



Vision In Action

improving St. Therese Parish
via

- Hands-on involvement
- Stewardship of time, talent & treasure
- Listening and doing

**Next meeting:
Saturday, Jan. 28**

Vision In Action - VIA

Special Meeting with Karen Schaefer

January 7, 2012

Attending: Andy & Kathy Somers, Bert & Mary Wiegand, Bill Kime, Carlos Herrera, Ellen Vissers, Ernesto Gonzalez, Fr. Bill Hoffman, Greg & Jean Pethan, Gustavo & Lori Fares, Jackie Couillard, James Zimmer, Nancy Bourassa, Dcn. Tony Abts, Joni VandenHeuvel.

Karen Schaefer, a LEAN facilitator, moderated this meeting.

1. Introductions - including something about ourselves that others don't know. Karen suggests we re-connect each time like this "before you start with the checklist"

2. Opening Prayer - was said by Nancy Bourassa.

3. What do we want to accomplish today? What are problem areas?

- Need a "theme" for 2012
- Want to feel "unstuck"
- Social events - much of our meeting time is given over to planning, staffing, etc. We have gotten stuck on that area, rather than the visioning this committee started with.
- Stewardship Committee - need to form that, but huge job, and worries if that will break up VIA.
- Missions of Parish Council, VIA, Stewardship -- define the role of each; where do they overlap?
- Recruitment - need to bring in more people and be more inclusive. How to best invite others to join us.

Question for VIA: How do you measure if this committee / social event is effective?

Is the measurement the money it brings in? The numbers of people at each event?

To get more new people involved / coming to events?

Figure out the measure, then incorporate into the top 5 events of the year.

Question for VIA: who is your customer of the future?

Based on our current numbers, probably the Hispanic youth of today; so we need to focus on them.

They were born in the USA, and are bilingual. Hispanics combine their faith with food, activities and sports.

Are Anglos involved in the same way?

The Hispanic parents want their kids to grow up keeping their culture (same for Micronesians & Anglos.)

We should explore moving kids who are fluent in English into a combined REP program with the Anglo kids, and move that program from St. Thomas More, back to St. Therese. Have a shared faith culture enriched by all three heritages.

Recommended book: Blue Ocean Strategies

Suggestion: form a Cultural Transformation Strategy team

A smaller group than VIA. This would be a Senior Leadership Team, to tackle issues of combining our cultures.

How do we see the various roles of Parish Council, VIA, Stewardship, the Hispanic Committee?

Fr. Bill thinks the present Parish Council structure needs to be revamped. He thinks they should be visioning and listening, and then giving direction to others. Parish Council should be delegating parts of Stewardship (Time, Talent and Treasure) to various committees, including Finance and VIA. So VIA would get part of that, but not whole thing.

VISION IN ACTION - A3

1. Current View

VIA's long term goal is to promote and grow the vitality of the parish and be a vital part of the lives of people

What is within our control? How do we measure the increase in "growth"?

Remember that this is Continuous Process Improvement - no end! Jesus was the best at this!

We are all servant leaders.

2. Action and Activities What do we do to grow vitality?

A. COMMUNICATIONS

Phone Tree

Everything bilingual (announcements, retreats)

Web site

Name tags

TV in back of church

Church sign

B. STEWARDSHIP - Time/Talent/Treasure - Prayer & Spirituality

Currently:

Social events

Retreats

Speakers after homilies / volunteer cards

Evaluations

Added more prayer time to our meeting & encouraged other committees to follow

3. "Needs" Analysis

Standardized work process / procedure / planning template: people, time, focus (folder for each event w/pertinent data)

Look for specific jobs to volunteer for

"Come to Jesus" talk

Quantify growth

Chair & co-chair - one Anglo, one Hispanic for each event

Should have goal / outcome for each event

Evaluate after

Incubate new leaders

Keep in mind: Who is our future customer

4. Issues that will prevent us from delivering?

Future of our buildings, selling? Condition they are in - can't invite the public to events. Be mindful of fire codes.

Need to educate (especially new/young) people about Time/Talent/Treasure

Social events are the "what" to grow the vitality. Tell people that. That's part of Stewardship.

Need to make ourselves attractive so others want to come here.

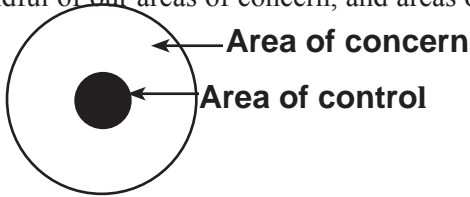
Church members who aren't on this committee are our "internal customers".

Get 12 year olds on this to tell us how to attract 12 year olds!

4. Next steps - next 6 months

A. Examine goals for each project. What was our criteria for success? Did we meet our goal? Do we continue this project? If so, how can we improve it next time. How do you measure "growing vitality"? If we have to cut down on the number of events, how do we evaluate and decide which to keep?

B. Be mindful of our areas of concern, and areas of control. (We are not Parish Council.)



C. Build templates for activities. Document it, evaluate it. Have calendar, talk about it in church beforehand to get volunteers, etc.

D. How do we help Fr. Bill with the restructuring of Parish Council and the startup of a Stewardship committee? Get a small group to do this, doesn't have to be all of VIA.

E. What do we want for St. Therese? More people in the pews, and at events. More energy in church and at events. Movement from the back pews to the front pews.

4. Evaluation of today's meeting

What was good

facilitator
 engaged process
 everyone engaged
 ? - "Customer of the future"
 feel unstuck
 have theme
 ideas - generate forward
 confidence meeting
 respectful group
 excited idea for recruitment
 created direction on templates

Do better next time / not done today

shot gun
 stick to point
 nail SP
 define PC/VIA/Stewardship
 prayer more
 overwhelmed with 6 sheets of notes
 would like formal written material
 hand raising
 no side conversations
 too much

5. Next regular VIA meeting: January 28th Carlos will bring the treat. Contact Ellen if interested in leading prayer. *Reminder that our VIA social is on 21st at Solea by the mall. Cocktails 6:00, dinner 7:00. We have the back room reserved.*

5. Closing Prayer. Meeting adjourned at 11:30.

Minutes by Ellen Vissers

Calendar of Events that VIA needs to pre-plan or help with

<u>MONTH</u>	<u>DATE</u>	<u>EVENT</u>	<u>START PLANNING</u>	<u>CHAIR</u>
January	Jan. 8, 2012	Epiphany Breakfast / Bake Sale	Nov.	Carlos/Blevins?
January	Jan. 21, 2012	VIA social	Nov. or Dec.	Delia call & reserve
February	Feb. ??	Micronesia Dinner	Dec.	Nancy / Irene
March	March 17, 2012	Lenten Retreat	Jan.	Fr. Bill
April	Wed., April 4th	Seder Meal	Feb.	Dcn. Tony
April	Easter is 4/8/12	Easter Egg Hunt - are we doing?	Feb.	
June	June 29, 2011	PC & VIA cookout	May	
June	?? Flag Day is 6/14	Sell food @ parade	March	
July	July 8, 2012	Parish Picnic/Pound Sale @ Erb	May	Wiegands/Pethans
December	Dec. 3, 2011	Advent Retreat	Oct.	Fr. Bill/Carlos/Nancy