



ST. MICHAEL

Parish and School • Grand Ledge

PRIORITIES AND GOALS: 2024-2026

A parish Strategic Planning Team participated in a planning process led by the Diocese of Lansing and the Catholic Leadership Institute. The process, explained in more detail on the back, led to the following priorities and goals as a focus for the next three years:

•**Priority 1: Help increase enrollment by promoting the value of Catholic education at St. Michael School**

The goals seek to increase the number of children enrolled in the school, which builds more community in the classroom and helps support salaries of teachers and staff. Increasing the size of the endowment will help lower tuition costs for families and for the parish year after year.

Goal 1: Increase enrollment by 10% annually

Goal 2: Increase the St. Michael School Endowment Fund to \$1 million by December 2026

•**Priority 2: Help integrate new parishioners into parish life**

The Disciple Maker Index results indicated that parishioners who have been at the parish for fewer years than others are not as integrated into the parish or as likely to recommend the parish to a family member or friend. Goals under this priority aim to help new parishioners to build connections by meeting people, participating in social gatherings, and getting involved in parish activities.

Goal 1: Communicate ministry opportunities to parishioners through ministry fairs in March 2024 and March 2025

Goal 2: Build relationships between new and existing parishioners through an Accompaniment Ministry by Spring 2025

•**Priority 3: Actively engage our parishioners in sharing their faith**

The Disciple Maker Index results also indicated that many people do not often invite others to participate in activities or liturgies at the parish and would like more opportunities to grow in faith. The goals recognize that we share our faith and become more comfortable inviting others through our involvement in parish activities and through increasing our own understanding.

Goal 1: Each ministry annually identifies a way that their ministry shares faith

Goal 2: Provide annual opportunities to equip our parishioners in how to share their faith

Shared goals of our grouping of St. Gerard Parish (Lansing) and St. Mary (Charlotte) & St. Ann (Bellevue) Parish

During the sessions we also gathered with members of our parish grouping. We identified the following shared priority and goals:

Priority: Build community and communication

GOAL 1: Build community and awareness by having a shared calendar, updated quarterly

GOAL 2: Create awareness of our parish grouping by creating a common communication plan

MADE FOR MISSION

STRATEGIC PLANNING PROCESS



Background: As part of the Diocese of Lansing's Made for Mission activities, parishes were asked to participate in a series of strategic planning sessions. (The Made for Mission initiative follows from the Realignment for Mission, which led to the "grouping" of St. Michael, St. Gerard Parish, St. Mary (Charlotte), and St. Ann (Bellevue). Fr. Jim organized a strategic planning team that included himself, two staff members (Kellee Birchmeier and Laura Castner) and three parishioners (Dan Klodt, Dan O'Shea, and Cathy Wilhm). The process was organized and led by the Catholic Leadership Institute. They gathered teams from area parishes for three meetings at St. Mary Cathedral, with follow-up work to complete between each of the meetings.

Process: The Catholic Leadership Institute provided background materials for each parish that included results of the Disciple Maker Index that many parishioners completed in February 2023, demographic information and population trends for the Grand Ledge and surrounding area, and parish data on the yearly trends in numbers of baptisms, marriages, funerals, and mass attendance counts. They first led the team through exercises to identify and clarify the parish purpose, vision, and values. From here the team was led through an exercise to identify areas that were important to address in the next three years. Additional exercises and paring down of the topics led to the development of three key priorities to direct people's efforts, each with two goals to work toward in the next three years. The priorities and goals were then reviewed by parish staff, Finance council, and the Pastoral Council.

Next Steps - *Work on several of the goals is already underway:*

We have a committee working on ways to identify specific action steps to increase awareness of the value of receiving an education at St. Michael School and increase enrollment. The Finance Council is taking steps to increase the endowment.

We have scheduled a Ministry Fair for March 9 and 10, through which all parish and school ministries have been invited to share the good work of their ministries. This coincides with our annual Stewardship of Talent drive.

Beginning in fall 2024 parish ministry leaders will be asked to spend some time each year having members reflect on how the ministry helps share and spread the faith. More information will be offered in summer 2024.

If you would like to help with the planning or carrying out of activities related to the goals, please contact the parish office.