



St. John Neumann Catholic Church

2011-2014 Parish Pastoral Plan



Saint John Neumann Catholic Church

8451 Idlewild Road • Charlotte, North Carolina 28227

Phone: 704-536-6520 Fax: 704-536-3147

E-mail - Info@4sjnc.org

Web – www.4sjnc.org

Father Patrick T. Hoare - Pastor

May 2011



May 9, 2011

Most Reverend Peter J. Jugis, JCD
Bishop of Charlotte
1123 South Church Street
Charlotte, NC 28203

Dear Bishop Jugis:

St. John Neumann Catholic Church will celebrate just its 35th anniversary as a parish in 2012, and yet an interesting history has been packed into those very few years. Established in a rapidly growing East Charlotte in the late 1970s, the parish quickly became a magnet for young families moving to the area from the Northeast and Midwest. St. John Neumann became not just a church, but a home for many of its members, with fellow parishioners becoming a true family. The parish grew, and grew quickly. The pastoral guidance of the Franciscan and Augustinian orders gave the parish a unique spirituality, with a particular emphasis on service to the community, especially our brothers and sisters in need right here in North Carolina.

As the times changed, so did the parish. The establishment of two new parishes, St. Matthew and St. Luke, in South Charlotte and Mint Hill, respectively, began to relieve the growth pressures that the parish faced. In time, however, it was South Charlotte that became the source of rapid growth. The face of East Charlotte began to change both culturally and economically with the City of Charlotte's decision to transform US-74 along what is known as Independence Boulevard into a freeway, which hurt local businesses and left many shopping centers vacant or closed. This process came to a dramatic conclusion with closing of the one-time shopping mecca Eastland Mall in 2010.

Along with the changing local environment came some internal challenges at St. John Neumann. The parish began to lose younger families due to the opening of the new parishes, the lack of a parochial school on site, unplanned changes in pastoral leadership, and financial difficulties. The preschool was closed and the staff was substantially reduced. A parish which at one time was the largest and fastest growing in the Diocese began to question its future.

However, the parish family of St. John Neumann Catholic Church believes in a Savior who died for our sins and rose from the dead. This part of the Body of the Christ has begun to experience a renewal that we believe has only just begun. Offertory grew 6.5% from FY 2008/9 to 2009/10 despite a severely depressed local economy, and appears positioned to show strong growth again in the current year. Faith Formation enrollment is up over 30% in the last 2 years. Our parish family is once again excited about our possibilities and looking for ways to make dreams the reality. We believe that, through the grace of God, all things are possible, and that St. John Neumann is a Miracle in Progress.

The following pages detail our Parish Pastoral Plan for the next three years. It is our hope to position ourselves to update and expand our facility in the intermediate term through a plan that is conservative in its financial approach but aggressive in its pastoral approach. We are hopeful that the continued growth of Charlotte and the spirit of our parish will ignite continued growth in our family and build a legacy of faith that will brighten the East Charlotte community for decades to come.

Sincerely Yours in Christ,

Reverend Patrick T. Hoare
Pastor



Prophets of a Future Not Our Own

It helps, now and then, to step back and take the long view.
The Kingdom is not only beyond our efforts, it is beyond our vision.

We accomplish in our lifetime only a tiny fraction of the magnificent enterprise that is God's work. Nothing we do is complete, which is another way of saying that the kingdom always lies beyond us.

No statement says all that could be said. No prayer fully expresses our faith.
No confession brings perfection. No pastoral visit brings wholeness.
No program accomplishes the Church's mission. No set of goals and objectives includes everything.

This is what we are all about: We plant the seeds that one day will grow. We water seeds already planted, knowing that they hold future promise.

We lay foundations that will need further development. We provide yeast that produces effects beyond our capabilities. We cannot do everything and there is a sense of liberation in realizing this. This enables us to do something and to do it very well. It may be incomplete, but it is a beginning, a step along the way, and opportunity for God's grace to enter and do the rest.

We may never see the end results, but that is the difference between the master builder and the worker. We are workers, not master builders, ministers, not messiahs. We are prophets of a future not our own.¹

¹ Composed by Bishop Ken Untener of Saginaw and later dedicated to Oscar A. Romero - Archbishop of San Salvador (The Romero Prayer)



TABLE OF CONTENTS

<i>Letter From the Pastor</i>	2
<i>Prophets of a Future Not Our Own</i>	3
<i>Chapter 1</i>	
St. John Neumann Parish History	5
<i>Chapter 2</i>	
St. John Neumann Parish Profile	
Parish Data / Information	8
Demographics	9
2010 Financial Profile	11
<i>Chapter 3</i>	
Planning Process	12
<i>Chapter 4</i>	
St. John Neumann Strategic Visioning Implementation Plan	
Vision Statement	14
Mission Statement	14
Commission/Committee Goals and Objectives	15
Liturgy and Worship Commission	16
Education and Formation Commission	18
Community Ministries Commission	21
Parish Life Commission	23
Evangelization / Communications Commission	25
Ecumenism Commission	28
Buildings / Facilities Commission	30
Stewardship Committee	33
<i>Chapter 5</i>	
<i>SonFest</i>	35
<i>Chapter 6</i>	
Future Expansion Plans	36
Appendices	
Appendix A - First Parish Leadership Summit, October 24, 2009 ...	41
Appendix B - Parish Pastoral Planning Schedule	42
Appendix C - Commission Heads Meeting, April 21, 2010	43
Appendix D - Commission Data Collection Survey, May 8, 2010	44
Appendix E - Parish Wide Planning Meeting June 2-3, 2010	45
Appendix F - 2009 and 2010 Financial Statements	46



Chapter 1

St. John Neumann Parish History

In the mid 1970's, Monsignor Lawrence Newman, Pastor of Our Lady of the Assumption, foresaw a need to establish a parish in the Southeast Charlotte/Mint Hill area to serve the growing number of Catholics living there. Up to this time the nearest parishes available to the Catholics in this area were St. Gabriel and Our Lady of the Assumption. Monsignor Newman, therefore, approached then Bishop Michael Begley and suggested a new parish be built. Bishop Begley agreed and in 1977, the parish of St. John Neumann was formed with Monsignor Newman being named its first pastor.

At the time of formation, St. John Neumann consisted of 250 families formerly members of Our Lady of the Assumption. During the planning stages for a church, the parish held masses at Cokesbury Methodist Church on Saturdays and at Idlewild Country Club on Sundays. Weekday masses were held at the rectory.

The site for the church proper was established in July 1977 by purchasing 11 acres at 8451 Idlewild Road. The only building on the property was to become the rectory. Bishop Begley dedicated the first structure on June 17, 1979. This structure consisted of a sanctuary, six classrooms, and a small hall and was sufficient for the size of the congregation at that time.



Rectory

Monsignor Newman continued to serve as pastor of the parish until his death on January 21, 1981. During this period, the Knights of Columbus established a council at SJN and was named the St. John Neumann Council No. 7343. It received its charter from Supreme Council on May 20, 1979.



Original Sanctuary



Father Francis O'Rourke succeeded Monsignor Newman as pastor of the parish that had now grown to 300 families. Fr Raymond Berg was also assigned to SJN to assist Fr. O'Rourke. SJN's first deacon was Joseph Mack who was ordained for the Diocese of Charlotte on May 29, 1983. Deacon Joe served the parish for many years, retiring from active ministry in 2004. By 1984, the number of families had grown to 800 and discussions about expanding began to take place. Those discussions resulted in the construction of a new sanctuary as well as additional classroom and social space intended to service 1200 families. Bishop John Donoghue, the second bishop of the Diocese of Charlotte, performed the dedication service on June 23, 1985. The original sanctuary became the parish hall with one of the classrooms becoming the kitchen. Father O'Rourke continued to pastor St. John Neumann until his reassignment in 1987.

Father Richard Bellow of the Conventual Franciscan Friars succeeded Father O'Rourke as pastor of the parish. During his tenure as pastor, the parish continued to flourish and by 1995, the number of registered families at St. John Neumann ranged between 1400 and 1500 families. During 1995, Knights of Columbus Council 7343 established a memorial for the unborn. In 1997, a major milestone was reached when the parish retired its mortgage debt. On June 8 of that year, a special mass was said followed by a mortgage burning to celebrate the occasion. Father Richard and his fellow Franciscans continued to serve the parish of St. John Neumann until their reassignment in October 1997.

In 1994, while Fr. Richard was still pastor at St. John Neumann, the Augustinian Province of Villanova began evaluating its existing ministries at the various parishes within their diocese to determine which ones needed their presence. After three years and returning thirteen parishes back to the control of the local dioceses, the Augustinian Province of Villanova sent notice to various dioceses throughout the South of their willingness to send their priests to serve those parishes in need of priests. The Diocese of Charlotte was the first to respond and invited the Augustinians to come and evaluate various parishes within the diocese.



Memorial for Unborn

In December of 1997, upon completing their evaluation, the Augustinian Province of St. Thomas of Villanova assigned Father Thomas Meehan as pastor of St. John Neumann for a five-year term. Father Thomas Meehan and the Augustinians began their service at St. John Neumann March 1, 1998. During the period between October 1, 1997 when the Franciscan Friars left and March 1, 1998 when Augustinians arrived, the Diocese of Charlotte assigned Father Anthony Marcaccio to serve as interim pastor of the parish.



Under the direction of Father Thom and the Augustinians, the first five years of their assignment saw the parish continue to grow to between 1700 and 1800 families, the religious education program and existing ministries continued to flourish and new ministries were



Austin Hall

formed. On June 3, 2000, Fr. Shawn O'Neal was ordained to the priesthood at St. John Neumann, where he and his family were long standing members of SJN. During 2002, two additional properties were acquired next to the existing property. The two parcels of land added approximately 2.6 acres which included 2 residential homes, a garage and tennis court. One of the residential homes, now known as Austin Hall, was converted into a new meeting hall which provided extra meeting rooms.

The parish reached a second milestone in 2002 by celebrating its 25th anniversary. On August 25, 2002, a special Mass was conducted followed by a picnic on the church grounds. Upon completion of the five-year term in 2003, the Augustinian Province of St. Thomas of Villanova approved extending their commitment to St. John Neumann for another five-year term. Father Thom, along with his fellow Augustinian, Father Art Johnson, continued to give guidance and spiritual nourishment to the 1800 plus parish families so that we could continue to grow as one body in Christ in order to serve those in need. In 2005, Deacon John Parrish was assigned to St. John Neumann as a permanent deacon and he continues to serve the parish today.

In 2006, Father Thom returned to the Augustinian Province of Villanova, Pennsylvania. Father Russell Ortega became Pastor and Father Anthony (Tony) Tomasulo became Parochial Vicar when Father Arthur Johnson was reassigned in May 2006. Under the direction of Fr. Russ, St. John Neumann established a Mass for the Spanish speaking people of our community, and met another milestone in our history, the parish's 30th Anniversary. On September 15th, 2007, St. John Neumann celebrated our anniversary with a Founders and Family Dinner Dance. In the spring of 2009, Father Tony was at a meeting in Chicago where suddenly he died from a stroke. A memorial service was held at St. John Neumann to honor the memory of Father Tony, who will be remembered for his frequent homiletic introduction "*and now it's story time*". The Augustinians decided not to renew their commitment to St. John Neumann in July 2009 and Father Russ was assigned to a parish in Tampa, FL area.

Bishop Jugis selected Father Patrick Hoare as our new pastor, with Fr. Peter Pham in residence. Father Pat was installed as pastor on August 6, 2009, and continues to lead the parish.



Chapter 2

St. John Neumann Parish Profile

Parish Data / Information

St. John Neumann Catholic Church	8451 Idlewild Road - Charlotte, NC 28227 Ph. 704.536.6520 Fax 704.536.3147 E-mail - Info@4sjnc.org Web - www.4sjnc.org
Pastor	Father Patrick T. Hoare
Priest in residence	Father Peter Pham
Deacons	Deacon John Parrish Deacon James Gorman
Pastoral Council Executive Committee	Anthony Morlando Chairperson Patti Matys Vice Chairperson Terri Wilhelm Council Secretary
Finance Council Executive Committee	Carol Allan Chairperson Terry Peeters Council Secretary



Demographics

The St. John Neumann demographics were obtained from the Regional Demographic Trend Report for the area within the parish boundary dated 2008 and SJN Parish Plan Development Report dated June 2010. Each of these reports provided sufficient information to establish accurate information to establish a trend for St. John Neumann's past and future.

A. Age of Parishioners

The St. John Neumann family averages 3.5 members each. We currently have 1,325 families at St. John Neumann of which 100 are unregistered Hispanics families. This data is extrapolated to establish the following table.

Age	Percent of Total Parishioners
18 and under	27
19-25	10
26-39	19
40-54	22
55-69	12
70+	7

Based on the data above the average age of a parishioner is 35 years old. The Demographic Trend Report collected the following data within St. John Neumann's boundary.

Description	2010 Estimate
Total Population	84,541
Total Households	34,451
Male Population	41,620
Female Population	42,921
White Population	47,998
Black Population	27,387
American, Indian	238
Asian/Pacific	2,954
Other Population	5,993
Total Hispanic Population	8,951

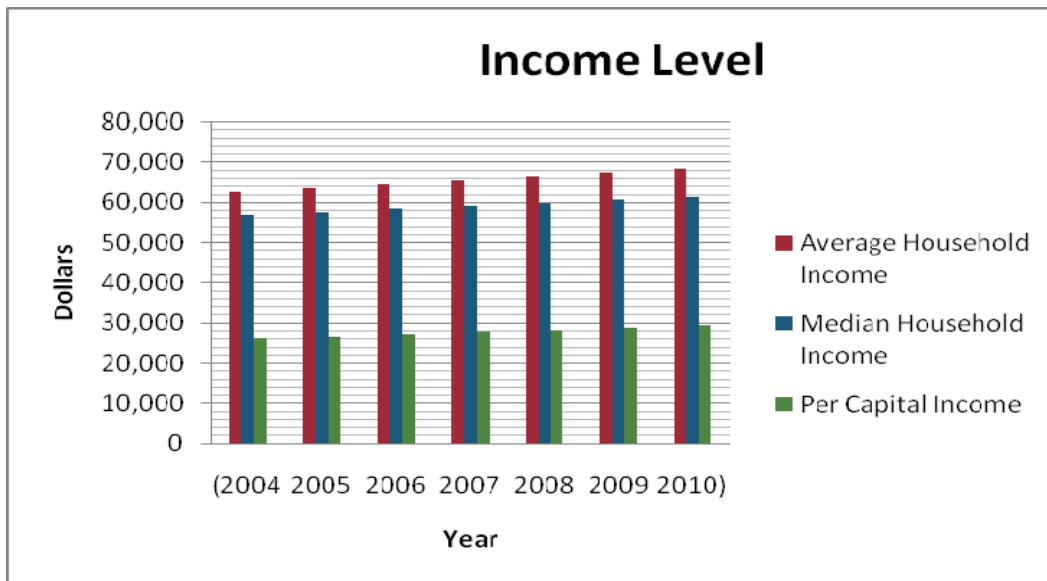
The only decrease in population projected for the future is the age group 21 to 24 years of age.



B. Income Level

The income level was extrapolated from the Demographic Trend Report for the St. John Neumann area.

Description	2004	2005	2006	2007	2008	2009	2010
Average Household Income	\$62,762	\$63,722	\$64,682	\$65,642	\$66,602	\$67,562	\$68,522
Median Household Income	\$56,803	\$57,584	\$58,365	\$59,146	\$59,927	\$60,708	\$61,489
Per Capita Income	\$26,144	\$26,676	\$27,208	\$27,740	\$28,272	\$28,804	\$29,336



C. Other facts

The St. John Neumann parish draws from the City of Charlotte, Town of Matthews, Town of Mint Hill and Town of Indian Trail. Sixty seven percent of parishioners have been in the parish for at least 5 years and forty eight percent have been members for over 9 years.



2010 Financial Profile

The St. John Neumann Church Income Statements for fiscal years ended June 30, 2009 and 2010, the Balance Sheets as of June 30, 2009 and 2010, and the budget for the fiscal year ending June 20, 2011 are attached.

Parish net income for the year ended June 30, 2010 increased approximately \$45,000 over the previous year. This increase is due primarily to a reduction in staff to one full time clergy, the closing of the parish preschool and budget cuts. Net income for the year ended June 30, 2009 was down over \$60,000 from the previous fiscal year. Due to the decrease in net income in fiscal year 2009 significant budget cuts were implemented in fiscal year 2010, including reduced staff hours, supply budgets and Faith Formation expenditures. In addition, as the financial difficulties were noted during fiscal year 2009, a spending freeze was instituted in all departments.

While St. John Neumann is a parish full of life, we are faced with challenges. The campus is aging and the demographics of the parish have grown older over time. The parish will face financial obligations in the next few years to maintain, repair and improve the facility while growing as a parish. With an aging congregation and uncertain economic times, we will need to find creative ways to meet these needs.

However, the ongoing stewardship of the parish will enable the parish to thrive going forward. This stewardship, always a part of St. John Neumann, will allow the parish to meet all of its obligations - both spiritual and financial - with confidence and faith.



Chapter 3

Parish Pastoral Planning Process

The Parish of St. John Neumann is currently experiencing a strong spirit of revitalization that has helped us grow as a Parish family, not only in faith but in numbers. This revitalization started several years back and has been fueled by the hard work and determination of so many in an effort to turn around our Parish which was showing early signs of decline. Parish leadership set out on a purposeful path to take a hard look at who we are as a Parish family, to identify our strengths, and expose our weaknesses. Strategically led by Fr. Patrick Hoare, our Parish Family set forth the effort to “re-brand” our Parish at all levels. The making of this Parish Pastoral Plan was envisioned as the next step in the process of taking charge of our future, developing our shared vision, and developing a plan to work toward achieving it.

Set in motion by Fr. Pat, the Parish Pastoral Planning Committee, as a subcommittee to the Parish Pastoral Council, was formed in early spring 2010. The process of creating this Pastoral Plan has been a wonderful example of collaboration between all levels of the laity, clergy and Parish staff.

Our first step was for the Planning Committee to develop a step by step process to gather and analyze our changing demographic data, seek input from the commissions and the larger congregation to identify our strengths and weaknesses, needs and wants, while seeking required input from the Diocese. We sought to analyze our current Mission Statement in an effort to formulate a new revitalized Vision.

In the following months, Council worked diligently to challenge the Commissions to evaluate their existing programs and services in an effort to re-align priorities and help establish the goals and objectives needed to support our new mission. A Commission Heads Meeting was held in April to discuss the early findings from our Demographics research, and to present a needs assessment survey to help gather input from each of the ministries within the Commission. We met again with the Commissions in early May for our Spring Leadership Planning Summit to review and analyze the data they collected as well as evaluate our existing Mission statement in light of these findings.

In June the Parish Council moderated a Parish Wide Planning Meeting held on two separate dates to ensure maximum involvement from the congregation. Council challenged the Congregation to envision their “ideal” parish, and work to become part of making that vision a reality. Over 200 church members were involved in an open “town hall” forum to present a summary of our data collection to the congregation outlining our changing demographics, discussing SJN strengths, weaknesses, assumptions, and planning goals. Input was sought to further validate or clarify the received data in support of our efforts to create the new Parish Plan. Members of the Parish resoundingly weighed in on the many and plentiful areas of



strength that we have as a parish family, as well as identified several areas that needed some attention. Some of those areas indicated a need to improve Communications, increase Parish participation, bring together our diverse Parish Community, and improve upon our existing facilities to provide additional space for our growing needs. It became clear through this process of planning that any plan would have to include solutions to address our growing space problems, and improve upon safety and security in and around our existing facilities.

Some of the findings that we came away from these meetings with included the importance and need for personal Spiritual growth in the rich traditions of our Catholic faith. We identified the need for targeted outreach to our young adult population. We identified the need to actively seek ways to continue to bring together our diverse communities through both social event opportunities and work projects to achieve common goals together.

The Planning Committee met with the Diocese in late June to review the process we have been undertaking, and outline some of our preliminary findings. The Planning Committee worked through the summer months to further analyze and condense all that we had heard and discussed. While working with the Commission Heads to further identify and refine a list of Goals and Objectives that support the collective goals outlined in our newly drafted Vision and Mission Statements, we outlined our collective three year vision and strategic plan for the future needs of our Parish. The Draft Plan was reviewed with both Parish and Diocesan Leadership for final input prior to official submission to the Diocese.

Final comments were included and the result of this effort is the 2011-2014 Parish Pastoral Plan that follows.



Chapter 4

St. John Neumann Parish Strategic Visioning Implementation Plan

Vision Statement

Saint John Neumann seeks to be a welcoming Spiritual Home for all people within our Parish and a place of Spiritual growth that embraces the rich traditions of the Catholic Faith. Through this Spiritual growth we are impelled to build-up the Body of Christ.

We outwardly express our gratitude for the grace we have been given by God, and feel compelled to generously give of our resources through support of, and active involvement in Parish Life. This personal involvement fortifies and strengthens us as both individuals and as a Parish Community to seek to spread the Good News of the Gospel within our local community and the World at large.

Mission Statement

The diverse and welcoming community of St. John Neumann, nourished by the Holy Eucharist and the sacraments, inspired by our Catholic faith, and guided by the Holy Spirit, enables all parishioners to use their gifts in building the Kingdom of God.



Commission / Committee Goals and Objectives

According to the *Decree on the Apostolate of the Laity* of the Second Vatican Council, "... the laity has an active part of their own in the life of the local Church in virtue of their baptism and full initiation in the Church. Their action within the Church communities is so necessary that without it the apostolate of pastors will frequently be unable to obtain its full effect." (No. 10)

Our late Holy Father, Pope John Paul II, in *Christifideles Laici* calls to the attention of the entire Church issues which affect the entire community, namely:

1. The increase of religious indifference and secularism;
2. The violation of the dignity of the human person; and
3. The increasing number of conflicts in the world.²

In addition to these three,

4. The need to evangelize a Catholic population that is currently multi-lingual and bring it together as a common community is a task that will not be accomplished by any single group.³

With these issues in mind, each commission has developed the following goals and objectives as part of the Parish Pastoral Plan.

² Christifideles Laici, Nos. 4-6

³ Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007



Liturgy and Worship Commission

This commission is concerned with the liturgical functions that serve as the primary demonstrative expressions of faith and worship, viz., the sacraments, as well as programs explicitly involving spiritual growth and development. Thus, this commission is concerned with discerning, training, developing, scheduling and the renewal of laity in their participation in liturgical celebrations, especially the Extraordinary Ministers of Holy Communion, lectors, servers, ushers, cantors, greeters and those involved in all areas of musical planning and participation. (Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007)

Current Activities:

Planning liturgical celebrations throughout the church calendar, Forty Hour Devotion, Living Stations of the Cross, First Friday Adoration.

Chairperson: Judy Erb



Liturgy and Worship Commission Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Embrace and build on the rich traditions within the Catholic Faith to enhance the overall liturgical and sacramental experience for all members of our faith community.	1, 4	I: Establish an annual parish mission in English and Spanish.	10	\$1,500	December 2011	In Process
		II: Plan, organize and implement an annual Corpus Christi procession	20	N/A	June 2012	Pending
		III: Plan, organize and implement an expansion of hours and participation in Eucharistic Adoration.	5	\$500	September 2011	In Process
II: Encourage and promote parish interest and participation in the many liturgical ministries available within the Liturgy and Worship Commission.	1, 4	I: Achieve a 10% increase in participation of laity in ministries.	15	\$100	December 2011	In Process
		II: Enhance current liturgical training programs in English and Spanish to include yearly refresher courses	6	\$50	November 2011	In Process
		III: Develop and plan an annual renewal mass for all liturgical ministers.	6	N/A	March 2012	Pending
III: Prepare the St. John Neumann Parish community for the new Roman Missal implementation.	1	I: Using various forms of communication, the New Roman Missal sub-committee will disseminate information to educate the parish on the changes. Concurrently, utilize these opportunities to provide catechesis on the mass the celebration of the Holy Eucharist.	10	\$500	Throughout 2011	In Process

* Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



Education and Formation Commission

This commission shall establish and recommend goals and objectives annually to the parish pastoral council that flow from the pastoral plan of the parish. These goals and objectives are to address the educational and formational needs of the parish. The commission shall determine, under the direction of the pastor and in collaboration with the Director of Religious Education (DRE), programs that will promote and support total parish education and formational needs in all areas of the parish. The members of the commission develop policies and support programs in religious education, catechesis, young adult ministry, youth ministry, and the Rite of Christian Initiation of Adults (RCIA) for the parish. (Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007)

Current Activities:

Faith Formation: Faith Formation Classes, Sacramental Preparation and Retreats

Adult Education: Damien Play, Sacrament and Infancy series, Annulment & NFP Class

Youth Ministry: Starting LifeTeen program, DYC, Net Ministries, Diocesan Events

GPS: New FF-Middle school program, combination of traditional FF & youth ministry

Confirmation/TTF: New retreats, sponsor & service requirements

RCIA/RCIC: Prayer partners, Prayer magnets and new advertising banner

CKC (young adult ministry): College catechism series, service in parish, UNCC-campus ministry events

Chairperson: Meredith Magyar



Education and Formation Commission Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Develop and implement new youth opportunities that promote spiritual growth.	1, 2, 4	I: Develop service and education opportunities during summer months for children ranging from elementary to high school teens.	20	N/A	2011-2013	Pending
		II: Engage our Jr. High students by hosting middle school retreat.	15	\$1,500	2011	Ongoing
		III: To grow and enhance young adult opportunities and community in our parish.	5	N/A	2011	Pending
II: Develop and implement new Adult Education programs relevant to parish-wide, cultural, and educational needs.	1, 2, 4	I: Build RCIA library as well as incorporate days of reflection and guest speakers throughout course of RCIA process.	3	\$700	2011-2014	Ongoing
		II: Develop "Catholic Parenting 101" quarterly workshops.	5	\$500	Fall 2011	Pending
		III: To continue to meet the need for continuing education for adults of our parish community through scripture study, guest speakers and a post-RCIA class.	10	\$1,500	2011-2014	Ongoing
		IV: To continue to educate our catechists by offering CRP and Protecting God's Children classes as well as continue to network with other parishes on workshops and educational opportunities.	15	\$250	2011-2014	Ongoing



III: Develop, coordinate and implement new Family-oriented opportunities and events that are faith-focused.	1, 2, 4	I: Build sense of community among our young families by sponsoring Faith Formation Fall Festival and 'trunk or treat'.	15	\$300	2011-2013	Pending
		II: Build community by sponsoring cross-generational catechesis.	5	\$250	Advent 2012	Pending
		III: Recruit volunteers to lead both English and Spanish speaking communities for faith formation, adult education and youth ministry.	N/A	N/A	2011-2014	Ongoing
IV: Take necessary steps to maintain and update equipment, facilities and technology resources.	1, 2, 4	I: Update education resources in Faith Formation Library as well as increase number of Catholic Bibles available to students.	N/A	\$500	2011-2012	Ongoing
		II: Paint all Faith Formation classrooms, offices and hallways.	10	\$250	Summer 2011	Pending
		III: Update equipment in faith formation classrooms.	N/A	\$500	2012-2013	Pending
		IV: Replace following as needed cabinets, chairs, chalkboards and tables.	N/A	\$1,000	2013-2014	Pending
		V: Update FF website and registration process.	2	N/A	Fall 2011	Pending

* Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



Community Ministries Commission

This commission is to promote outreach programs with emphasis on social services, pro-life, social justice and community ministries, co-operating with other churches and civic organizations in projects aimed at community improvement. It is to take such steps as are necessary to increase awareness within the parish of the extent of poverty in the local community, of the resources available to meet the needs of the poor, and of the spiritual responsibility of all to address those needs. It is to identify and analyze the major social problems in the parish as well as in the larger civic community. It maintains working contact with resource people and pertinent agencies for problems such as drugs, delinquency, alcoholism, and abuse of family members. It promotes suitable projects in the areas of economics, politics, and international life. (Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007)

Current Activities:

Camp Care, Christmas Giving Manger, Columbian Squires, English as a Second Language, SJN Food Pantry, Knights of Columbus & K of C - Ladies Auxiliary, Knitting & Crochet, Loaves & Fishes, Men's Homeless Shelter, Operation Christmas Child, Quilters, Respect Life, Rosary Makers, Thanksgiving Food Drive.

Chairperson: Susie Pingree



Community Ministries Commission Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Develop and Implement Catholic outreach programs for Community improvement in support of social justice.	1, 2, 3, 4	I: Work together with Ecumenism Commission towards identifying and achieving common goals.	5	N/A	2011-2014	In Process
		II: Initiate involvement in community activities such as Gabriel Ministry, Habitat for Humanity, Refugee Resettlement and Room at the Inn. Identify which activities will be undertaken. Recruit volunteers to help with projects on an on-going basis, as needed.	10	N/A	September 2011	In Process
II: Create awareness of how SJN Community Ministries help meet the needs of the poor.	1, 2, 3, 4	I: Initiate articles in Catholic News & Herald highlighting St. John Neumann's Community Ministries. Make contact and suggest article topics.	2	N/A	June 2011	In Process
		II: Develop pages on St. John Neumann website to update parishioners on activities.	2	N/A	June 2011	In Process
III: Integrate youth in mission of Community Ministries to sustain for the future.	1, 2, 3, 4	I: Seek on-going involvement from Faith Formation classes to assist with current & future activities. Communicate needs of Ministries to FF classes and recruit volunteers as needed.	5	N/A	2012-2014	Pending
		II: Help youth to experience the personal satisfaction received from giving of time and talent. Involve youth in activities, based on projects chosen.	5	N/A	2011-2014	In Process
		III: Develop onsite service activities for youth.	5	N/A	2011-2014	In Process
		IV: Establish community garden on church grounds. Work with Building and Facilities Commission to build.	10	\$500	Spring 2012	Pending

* Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



Parish Life Commission

This commission is concerned with those matters that build an internal parish family spirit and improve Christian life in the community of the faith. It is to help the members of the parish family to develop a deeper understanding of, and commitment to, their respective roles. This includes programs of concern and support for single persons including the widowed, divorced and separated, as well as single parent families.

It is also concerned with those matters that help to build the parish community. This commission identifies and coordinates the social and recreational needs of the parish, maintains an annual calendar of scheduled events to give to the Evangelization/Communications Commission, and suggests and institutes programs of welcome for new parishioners. (Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007)

Current Activities:

Family Life: Offers a variety of social activities for all ages.

Athletics: Offers a basketball and baseball program for the youth; bowling and women's softball for adults.

50+: A social ministry for seniors. The main function is a monthly luncheon and program.

Scouts: All levels of Boy Scouts and Girl Scouts meet on a regular basis

Homebound Parishioner Visits: A group of Eucharistic Ministers make weekly visits to homebound parishioners and residents in area nursing homes.

Bereavement: Ministers to those mourning the loss of a loved one; facilitates a reception after the funeral when requested by the family.

Neumanners: A new ministry formed to organize adult social events, on and off campus.

Chairperson: Chris Schneider



Parish Life Commission Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Ministries offering social events will strive to build a sense of community with the parish family.	1, 2, 4	I: Family Life will coordinate a social activity each month in which other parish ministries do not have one scheduled. The majority of these activities will be for the entire family. A tradition of activities will be established.	30	To be determined per activity	2011-2014	In Process
		II: Neumanners will establish a process for leadership and steering committee evolvement.	8	N/A	June 2011	In Process
		III: Find ministry leaders for Family Life.	15	N/A	Spring 2012	Pending
II: The sports and scouts programs will increase participation.	2, 4	I: Explore possibility of establishing soccer program; make recommendation; implement if accepted.	10	\$250	2011-2014	In Process
		II: The scouting programs will see an increase of 15% in the number of parish participants, both children and leaders, so that this group is in the majority in each troop.	6	N/A	2012	Pending
III: The Bereavement Ministry will rebuild with more participants and services.	1, 2, 4	I: Research training programs for grief counseling.	3	N/A	June 2011	In Process
		II: Establish training program.	6	\$500	June 2012	Pending
IV: Improve the efficiency and appeal of the kitchen and parish hall, mostly facilitated by Family Life.	4	II: Working with the Building and Facilities Commission, establish a committee to investigate the needs and possibilities of renovations and decide on the scope.	4	N/A	Fall 2011	Pending

* Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



Evangelization / Communications Commission

This commission develops programs to help the parishioners share the Good News among members of the parish family and also with people of other faiths and with Catholics who no longer participate in church life. The commission develops close communication with parish commissions and organizations to facilitate communication and participation. The commission will offer programs for spiritual renewal, education, and outreach support in evangelization efforts. It works with the other ministries of the parish to discover special problems and factors accounting for the Catholics leaving the parish, for the lack of interest of the unchurched, and for lack of response from minorities. It will design programs to meet these needs. It furnishes communication material to local and diocesan media. It develops and maintains the parish website and other media. (Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007)

Current Activities: Bulletin, website, electronic bulletin board, Catholics Come Home initiative, First Friday Adoration

Chairperson:

Evangelization: Cathy Schoen
Communications: Renae Burgett



Evangelization / Communication Commission Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Improve our ability to communicate and inform through all media, including website, weekly bulletin, electronic bulletin boards, etc., and utilizing new media sources.	1, 2, 3, 4	I: Re-format church bulletin to give a more modern, professional appearance; make the bulletin easier to read.	2	N/A	Fall 2011	In Process
		II: Make the parish website: one that parishioners and visitors find inviting, informative, and interactive; easy to update by those give permission with the most current information and announcements.	4	\$500	Spring 2012	Pending
II: Create a means of gathering information to be communicated that is accessible to all those responsible for communicating information to the parish that results in a professional appearance for all parish communications.	1, 2, 3, 4	I: Create a common email address for submitting bulletin announcements, electronic bulletin board announcements, pulpit announcements and newsletter announcements.	4	N/A	Spring 2011	In Process
		II: Create and implement a style sheet for parish communications that is accessible to parish members/ministry leaders.	4	N/A	Summer 2011	In Process
III: Develop parish newsletter to keep parish members informed and to reach out to members who may not be active in the parish.	1, 2, 3, 4	I: Weekly electronic newsletter sent mid-week to remind active parish members of coming weekend events.	4	N/A	Spring 2011	In Process
		II: Quarterly paper newsletter mailed to all families registered in the parish.	4	\$1000	January 2012	Pending



IV: Evaluate the ever-changing methods of communication in today's world on a three-year basis and create a communications program that has the ability to keep up with those changes.	1, 2, 3, 4	I: Request emails and cell phone numbers on parish registration forms.	4	N/A	2011-2014	In Process
		II: Determine the need for SMS mass text messaging capability.	4	N/A	January 2012	Pending
		III: Determine the need for a website that can be viewed on PDAs, Smartphones or iPhones.	4	N/A	January 2013	Pending
		IV: Review the effectiveness of all current forms of communication and determine their necessity to the parish.	4	N/A	December 2013	Pending
V: Promote programs to help parishioners spread the good news of Jesus to the community through the Catholic faith.	1, 2, 3, 4	I: Increase awareness of parish events by better utilizing diocesan and local newspapers to promote programs.	5	\$1000	Spring 2012	Pending
		II: Promote "Living your Strengths" program.	3	N/A	2012	Pending
		III: Promote Adoration of the Blessed Sacrament and increase frequency from monthly to weekly, to daily.	10	N/A	December 2013	Pending

* Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



Ecumenism Commission

This commission develops within the parish a commitment to ecumenism/ interfaith dialogue as integral to its life and ministry. The commission will promote dialogue with other denominations, faith formation within the Catholic tradition, and a clear understanding of Catholic doctrine as it touches the lives of other Christians, Jews, other religions, and non-believers. It will plan and coordinate efforts to heal divisions among Christians within the territory of the parish. It reaches out to people of good will who seek one faith, one baptism in Christ Jesus. It invites and guides dialogue through study groups with other Christian and non-Christian groups. It plans ecumenical programs and prayer experiences, especially during the Week of Prayer for Christian Unity; it cooperates with other local churches in their programs and activities promoting ecumenism. (Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007)

Current Activities:

Involvement in local ecumenical groups such as the East Charlotte Partnership Initiative (ECPI) and Mecklenburg Ministries to identify spiritual, physical, emotional and other needs within the community. Created a map that clearly defines the physical parish boundaries to help identify the Protestant churches, as well as other religious houses of worship, within our parish.

Chairperson: Shea Barja



Ecumenism Commission Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Build relationships with non-Catholic members of our Parish in an effort to work together to identify and achieve common goals to unite all people.	1, 2, 3, 4	I: Continue our involvement with the East Charlotte Partnership Initiative (ECPI)	5	\$1000	2011-2014	In Process
		II: Adopt a school within our parish to help with end of grade testing, as well as any other activities in which we can participate at the school.	5	\$250	Spring 2011	In Process
II: Increase visibility of SJN within the parish community.	1, 2, 3, 4	I: Establish annual Prayer for Christian Unity ecumenical prayer service.	5	\$200	2011-2014	In Process
		II: Visit the Protestant churches involved with ECPI to further a feeling of welcoming. This will be an ongoing objective.	5	N/A	2011-2014	In Process
III: Work with the other commissions wherever our objectives meet.	1, 2, 3, 4	I: Work with Community Ministries Commission to identify and achieve common goals (Community Ministries Commission Goal I, Objective I).	2	N/A	2011-2014	In Process
		II: Establish a community choir within our parish led by the SJN music ministry.	15	N/A	2013	Pending
		III: Incorporate the Living Your Strengths journey as a community outreach program once it has become well established within St. John Neumann.	20	\$1,000	2013	Pending

*Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



Buildings / Facilities Commission

This commission inspects and inventories all parish properties, equipment, furnishings and facilities; it reviews and recommends needed additions, repairs, replacements and servicing, to be actuated, if needed, under a schedule to be submitted with the recommendation for the work. It discerns the use of parish talent where safety and performance do not require the use of professional services. It prepares and recommends policies or guidelines to the parish pastoral council for the use of parish facilities, including security, utilities, services, and personnel. It is responsible to publish the approved guidelines. It prepares and recommends, in coordination with the other commissions, facility plans and improvements. It reviews parish insurance needs and makes suggestions with special reference to diocesan policies. (Roman Catholic Diocese of Charlotte Guidelines for Parish Pastoral Councils, November 1, 2007)

Current Activities: Ongoing maintenance of parish buildings and facilities, quarterly Fellowship Days, strategic planning for future growth, SonFest support and participation.

Chairperson: Bill Milligan



Building / Facilities Commission Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Maintain and improve upon the physical buildings and facilities needed to accommodate all aspects of Parish life and the goals and objectives of our Parish community.	1, 4	I: Erect new entry monument.	10	\$4,000	Summer 2011	In Process
		II: Plan and modify Austin Hall to provide improved meeting space and facilities for future needs.	10	\$70,000	Summer 2011	In Process
		III: Update plans and systems to provide better security and protection for our buildings and grounds.	4	\$10,000	Spring 2012	Pending
		IV: Construct a Pavilion/Picnic Shelter behind Austin Hall on the old tennis court, which will offer new features and facilities for the Parish.	10	\$17,000	Summer 2011	In Process
		V: Continue to upgrade and prepare the gardening areas and lawns that enhance the appearance of the Parish properties.	40	\$5,000	2011-2014	In Process
		VI: Develop a work-required plan for resurfacing parking lot.	5	\$25,000	Fall 2011	In Process
		VII: Develop a work-related plan for making improvements to roof.	2	\$20,000	Spring 2012	Pending
II: Develop plan to update and improve sanctuary, main entrance and entry court by 2015.	1, 4	I: Identify needs and costs.	5	N/A	Summer 2011	In Process
	1, 4	II: Explore financing options, with the possibility of a capital campaign.	5	N/A	Fall 2012	In Process
III: Develop Master Plan for parish site and grounds to study the potential for future growth.	1, 4	I: Establish committee to develop Master Plan.	2	N/A	Spring 2011	In Process
		II: Finalize Master Plan and establish budget.	2	N/A	Spring 2012	Pending



IV: Work with and support the "Construction and Setup" activities required for "SonFest".	1, 4	I: Provide member to act as committee Chairperson for "Construction and Setup" committee.	1	N/A	2011-2014	In Process
		II: Commission to provide active leadership and participation in all required planning, coordination and implementation processes, physical improvements, power supply, setup and tear down activities as required.	5	N/A	2011-2014	In Process

* Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



Stewardship Committee

Mission:

The Stewardship Committee fosters mature disciples of Jesus Christ to make a conscious, firm decision, carried out in action, to be followers of Jesus Christ. This commitment is expressed as a way of life, i.e., committing ourselves to the Lord with gratitude that we are recipients and caretakers of God's many gifts and with eagerness to cultivate our gifts out of love for God and one another.

Definition:

"A Christian steward is one who receives God's gifts gratefully, cherishes and tends them in a responsible and accountable manner, shares them in justice and love with others and returns them with increase to the Lord." (The Bishops' Pastoral Letter of 1992, Stewardship: A Disciple's Response)

Current Activities:

- Plans, organizes, and implements the annual Stewardship Fair held on Commitment Sunday, highlighting SJN Commissions and ministries, with follow-up and placement of volunteers.
- Sponsors Focus Months, highlighting one Commission per month with the purpose of educating the parish about the purposes and activities of the focused commission.
- Circulates a "Volunteer Opportunities" form currently found on the back of the parish registration form. (English & Spanish)
- Connects new parishioners who completed the "Volunteer Opportunities" form with ministry areas of interest.
- Assists in establishing a St. John Neumann Health Care Navigator outreach.
- Investigated and began preliminary plans for implementation of Living Your Strengths program at St. John Neumann.
- Assists commissions with volunteer needs as requested.

Chairpersons: Janice and Walt Pietrowski



Stewardship Committee Goals and Objectives:

GOALS	ISSUE #	OBJECTIVES	# PEOPLE NEEDED	PROJECTED BUDGET*	TIMEFRAME	STATUS
I: Plan, organize, and create projects, pamphlets, communication, stewardship educational and/or spiritual opportunities that assist SJN parishioners in making Christian stewardship of God-given time, talent, and treasure a way of life.	1, 4	I: Implement and keep updated an ongoing Stewardship bulletin announcement highlighting ministry volunteer needs.	5	N/A	2011-2014	In Process
		II: Implement and keep updated ongoing Stewardship information for the website and announcement screen in the Gathering Area.	2	N/A	2011-2014	In Process
		III: Plan, work on, distribute, and update a Stewardship Newsletter.	5	\$500	Fall 2011	Pending
		IV: Plan, work on, publish a State of the Parish Report to be distributed.	6	\$500	2011-2014	In Process
		V: Continue annual parish commitment drive for time, talent and treasure.	10	\$100	2011-2014	In Process
		VI: Educate parish about Commissions, Ministries and Organizations, using focus month presentations, bulletins, electronic bulletin board, website and handouts.	10	\$100	2011-2014	In Process
II: Implement "Living Your Strengths"	1, 4	I: Prior to Winter/Spring 2011, implement Living Your Strengths process and Small Groups with parish staff and leadership.	10	N/A (grant)	Spring 2011	In Process
		II: Implement parish-wide Living Your Strengths effort.	30	\$2,000	Spring 2012	Pending

* Budget projections are annual figures for ongoing initiatives; one time expenses for single-event projects.



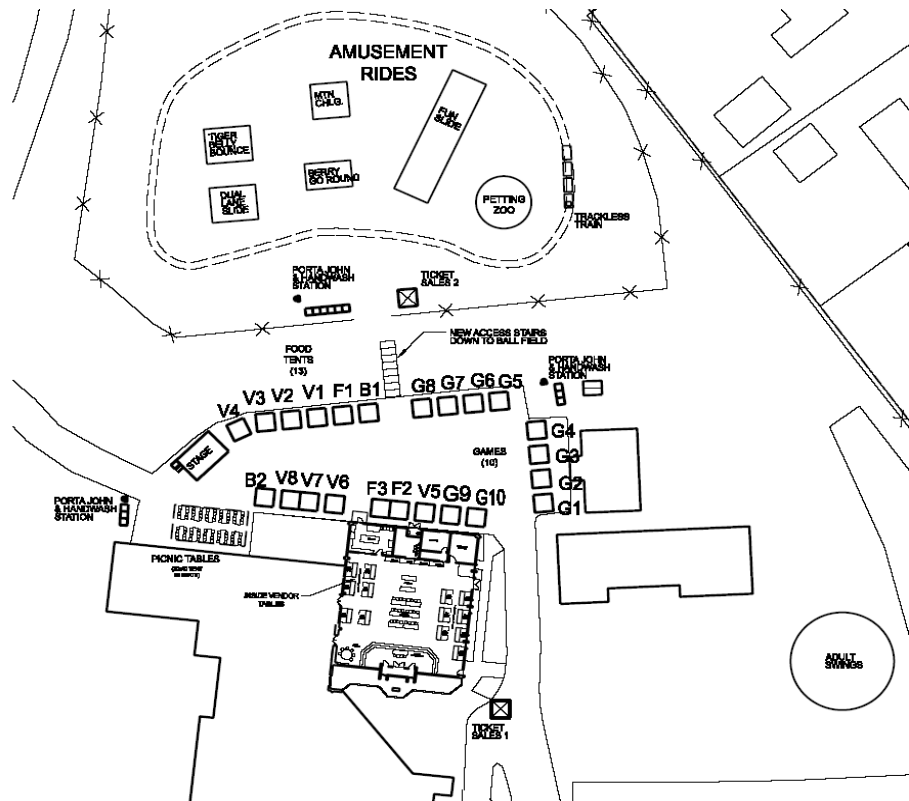
Chapter 5

SonFest

The Parish Pastoral Council is currently planning for our first annual Church festival which we are calling "SonFest 2011". "SonFest 2011" is envisioned as a great opportunity to celebrate our unique and diverse community, and serve as a vehicle to more closely unite all new and existing members of our Parish family, friends, and neighbors, while acting as a major annual fundraiser in support of our Parish mission.

"SonFest 2011" will be held Fri. June 17th - Sat. June 18th, 2011 and will feature two days of live music, entertainment, ethnic as well as festival foods, games, and carnival rides for all ages. In the Parish Hall we are planning activities such as BINGO, Wine Tasting, raffles, as well as silent and live auctions.

Plans for "SonFest 2011" were announced to the congregation at all masses on the weekend of January 22nd, 2011 where 175 volunteers were sought to sign up that weekend (a small percentage of what would be required for the actual event) but none the less a good sign to determine if we had the support of the congregation. Nearly 450 volunteers signed up that first weekend! Based upon this overwhelming show of support and backing of the congregation, Fr. Pat has agreed to go forward full steam with all aspects of the planning and implementation of what we hope and anticipate will become an annual event and big Community tradition for years to come.



Master Plan and SonFest Layout



Chapter 6

Future Expansion Plans

The Parish of St. John Neumann is currently experiencing a strong spirit of revitalization that has helped us grow as a Parish family, not only in faith but in numbers. To support and encourage this growth and revitalization it becomes critical to adequately respond to the increasing demands placed on us for additional meeting space, more classrooms, a more centralized administration department, a multi purpose gymnasium space for athletics and performances, and of course additional parking to serve the increasing numbers of parishioners.

With that in mind we have begun the process of evaluating our current facilities with an eye towards planning for future growth. The following outlines several steps we are taking and can take in the future to respond to the growth and revitalization we hope continues.

Austin Hall

Austin Hall is the house and property adjacent to the Church purchased by the Diocese in 2002. At the same time, the diocese purchased the home next to that which is currently being rented out as a residence. Austin Hall is currently used by several groups including our growing Youth Group program, but is currently not being utilized to its full potential. In response to our growing need for additional meeting space, the Buildings and Facilities Commission has begun the planning process to renovate this 1970's home to convert it to more functional meeting space. The scope of this project would include interior renovations to expand the structure to allow for three main meeting rooms which will hold 40 occupants in the large hall, 30 occupants within the newly enclosed carport, and 20 occupants in the small hall. In the renovation process we will be also updating wiring, mechanical systems and increasing handicap accessibility for our users. We are currently working with the zoning department to review what will be required for the zoning change of use. This project is needed and is slated to begin in the Spring of 2011.

Picnic Pavilion

Behind Austin Hall is an abandoned tennis court which previously was used as a play area for the open arms pre-school, but is no longer being used. The Buildings and Facilities Commission is planning on building a large picnic shelter / pavilion over part of the tennis court which will allow for more outdoor fellowship opportunities while utilizing our existing physical plant to its potential. This project is needed and is slated to begin in the Summer of 2011.

Facility Improvements

We previously renovated the gathering area outside of the Sanctuary in the Summer of 2009 to help make the space more functional and usable. A new "Welcome" desk was built, and an electronic bulletin board was added in an effort to improve upon our welcoming efforts and increase our level of communication to the congregation. To continue on in support of these efforts, the Buildings and Facilities Commission has identified several items within the



Sanctuary that are in need of updating and /or renovating to improve upon the beauty and functionality of the space. We have identified that the carpet needs to be replaced, the ceilings painted, two new statuary niches added, the pews refinished, the existing sound panel board relocated, along with minor lighting and sound updates. In addition we wish to create a “new” main entrance to the Church that would better utilize the existing courtyard between the Church and fellowship hall. This court yard, once renovated and enhanced by the new main entrance, would become an outdoor extension of the gathering area and feature new planting beds, benches, and a contemplative water feature. This will allow parishioners to slow down and prepare themselves for Mass. Also identified was the need to replace the existing built-up membrane roof over the gathering area, and the major resurfacing of the parking lot that is continuing to crack and deteriorate. These projects are needed and financing options will need to be explored. We hope that this work can all be undertaken within the next two years.

Family Life Center

In the process of creating this Parish Pastoral Plan, we received a lot of input and feedback from the Church leadership and congregation that spoke to what we’re doing right, what can be improved, and what we need to plan for in the future. Some of the findings led us to identify the growing need for additional meeting space, more classroom space, a more centralized administration department, a multi purpose space for athletics and performances, and of course additional parking to serve the increasing numbers of parishioners. With that in mind, the Building and Facilities Commission has looked into evaluating our entire property to identify its potential for on site expansion to house a new Family Life Center. **Figure 1** below shows our existing site plan of approximately 13 acres, which includes Austin Hall and the adjacent rental house.

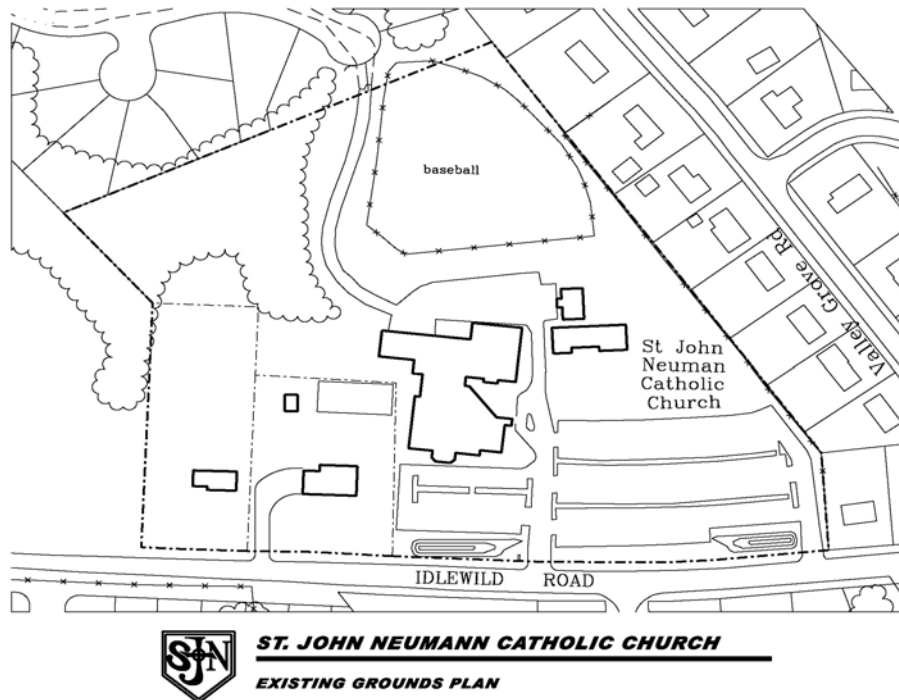
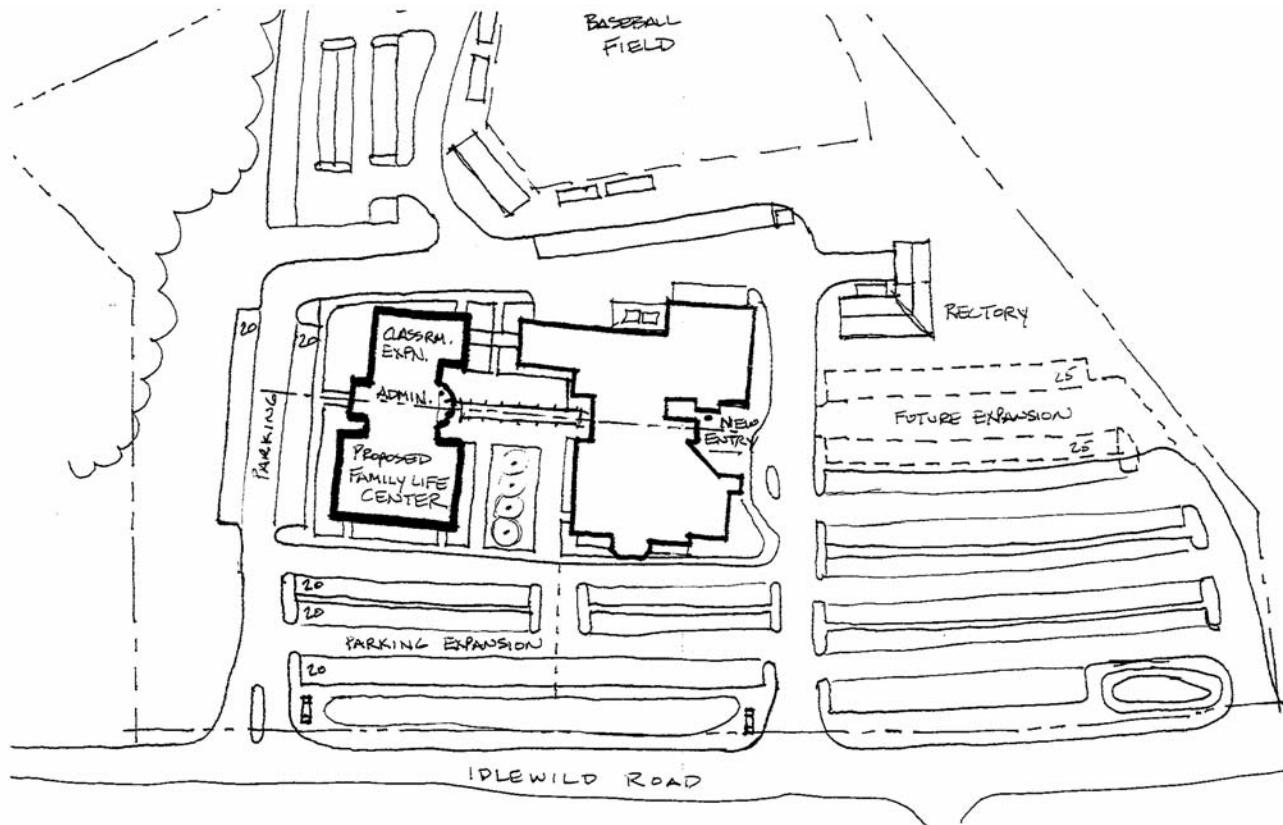


Figure 1



Figure 2 below shows our Site Master Expansion Plan illustrating the potential option to create a new Family Life Center facility which would provide additional classroom / meeting room space, house all administrative offices and storage in one central location, and provide a large multi- purpose gymnasium space and kitchen for athletics and performances. The administrative offices would be moved into the new Family Life Center and the current modular office would be demolished to make way for a new rectory. The parking lot would be expanded to support the additional parking requirements and a new entrance off of Idlewild Road would help to alleviate some of the existing parking lot congestion currently experienced.



ST. JOHN NEUMANN CATHOLIC CHURCH

SITE MASTER EXPANSION PLAN

Figure 2

This Site Master Expansion Plan illustrates the inherent potential we have in the land we currently own to respond to our needs for future growth. This project is a major long range planning project that we hope we'll need within ten years.



Adjacent Land Purchase

Figure 3 below shows a nine acre parcel of land adjacent to the Church's property that is currently occupied by a single family home. This adjacent parcel has been identified by the Building and Facilities Commission as a "strategic land asset" that should be purchased at some point in the future. A thorough market analysis and feasibility study will need to be performed to determine the highest and best use for this adjacent land asset. Our goal is that any future use of this property should be a use that supports St. John Neumann's Parish Mission and adds to the value of our Community. A few potential uses could be a Catholic senior housing community, an assisted living community, a Catholic school, or a Catholic cemetery.

We believe St. John Neumann Church should negotiate a "first right of refusal" land purchase agreement with the owner in the near future. A team will be assembled to study our future available options which will be presented to the Diocese once completed.

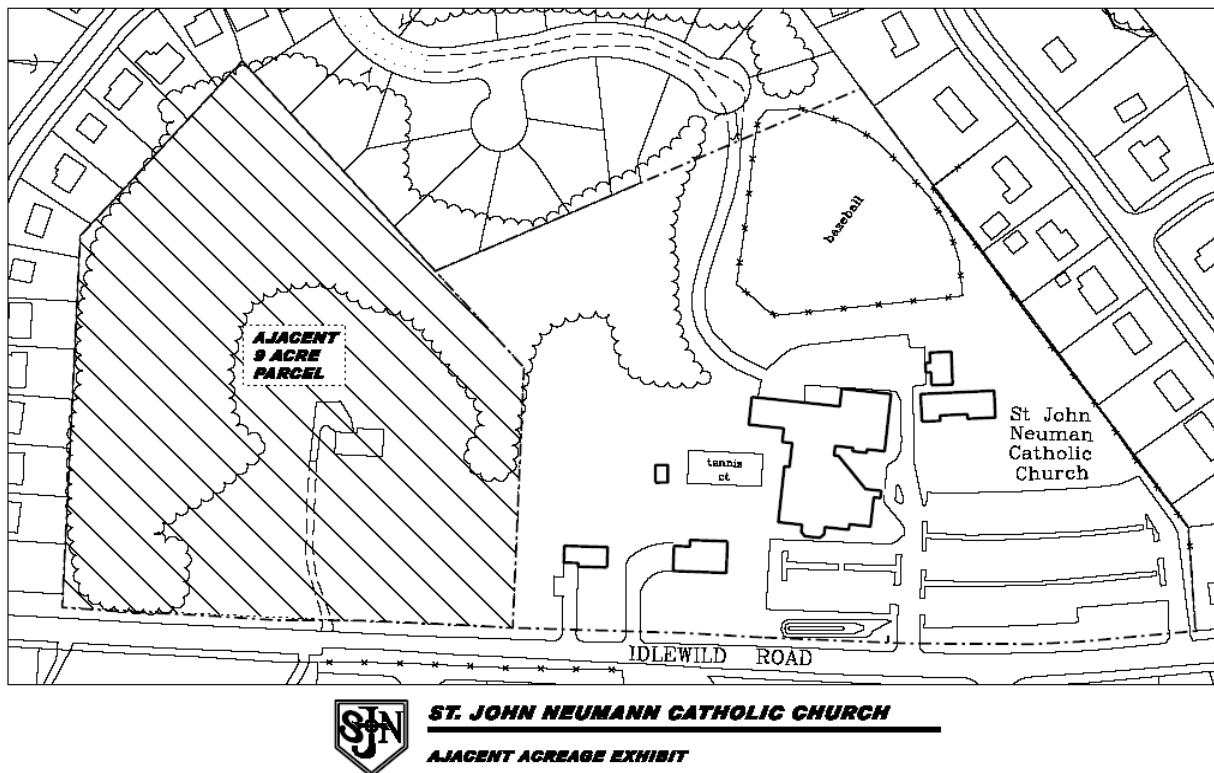


Figure 3



APPENDICES

Appendix A - First Parish Leadership Summit, October 24, 2009

Appendix B - Parish Pastoral Planning Schedule

Appendix C - Commission Heads Meeting, April 21, 2010

Appendix D - Commission Data Collection Survey, May 8, 2010

Appendix E - Parish Wide Planning Meeting Topics / Questions, June 2-3, 2010

Appendix F - 2009 and 2010 Financial Statements



Appendix A

First Annual St. John Neumann Parish Leadership Summit Saturday October 24, 2009 Diocese of Charlotte Pastoral Center

Agenda

- 10:10 Opening Reflection (Dan Satink)
- 10:15 Setting the Stage (Fr. Pat)
- Day's agenda
 - Role of Commission Chair
 - Review pp. 8-11 in Bishop's Document
 - Terms of Service
 - Succession Planning
 - Our First Year Together
 - Ascertain activities of current ministries
 - Determine and implement short-term priorities for current ministries
 - Determine resource needs of current ministries and communicate to Stewardship Committee
 - Consider (not implement) urgent needs for future ministries
 - Going Forward
 - Development of a Parish Pastoral Plan
 - Food for Thought
 - How will you communicate and plan with your ministry leaders?
 - How will Commissions communicate with Pastoral Council, Finance Council, Pastor, and Stewardship Committee?
- 11:45 Mass
- 12:15 Lunch
- 12:45 Talking the Talk (Anthony Morlando)
- Proposal of Potential Strategy
 - Periodic commission meetings
 - Updates by Commission Chairs to Pastoral Council
 - Periodic meetings of Commission Heads with Pastoral Council Liaison and Stewardship Chair
 - Ad hoc communication
 - Open Discussion, Feedback, and Revisions to Proposal
- 2:00 Updates from Commission Chairs
- 3:00 Adjourn



Appendix B

St. John Neumann Parish Plan Timeline:

- April 21, 2010 Commission Heads Meeting Distribute data questions to share with their ministries
- May 8, 2010 Leadership Summit Meeting - Analyze/drill down data from commission/ministry surveys, evaluate current mission statement
- June 2 and 3, 2010 Parish Meetings - PPC to present summary of data to congregation/seek input
- Mid June - Update Diocese on process/status
- June - Sept. - PPC will analyze and condense data into draft
- Sept/Oct Leadership Summit Meeting - Discuss results of input/seek concurrence
- Oct/Nov - Review draft version with both Parish and Diocesan leadership
- Prior to Year End 2010 - Submit plan to Diocese



Appendix C

COMMISSION HEADS MEETING APRIL 21, 2010

- OPENING PRAYER - Father Pat
- WHY WE ARE HERE - Father Pat
 - Why do a parish plan?
 - Planning Committee (who, and what they are doing) - gathering demographics, developing process, ETC
 - Goal - Prepare Commission Heads for Leadership Summit
- DEMOGRAPHICS - Don
- PLANNING PROCESS AND TIMELINE - Anthony
 1. Process for gathering data from ministries, commissions for presentation by Commission Heads at May 8 Summit Meeting
 2. Timeframe
 - May 8 Leadership Summit Meeting - Analyze/drill down data, evaluate current mission statement
 - June 2 Parish Meeting - PPC to present summary of data to congregation/seek input
 - Mid June - Update Diocese on process/status
 - June - Sept. - PPC will analyze and condense data into draft
 - Sept/Oct - Discuss results of input/seek concurrence at Summit Meeting
 - Oct/Nov - Review draft version with both Parish and Diocesan leadership
 - Prior to Year End 2010 - Submit plan to Diocese
- OPEN DISCUSSION/QUESTIONS
- CLOSING PRAYER - FR. PAT



Appendix D

DATA COLLECTION FOR SJN PARISH PLAN

NAME: _____

COMMISSION: _____ MINISTRY: _____

STRENGTHS:

1. Describe what currently draws you to SJN - why are you a parishioner here?
2. If someone asked you why they should attend SJN, what would you tell them to convince them to become a member?
3. Describe our top four strengths at SJN.

AREAS FOR IMPROVEMENT:

1. What "qualities" would define your vision of an "IDEAL" parish?
2. Are there "barriers" that currently prevent SJN from being this "IDEAL" parish? How can we overcome these barriers?
3. If you could dream big, what would your long range vision for SJN be? What do you wish it to become?

NEEDS:

Within the next year, what are the needs of:

- a. Our parish family?
- b. Your commission/ministry?
- c. Our local community outreach?
- d. How can we respond to these needs?

Within 3 to 5 years, what are the needs of:

- a. Our parish family?
- b. Your commission/ministry?
- c. Our local community outreach?
- d. How can we respond to these needs?

MISSION STATEMENT:

*The welcoming community of St. John Neumann encourages
and enables parishioners to use their gifts in
service to others, as Jesus has taught us.*

1. Considering your responses from the previous pages, does our mission statement accurately reflect who SJN is TODAY?
2. Considering your responses from the previous pages, should our mission statement be revised? How would you revise it?



Appendix E

SJN Parish Planning Meetings Discussion Questions June 2-3, 2010

1. Which of these opportunities would you be interested in participating in?
 - a. Small faith-sharing groups
 - b. Men's and women's retreats - day or weekend
 - c. Evening masses
 - d. Weekly rosary/novena prayers
 - e. Eucharistic adoration
 - f. Weekday mass
 - g. Bible study

Follow-up question - when and what type of activity?

2. Which of these groups do we need to involve more in parish life?
 - a. Infant - pre-kindergarten
 - b. K - 5
 - c. Middle school
 - d. High School
 - e. Young adult
 - f. Young families
 - g. Empty nesters
 - h. Retirees
 - i. Sick/homebound

Follow-up question - how do we reach out to them?

3. How can we bring together our diverse communities?
 - a. Multi-cultural liturgies
 - b. Parish fair/carnival
 - c. Holiday-related celebrations
 - d. Multi-cultural picnics
 - e. Other activities
4. What is our most pressing current facility need?
 - a. Upkeep of current facility - parking lot, roof, church interior
 - b. Additional meeting space
 - c. Replacing tennis courts with outdoor family activities area

Appendix F

Saint John Neumann Church
Profit and Loss
July 2009 through June 2010

	<u>Budget</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
	<u>July '10-June '11</u>	<u>July '09-June '10</u>	<u>Jul '08 - Jun 09</u>	<u>Jul '07 - Jun 08</u>
Ordinary Income/Expense				
Income				
Collections	680,200.00	713,431.56	669,070.37	755,106.34
Faith Formation, Preschool Income	23,400.00	23,991.13	70,469.07	75,271.35
Other Income	85,790.00	95,818.85	85,864.81	97,719.37
Total Income	<u>789,390.00</u>	<u>833,241.54</u>	<u>825,404.25</u>	<u>928,097.06</u>
Expense				
Charitable Contributions	33,600.00	30,116.04	49,941.94	35,502.46
Parish Commissions & Programs	16,898.00	10,604.27	-631.20	6,994.96
School Subsidy	67,511.93	79,006.13	74,247.13	67,487.40
Diocesan Assessments	103,256.29	109,193.87	121,066.83	118,403.45
Clergy Salaries, Benefits & Rectory Expense	78,328.84	74,526.12	98,809.62	94,327.17
Lay Employee Salaries, Taxes & Benefits	238,319.64	226,784.28	280,278.85	312,843.14
Facilities Expenses	137,710.00	95,660.76	89,652.02	93,593.10
Office & Liturgical Expenses	33,490.00	31,453.24	35,659.77	34,617.23
Misc - Employment Screening, Interest, Soft	9,013.42	10,635.19	15,200.10	11,414.91
Faith Formation Expenses	42,640.00	45,607.46	31,310.78	56,989.61
Preschool Expenses	0.00		6,748.66	11,745.92
Total Expense	<u>760,768.12</u>	<u>713,587.36</u>	<u>802,284.50</u>	<u>843,919.35</u>
Less Capital Expenses		50,000.30		
Net Income	28,621.88	69,653.88	23,119.75	84,177.71

Balance Sheet	6/30/2010	6/30/2009	6/30/2008
Assets			
Cash	80,094.39	85,756.55	113,670.17
Diocesan Savings	225,826.80	154,148.49	154,234.71
Prepaid Expenses	522.06	400.61	221.16
Fixed Assets - Buildings & Land	2,878,528.23	2,828,527.93	2,782,226.82
Total Assets	3,184,971.48	3,068,833.58	3,050,352.86
Liabilities			
Current Liabilities	14,919.56	15,473.84	17,392.68
Long Term Liabilities	19,446.61	31,474.26	42,803.16
Total Liabilities	34,366.17	46,948.10	60,195.84
Equity	3,150,605.31	3,021,885.48	2,990,157.02
Total Liabilities & Equity	3,184,971.48	3,068,833.58	3,050,352.86