

2020 Vision

2015-2019 Long Range Plan Update and Parish Discernment Process Conclusions



Dear Epiphany Parishioners,

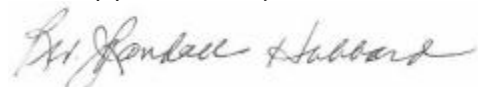
Look how far we have come! Only five short years ago, we as a parish developed and implemented our “2020 Vision” Long Range Plan. And now we are achieving the vision of this plan. The plan gave us direction as community and staff working to accomplish some specific goals. Because this was/is a dynamic plan, each year we reviewed the accomplishments for the previous year, and adjusted/reprioritized the remaining actions for the coming year.

The Epiphany 5 year vision, developed through our planning process, describes Epiphany Catholic Church in 2020 when we become the best version of ourselves as a parish. The areas of focus (Strategies) that we developed in the plan are:

- Stewardship based on a spiritual connection
- Building community
- Catholic identity and mission
- Communications
- Improving/streamlining our parish ministries and programs

In early 2018, we held a series of meetings to comb through and identify all the accomplishments to date of our long range plan. We also identified the remaining actions steps and discerned if anything needed to be modified or removed. As a result of our assessment, we were able to determine that a majority of action items have been completed; and the remaining goals and action items are highlighted in this document. In addition to this assessment, we participated in the diocesan sponsored Parish Discernment Program which focused on Family Life, Formation and Parish Outreach. This process reaffirmed the many good works accomplished through our long range plan implementation. We conducted two listening sessions; both proved to be helpful giving us direct feedback from parishioners. Many of the suggestions made during these sessions will be integral in directing our efforts for our next long range plan. Through endless hours of meetings, discussions, planning sessions, and implementation we have accomplished so much. We look forward to the next five years. We thank God for blessing us with so many dedicated parishioners and staff members, all who gave so much effort, expertise, and time.

Sincerely yours in Christ,



Pastor



2020 Vision 2015-2019 Long Range Plan Update

“Igniting,
Invigorating,
Growing”

1- Stewardship Based on Personal Connection

Develop a comprehensive Stewardship Plan that engages each parishioner in prayer, service, financial generosity, formation and hospitality.

Accomplishments:

Revised Welcome Packets (1.1.2)
Epiphany Companion Ministry (1.1.2) & (2.1.2-3) & (2.2.4)
Creation of Exit Process (1.1.3)
Annual Ministry Fair (1.2.1) & (2.1.4) & (2.2.1)
Parish Census “active vs. inactive” members (1.2.3)
Identify current prayer opportunities (1.3.1)
Prayer requests are taken to altar on Fridays (1.3.2)
Adoration prayer introduced and implemented (1.3.3)
Education on 3 distinct aspects of Stewardship TTT (1.3.4)
Extend invitations for exiting PPC members to join other committees (1.4.1)

In Progress/Remaining Goals:

- 1.) Craft a THANK YOU event for volunteers.
- 2.) Look at a Parish program for Gifts Discernment.
(Ex: Called and Gifted)
* Link this program w/ specific Epiphany Ministries.
- 3.) Educate and facilitate Planned Giving seminars.
- 4.) Review process for preparing annual budget and revise it to make sure it matches the priorities of the LRP.
- 5.) National recognition as a Highly Effective Stewardship parish.
- 6.) Compile formal Stewardship Plan for Epiphany

Strategy 2- Building Community

Know, Recognize, Connect, and Engage all parishioners so they feel like they belong to an inclusive family of faith. As a result, parishioners will invest in our community.

Accomplishments:

Utilize the Connector- eat, meet, greet after Masses (2.1.5)
Electronic Signage (2.1.6)
Established Hispanic Ministry Team (2.3.1)
Increased awareness on how much time volunteer opportunities require in Stewardship Ministry booklet (2.3.3)
Intentional opportunities for Intergenerational Involvement (2.4.1)
PPC Presence continues after Masses for parishioner feedback (2.7.1)
Ongoing training for leadership on listening/ dialogue skills (2.7.2)
Be proactive in keeping data to help staff/ volunteers connect those with similar needs. (2.8.2)

In Progress/Remaining Goals:

- 1.) Explore the possibility of a volunteer coordinator (paid staff if possible)
- 2.) Have immediate follow-up from Stewardship Appeal.
- 3.) Do an Epiphany walking tour for new parishioners.
- 4.) Determine overall use of space, current facility policies and best practices. Maximize storage.



Epiphany Ministry Fair 2018

1.2.1 Annual Ministry Fair

Welcoming/Farewell Receptions

2.1.5 Utilize the Connector



Strategy 3- Catholic Identity and Mission

Connect what we do with why we do it, by how we live it. Integrating the social mission of the Church through opportunities both within and outside of Epiphany.

Accomplishments:

Establish staff partnerships around Catholic Social Teaching (CST) and Social Justice. (3.2.2)

Intentional integration of CST in homilies. (3.2.3)

Integrate CST into activities, religious education, and faith formation of the parish.

Identify current outreach programs and social justice work. (3.5.3)

Establishment of Epiphany's conference of St. Vincent DePaul. (3.5.7)

In Progress/Remaining Goals:

- 1.) Reworking language of Strategy 3, incorporating Communities of Salt and Light framework of integration
- 2.) Use common, universal Church language for CST and integrate it at Epiphany.
- 3.) Create an official Evangelization Plan for Epiphany based on research, best practice models and current Church teaching surrounding Evangelization.
- 4.) Develop a Young Adult ministry program.



Bags of Compassion

3.5.7 Establishing of Epiphany's conference of St. Vincent DePaul



Habitat House 2018

3.5.3 Identify current outreach programs & Social Justice Work

Strategy 4- Communications

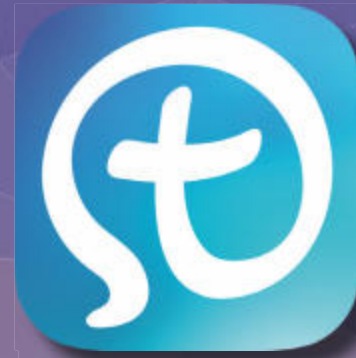
Develop and implement a comprehensive communication plan that actively solicits and respectfully disseminates information. Simplify and consistently communicate in ways that are easy to understand and accessible.

Accomplishments:

Creation of Communications Committee (4.1.1, 4.1.2)
Hire full-time Communications Coordinator (4.2.1, 4.2.2)
Survey- How people like to be communicated with (4.3.1)
Updating PDS (Communication database) (4.3.2)
Training on PDS (4.3.3)
Promote and encourage use of Epiphany's electronic resources (4.3.5)
New Logo & Branding Guide (4.4.1, 4.4.2, 4.4.3, 4.4.5)
Google groups established for ministry communication (4.5.3)
Improved Website, mobile friendly (4.6.2, 4.6.3)
Improved social media presence (4.6.5)
Explore mobile device app as a communication resource (4.6.1)

In Progress/Remaining Goals:

Develop templates for common Epiphany documents (4.4.4)
Create and develop videos highlighting ministries and events (4.6.4)
Explore privacy issues with an online picture directory. (4.6.6)
Educate parishioners on Epiphany's available online resources. (4.6.8, 4.6.9)
Develop formal Communication Plan (4.6.7, 4.6.8)
Improve communications available for Spanish speaking parishioners. (4.7.1, 4.7.2)



MyParish App

4.6.1 Explore mobile device app



Epiphany Happenings

4.3.5 Promote and encourage use of Epiphany's electronic resources



Epiphany Logo

4.4.1-4.4.5 New Logo & Branding Guide

Strategy 5-Effectiveness of Ministries & Programs

Develop a quality assurance process to evaluate effectiveness and relevance of ministries, programs, and committees. This process will insure that current and future programs are aligned with the current needs of the parish, as well as the 2020 Vision.

Accomplishments:

Parish staffing structure realigned (5.4.3, 5.5.1, 5.5.2)

- * Staff job descriptions revised
- * Periodic review of job descriptions

Staff Professional Development Plan

- * Introduced concept and importance (5.6.1)
- * Created plan that is incorporated in annual review. (5.6.2, 5.6.3)
- * Individual budgets created to support PD initiatives. (5.6.4)

Developed parishioner feedback mechanism (PPC) (5.8.1, 5.8.2, 5.8.3)

Ministry Evaluation Process (5.1.1, 5.1.2, 5.1.3, 5.1.4, 5.1.5, 5.2.2, 5.2.3, 5.2.4)

- * Identify ministries and programs currently in use.
- * Examine and determine connectedness of all ministries.
- * Review the mission, purpose, guidelines of ministries and programs.
- * Analyze for growth, pruning, and other opportunities.
- * Establish standard guidelines and structure for ministries
- * Succession of leadership plan within each ministry.
- * Review ministries' process for actively recruiting members.

In Progress/Remaining Goals:

Regular/ ongoing review of ministries and program development (5.4.1)

Review and analyze facilities utilization (5.9.1)

We are excited to announce that as our first Long Range Plan comes to an end, we have a new Long Range Plan committee that has been formed to plan for 2020-2024. Keep your eyes out for another whole parish survey coming your way in the summer of 2019! We need feedback and ideas from everyone, to continue the passion of Igniting, Invigorating, and Growing as Epiphany Catholic Church.

Erin Dwyer

Pastoral Associate of Stewardship & Evangelization

Archdiocese of Louisville- Parish Discernment Process

Epiphany's Final Report

The Parish Discernment Process provided Epiphany Catholic Church with opportunities to gather as a parish family and through prayer, reflection, dialogue and discernment invited us to discover God's hope for our parish community. Emphasis on the fundamental question, "Lord what is your will for our Parish," made this discernment process unique, especially in the areas of Family Life, Education and Formation, Service and Outreach. We believe that the priority goals that have resulted from this process represent our best efforts to discern God's will and respond in the most appropriate and effective ways possible. The parish discernment process cultivated the following priority goals:

I. Family Life

- 1) Develop a project to explore and define what family means, i.e.. single, friends, parent/ child/ grandchild, etc. Invite responses to "who is family for you?" those you live with, work with, play with, feel connected to, etc.? And invite photos to make a collage of what family means.
- 2) Promote social events that will support our effort for expanding relationships and fellowship.
- 3) Continue to promote intergenerational activities in our parish.
- 4) Establish life skills presentations with speakers for specific stages of family life.

II. Education and Formation

- 1) Develop a series of formation opportunities with quality speakers to address contemporary issues through the lens of our Catholic faith.
- 2) Continue developing social media and technology to communicate education and formation opportunities while recognizing the need to provide printed materials.

III. Service and Outreach

- 1) Focus on increasing awareness of what Epiphany does and has to offer in service both in the parish and beyond.
- 2) Look for additional opportunities to serve homebound parishioners and assigned nursing home facilities.
- 3) Continue fostering our diverse cultural and spiritual experience with our Latino/Hispanic and Deaf Communities.

