
4. Preparation of the rest of the system. Everyone must be informed and prepared for the delegation's enactment.
5. Respect during the performance. The "delegatee" is responsible for limiting intrusion. "Triangular communication (Bob complains to Sally who tells it to the delegatee) is one of the most insidious enemies of organizational health because it removes the responsibility from the person who initiates the message."
6. Termination and celebration.

Condensed from Church Leadership: A Human Systems Approach by George B. Wilson, S.J.