

Our Lady Queen of Heaven Church

STRATEGIC PLAN

2022-2025



We, as Christian leaders, should use strategic foresight to plan for the future, but then commit the plans to the Lord that He would carry them out according to His will. (Proverbs 16:1-3)



Our Lady Queen of Heaven Church

Table of Contents

Pastor's Letter	1
Parish History	2
Mission & Vision	3
Liturgy	4
Faith Formation	5
Evangelization	6
Communication	7
Youth & Young Adults	8
Social Justice & Outreach	9
Finance & Stewardship	10
Planning Process	11
Acknowledgements	12

Pastor's Letter

Dear Parishioners,

I am pleased to present to you the 2022-2025 Strategic Plan for Our Lady Queen of Heaven Parish! This document is the result of a long process of consultation with parish leadership, volunteers, and staff. During the Synodal listening sessions held in spring 2022, parishioners identified our greatest strengths, our most challenging weaknesses, our greatest opportunities for growth and the biggest threats to our parish. The Strategic Planning Committee, which was formed in fall 2021, took stock of the Synodal findings, and started the arduous work of planning. To that end, **the group identified seven focus areas including liturgy, faith formation, evangelization, social justice, communication, youth and young adults, and finance & stewardship. The purpose was to develop a parish plan that would set a clear direction for present and future leadership.**

After six months of intense and dedicated work, and guided by the wise and constructive feedback and input from our councils, commissions and staff, the Strategic Planning Committee has produced this Parish Plan which I present to you with great joy. **For each focus area, we have developed several goals and strategies to accomplish those goals, through the lens of our redefined vision and mission.** We shall use this plan as a roadmap to guide us in all our administrative and pastoral decisions as well as in the dedicated work of our councils and commissions, services and ministries.

As you read through the plan, I hope that you will see many opportunities to engage anew with your community and to participate fully in Our Lady Queen of Heaven parish life. **As we look to the future, we want to honor and to build on the legacy created by the families and fellow Catholics who have called OLQH their parish community since 1956. Their contributions and spirit still loom large in our liturgical celebrations, our commitment to outreach and the energy as well as the cultural diversity of our community.**

I convey my heartfelt gratitude to those whose time and talent brought this planning process to fruition as well as those who helped in the writing, editing and production of this plan.

Now that we have set the direction we wish our parish to take in the next three years, let's recommit ourselves to making Our Lady Queen of Heaven a true parish family and a true "sign of Christ's Love" for all.

*Fr. Maurice Mamba, PhD.
Pastor*

Parish History

The current church building of Our Lady Queen of Heaven was dedicated on November 4, 1956, but the history of the parish community in the Spanaway area dates back to 1892. Beginning in 1896 the Benedictine priests from St. Martin's led the church as the St. Benedict Mission. What began as a community of 8 families has continued to grow since that early date to a thriving parish of over 800 families today.

From 1939 until 1950 the parish came under the care of the priest chaplains at Marymount Military Academy. In 1950 Father William Greier was assigned as pastor and it was obvious a larger church was needed since St. Benedict, with a capacity of 60, would no longer hold the congregation. Father Greier received permission to celebrate Mass in the Marymount gymnasium where religious education classes were also held on Saturdays. That same year the Dominican sisters agreed to sell 10 acres of land to the parish to build a church. In 1955 the land was cleared for the construction of the church, the rectory (currently the parish office) and the hall. In the early 70's the religious education building, currently known as Kateri Center, was added to the campus.

Father Greier remained pastor until 1974 when he retired and returned to his home diocese in Germany. Father Edward Kearney

was the second pastor, followed in 1982 by Father Jack Walmsley. Father Dennis Wood was the next pastor and the renovation of the church took place in 1988 under his direction. When Father Dennis left on sabbatical in 1990, Father Vince Peterson followed him until 1992. With Father Vince's departure, Deacon Robert Dardis (Deacon Bob) was appointed as Parochial Administrator and Father Ralph Carney, a Franciscan priest, was appointed as Sacramental Minister. In 1993 Father Mike McDermott was assigned as pastor and he was followed by Father John Renggli in 2000 and then Father John Wilkie in 2009. In 2019 Father Vinner Raj Simeon Raj was assigned as our parish priest and Deacon Jim Fish was named Parish Coordinator. In 2021, Deacon Jim resigned and Father Vinner returned to India. Father Maurice Mamba was assigned in July 2021 and is our current pastor.

Each of our pastors and administrators has brought their own unique gifts and leadership styles to our parish. We have a diverse blend of cultural and spiritual traditions which greatly enhance our worship experience. We continue to evolve and grow some 130 years since our humble beginnings. We strive "to live the Gospel through worship, service, community outreach, and support of one another."

Mission

We, the parishioners of Our Lady Queen of Heaven Catholic Church, are a diverse community of faith. Summoned by the Holy Spirit and nourished by the Word of God and the Eucharist, we live the Gospel through worship, service, community outreach, and support of one another.

Vision

Our vision is to be a Sign of Christ's Love.

“For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope.” (Jeremiah 29:11)

Liturgy

Goal 1 – Encourage parishioners to a fuller and more active participation in the liturgy.

Objective 1 - Establish a Liturgy Commission for long range planning to improve liturgical ministries and celebrations.

Objective 2 - Institute a single system for scheduling in-service opportunities, which includes ministry related formation and logistics, for members of specific liturgical ministries.

Objective 3 - Revive annual ceremonies of blessing or commissioning for those committed to liturgical ministries.

Goal 2 – Provide worship experiences that deepen our relationship with God and strengthen our communal bonds with other members.

Objective 1 - Identify cultural groups and leaders that are a part of our community by December 2022.

Objective 2 - Research and create a list of cultural celebrations and educate parishioners about the meaning of those celebrations through write-ups in the bulletin and pulpit announcements by March 2023.

Objective 3 - Integrate cultural celebrations into our liturgies through the use of diverse music, language, or other methods starting May 2023.

*“Give to the LORD, you families of nations,
give to the LORD glory and might.” (1 Chronicles 16:28)*

Faith Formation

Goal 1 – Increase the number of participants in faith formation using 2021-22 as a baseline for growth.

Objective 1 – Recruit more catechists. Fill volunteer positions in the program through job descriptions, personal invitation, newsletters, bulletin, and pulpit announcements.

Objective 2 – Develop marketing of Family Catechesis as the parish choice for faith formation.

Objective 3 – Build more engagement with faith formation and parish life for families through a series of activities including: Family Movie Night, Vacation Bible School, Sunday Coffee & Donuts.

Objective 4 – Provide scripture based adult sessions throughout the year beginning November 2022.

Goal 2 – Implement quarterly conferencing with parents and catechists to build relationships and gather feedback to improve the program.

Objective 1 – Create conference guidelines, train catechists, and implement pilot conferences by December 2022.

Goal 3 – Fund Faith Formation staff person at Our Lady Queen of Heaven Parish for FY 2023-2024.

Objective 1 – Develop position and job description, fund, recruit, and hire.

“Jesus said to them, “Amen, amen, I say to you, unless you eat the flesh of the Son of Man and drink his blood, you do not have life within you.” (John 6:53)

Evangelization

Goal 1 - Develop a culture of evangelization to increase the parish membership by 5% by 2025.

Objective 1 – Identify and invite inactive individuals and families back to church.

Objective 2 – Form an Outreach Committee to work on on-going initiatives to bring back inactive individuals and families.

Objective 3 – Institute a “bring a friend to Mass” program to introduce neighbors, friends, and the general public to Our Lady Queen of Heaven.

Objective 4 – Host large quarterly events at the church starting spring 2023.

Goal 2 - By December 2022, create a plan to encourage public faith sharing and welcome at Our Lady Queen of Heaven.

Objective 1 – Identify young and old parishioners to share about their faith on social media and at Mass.

Objective 2 - Institute a greeter ministry at Mass.

Objective 3 – Train greeters to welcome new parishioners at Mass and follow up with them for future contact.

Goal 3 - Establish small neighborhood faith sharing groups within the parish community.

Objective 1 – Identify and group parishioners by neighborhood by December 2022.

Objective 2 – Identify and train neighborhood leaders by February 2023.

Objective 3 – Host first quarterly neighborhood dinners/gatherings with the pastor April 2023.

“By this is my Father glorified, that you bear much fruit and become my disciples.” (John 15:8)

Communication

Goal 1 - Expand communication within the parish through multiple communication methods by December 31, 2022 and re-evaluate at six months and then annually.

Objective 1 – Conduct internal surveys of parishioners to learn of each household’s preferred communication method (e-mail, mail, text, social media, etc.) and implement communication initiatives.

Goal 2 - Increase communication on Parish Life information/events no later than December 31, 2022.

Objective 1 – Include funerals and other events on the website, social media, bulletins, and newsletters.

Objective 2 – Publish a parish organizational chart by December 2022.

Objective 3 – Conduct semiannual meetings between parish councils, commissions, committees, and ministries to evaluate the Strategic Plan and establish budget priorities.

Goal 3 - Enhance our connection with the greater community by June 2023.

Objective 1 – Develop evangelization tools for parishioners to use in the community.

Objective 2 – Connect with other local Spanaway-Parkland churches and ministries to advertise upcoming events (particularly those for families and children).

“Know this, my dear brothers: everyone should be quick to hear, slow to speak, slow to wrath.” (James 1:19)

Youth & Young Adults

Goal 1 – Lead the youth and young adults of Our Lady Queen of Heaven to a deeper and active participation in our faith community.

Objective 1 – Establish a task force dedicated to the development of a comprehensive youth ministry program focusing on USCCB “Renewing the Vision” goals no later than winter 2023.

Objective 2 – Encourage youth and young adult participation in parish ministries by scheduling events by fall 2022, and developing more ministry training by January 2023.

Objective 3 – Strengthen the family community by offering classes focusing on the spiritual, moral, and overall development of adolescents by faith sharing at home by spring 2023.

Goal 2 – Foster personal and spiritual growth of each young person by listening to the specific developmental, social, and religious needs and nurture them.

Objective 1 – Host separate young women and young men as well as coed gatherings such as meals, dances, movie nights, annual retreats, etc. Schedule events by September of each year.

Objective 2 – Allow parents to have “date” nights to discuss life, get advice on church and non-church subjects. Schedule a series of events by September of each year.

“Let no one have contempt for your youth, but set an example for those who believe, in speech, conduct, love, faith, and purity...” (1 Timothy 4:12)

Social Justice & Outreach

Goal 1 - Establish a Social Justice Commission representing the diversity of the parish no later than December 2022.

Objective 1 – Create a commission with no fewer than 5 members.

Objective 2 – Establish and maintain a monthly Social Justice corner in the parish bulletin.

Objective 3 – Create Social Justice Committees to plan and implement projects.

Goal 2 – Develop Awareness, Education and Advocacy Programs on Social Justice, Racial Justice, and Right to Life issues no later than winter 2023.

Objective 1 – Schedule a series of quarterly meetings to discuss Social Justice/Racism and Right to Life issues using the USCCB Open Hearts Study Guide:

"Pray...Listen...Study and Reflect."

Goal 3 - Enhance outreach programs, i.e. Mobile Resource Response Team, Blessing Bags Project, Food Bank Support, and St. Vincent DePaul.

Objective 1 – Invite parishioners to be more involved in support of our outreach programs.

Objective 2 – Research opportunities to increase support to outreach programs, i.e. soup kitchens, temporary shelter during inclement weather, and additional Mobile Resource Response Team support.

"And the King will say to them in reply, 'Amen, I say to you, whatever you did for one of these least brothers of mine, you did for me.'" (Matthew 25:40)

Finance & Stewardship

Goal 1 - Develop better practices to manage parish finances.

Objective 1 – Develop a 3-5 year spending and Capital Improvement Plan and budget no later than March 2023.

Objective 2 – Finance Council will conduct a semi-annual budget review and report to the parish annually no later than October of the calendar year.

Goal 2 - Develop a program to educate parishioners on the importance of stewardship and tithing.

Objective 1 – Create a clear stewardship renewal campaign no later than spring 2023.

Objective 2 – Develop an effective and comprehensive communication strategy; create a bank of parishioner skills and talents.

Objective 3 – Train parishioners on effective stewardship sharing; capitalize on technology (Parish website, social media, livestream).

Goal 3 - Increase parish revenue by 5% annually.

Objective 1 – Conduct a more effective Annual Stewardship Renewal Campaign with speakers and bulletin articles.

Objective 2 – Adopt a more user-friendly and encompassing online giving platform.

Objective 3 – Conduct Planned Giving sessions to encourage parishioners to remember Our Lady Queen of Heaven in their wills.

Objective 4 – Conduct fundraisers for specific Capital Improvement Projects.

Objective 5 – Create a catalog of non-profit grant opportunities no later than December 2023.

“As each one has received a gift, use it to serve one another as good stewards of God’s varied grace.” (1 Peter 4:10)

Strategic Planning Process

January 2022

Kick off Meeting – Committee begins meeting.
Father Mamba lays out vision for the process
and appoints chair of the committee.

February 2022

Parish Synodal Listening Sessions - Committee members
attend and help facilitate listening sessions.
The information helped to shape the work of the committee.

March 2022

Committee meets to do SWOT (Strengths, Weaknesses,
Obstacles, Threats). Analysis and development of mission
and vision statements. Committee members
volunteer for work in focus areas and begin meeting.

April 2022

Focus area work by committee to develop goals and objectives.

May 2022

Plan writing and coordination.

June thru August 2022

Coordination and feedback from parish staff,
parish councils and ministries.

September 2022

Parish Town Hall Meetings for parishioner feedback.

October 2022

Strategic Plan promulgation and implementation.

Acknowledgments

*“As iron sharpens iron,
so one person sharpens another.”
(Proverbs 27:17)*

Strategic Planning Committee Members & Focus Group Areas

Father Maurice Mamba: Pastor of Our Lady Queen of Heaven Church

Louie Fuertes: Chairman, Social Justice & Outreach, Youth & Young Adults, Finance & Stewardship

Erica Bearer: Faith Formation, Evangelization, Youth & Young Adults

Teri DeGroote: Communication, Finance & Stewardship

Ted Goodreau: Liturgy

Sean Longosky: Finance & Stewardship

Carol Losey: Evangelization

Charles Montfort: Evangelization

Vanessa Poje: Communication, Evangelization

Leroy Winters: Liturgy

Kateri Wimsett: Writing, Communication, Faith Formation, Social Justice & Outreach

Our Lady Queen of Heaven . . . Pray for us!

14601 A St. S., Tacoma, WA 98444 | Parish Office 253-537-3252

Stay Connected

OLQHCC.COM
INFO@OLQHCC.COM
@OLQHCC

*Let's recommit ourselves to making
Our Lady Queen of Heaven a true parish family
and a true "sign of Christ's Love" for all.*

Fr. Maurice Mamba



Our Spiritual Home
OLQH