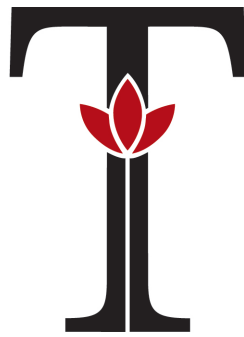


# St. Therese Parish Plan

*Building a Foundation for Our Spiritual Home*

**2018 - 2021**



ST. THERESE  
CATHOLIC CHURCH

*Jesus said, "This is what the kingdom of God is like. A farmer scatters seed on the land. Night and day, while he sleeps, when he is awake, the seed is sprouting and growing; how, he does not know."  
Mark 4:26-27*

## MISSION STATEMENT

St. Therese is a Spiritual Home where together we  
Worship with Joy  
Work for Justice  
Grow in God's Love



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*“For I know well the plans I have in mind for you—  
says the Lord— plans for your welfare and not for woe,  
so as to give you a future of hope.”  
Jeremiah 29:11*

# INTRODUCTION

Dear Parishioners,

*In October 2017, I called a meeting of parish leadership and sought the guidance of the Archdiocesan Office of Discipleship to help us envision the future of our parish by exploring and discussing our greatest strengths, our most challenging weaknesses, our greatest opportunities and the biggest threats to our parish. While we are excited to look to the future, we do not want to lose sight of the vitality we have now - we are proud of our diversity and inclusivity, our many volunteers in liturgical ministry and our overnight shelter, along with our liturgical celebrations, our school, and our social justice work in the community, and so much more. Going forward, the group identified six focus areas of leadership and communication, resources, youth and young adults, school and parish collaboration, paired parishes, and evangelization.*

*It was clear from that seminal discussion that in order to sustain vitality and to grow, our parish needed a plan to set a direction for current and future leadership. At my request, the leadership group committed to the creation and implementation of a three-year Parish Plan to be shared with the parish by Easter 2018. A Parish Plan Committee was formed with representatives from the Pastoral and Finance Councils, Liturgy, School, Social Justice, Stewardship and Faith Formation Commissions.*

*After five short months of intense and dedicated work, and guided by your wise and constructive feedback and input through pew comment cards and listening sessions, our representatives have produced this Parish Plan which I present to you with great joy.*

*The plan offers a snapshot of our current status, a vision for where we want to go, and a blueprint for accomplishing that vision. We shall use it as a roadmap to guide us in all our administrative and pastoral decisions as well as in the incredible work of our parish.*



*“...A vision for where we  
want to go and a blueprint for  
accomplishing that vision”*

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# INTRODUCTION continued

*As you read through the plan, I hope that you will see many opportunities to engage anew with your Pastor and parish leadership. We will build on the legacy created by the families and fellow Catholics who have called St. Therese their parish community since 1926. Their contributions and spirit still linger in our liturgical celebrations, our commitment to social justice and the energy and diversity of our community and school.*

*I offer my profound thanks to those whose time and talent brought this plan to fruition as well as those who provided assistance in the writing, editing and production of this plan. Now that we have defined the direction we would like our parish to take, let us recommit ourselves to making St. Therese our "Spiritual home where we worship with joy, work for justice and grow in God's love."*

*Fr. Maurice Mamba  
Priest Administrator, St. Therese Catholic Church*

*May 2018*



*"... We worship with joy, work for  
justice and grow in God's love"*

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*“Now says the Lord of hosts: go up into the hill country; bring timber,  
and build the house that I may take pleasure in it and receive my  
glory, says the Lord.”  
Haggai 1:7-8*

## PROCESS DESCRIPTION

The St. Therese Parish Plan is our collective response to develop a guiding document that creates a vision for fulfilling our mission to worship with joy, work for justice and grow in God’s love.

This plan offers an opportunity for all parishioners to join in a shared mission and vision. It challenges us to put our respective gifts and talents at the service of goals created to continue our legacy of a vibrant community. The plan supports the parish to face the challenges of the future as a community steeped in strong and lasting faith.

The Parish Plan committee met every other Saturday beginning in November. A new mission statement was drafted and parishioners were invited to provide feedback and comment. The committee expanded the SWOT (strengths, weaknesses, opportunities and threats) analysis to the wider parish community by holding two listening sessions attended by nearly 50 parishioners. The cares and concerns collected during those sessions matched closely to the areas of focus identified at the leadership meeting in October and confirmed the direction to be set for the completion of the plan.

The Parish Plan represents high-level goals that will require the development of strategic approaches by our councils, commissions, committees and ministries over the three-year period in order to accomplish the goals. We look forward to the next level of implementation and hope that our excitement about the plan will result in increased engagement and participation by each member of our parish community.



*“The Parish Plan  
represents high-level goals”*

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*“For everything that was written in the past was written to teach us, so that through the endurance taught in the Scriptures and the encouragement they provide we might have hope.”*  
*Romans, 15:4*

# HISTORY

St. Therese Parish, founded in Seattle’s Madrona neighborhood in 1926 and a part of the South Seattle Deanery, is a welcoming, diverse Catholic faith community that invites parishioners to know, love and serve God. Enthusiastic parishioner involvement, a strong commitment to social justice and a Catholic school tradition reflects a rich racial, ethnic, socio-economic and religious diversity. These traditions are nurtured by our Eucharistic celebrations in both contemporary and gospel music settings.

In 1927, St. Therese School was established, and continues to this day as St. Therese Catholic Academy, celebrating its 90th year in 2017. The parish flourished in its early years, but by the 1930s had fallen into debt and struggled through the Depression, making little headway in paying off the debt. By the early 1940s, payments had begun and the debt was finally paid off after the end of World War II.

The parish has had a rich, diverse and, at times, divisive history. For many years, it was a large stable parish with as many as 700 families registered in the early 1960s. Dramatic change came to the parish in the mid-1960s and early 70s. It was a time of racial and political tension throughout the country, and it affected St. Therese in a unique and challenging way. Some racial disturbances and the fears they brought created a flight from both the neighborhood and St. Therese. Church records from the period show that the parish population fell by half during this time.

In the mid-1970s and into the 1980s, a measure of stability returned to the parish with Father Marlin Connole serving as pastor for 12 years. In the late ‘80s, during a time of change and growth in the parish, Archbishop Raymond Hunthausen, a visionary leader of the Seattle Archdiocese, appointed Pastoral Life Director Patty Repikoff, a lay minister with extensive pastoral experience, to provide leadership and pastoral care. Jesuit priests from nearby Seattle University and Archdiocesan priests celebrated Eucharist and provided other sacramental support. The parish supported a major renovation of the church in 1997-98.



*“...A strong commitment to social justice and a Catholic school tradition”*


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# HISTORY continued

Father Paul Magnano was appointed pastor in 1998, and also served as Vicar for Clergy for the Archdiocese. Under his leadership, the parish added staff and a fourth weekend Mass to meet the needs of more than 1,000 parish households. He was eventually assigned to the Vicar position fulltime and Father Jim Harbaugh, S.J., served as Priest Administrator/Pastor from 2003 to 2007 followed by Father Stephen Okumu as Priest Administrator from 2007 to 2012. Upon Father Okumu's departure, Deacon Greg McNabb was appointed by the Archbishop to provide administrative leadership and pastoral care for two years. Deacon McNabb received sacramental assistance by Father Victor Olvida as Parochial Vicar. In 2014, Priest Administrator Father Maurice Mamba, an extern from the Kananga Diocese in the Democratic Republic of the Congo was appointed and is supported by Deacon McNabb as Pastoral Associate. Currently, Father Mamba and Deacon McNabb are assigned to both St. Therese and Immaculate Conception parishes.

The Parish has been shaped for decades by its commitment to gospel music, social justice and the innovations of the Vatican II Council. In partnership with St. Martin de Porres men's shelter, St. Therese serves as an overflow shelter for homeless men during the months of October-March. Since late 2017, the Social Justice Commission has moved quickly to create an immigrant and refugee rights ministry. St. Therese Catholic Academy continues to flourish under Principal Matt DeBoer as perhaps the most racially diverse school in the Archdiocese.

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 *"...Religious diversity is nurtured  
by Eucharistic celebrations in both  
contemporary and gospel music"*

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*“All the believers were one in heart and mind.”*  
*Acts 4:32a*

# FOCUS AREAS

Growing out of our mission statement and in light of the strengths, challenges and opportunities gained from listening sessions with parishioners, our long-term goals fall into six focus areas. The goals listed below are concrete actions that will be taken in the next three years.

The focus areas are:

-  **LEADERSHIP AND COMMUNICATIONS**
-  **PAIRED PARISH**
-  **EVANGELIZATION**
-  **SCHOOL AND PARISH INTEGRATION**
-  **YOUTH AND YOUNG ADULTS**
-  **RESOURCES**



*“... Opportunities  
gained from listening”*

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*“They will share the burden of the people  
with you so that you will not have to carry it alone.”  
Numbers 11:17b*

# LEADERSHIP AND COMMUNICATIONS

## Commitments

The ministries of St. Therese are well defined, relevant and aligned parish-wide to maximize the gifts and interests of all members.

Communications at St. Therese are transparent. Parishioners know the programs, policies, plans and actions of the parish.

## Goals

- 1** Publish an organizational chart by June 2018 reflecting parish leadership, commissions and committees with descriptions of purpose and membership that meet Archdiocesan criteria.
- 2** Evaluate and prioritize staffing needs identified in the Parish Plan and work with affected commissions to develop job descriptions, suggested funding sources for paid positions or recruitment recommendations for volunteer positions and hiring timelines by December 2018.
- 3** Create and implement a standard reporting template to be completed quarterly by each group on the parish organizational chart by summer 2018.
- 4** Conduct periodic reviews with key commissions and appointed staff to ensure alignment and progress to stated goals. Share results with the parish twice a year during the three-year Parish Plan period.
- 5** Convene a meeting of representatives from all parish councils, commissions and committees twice a year to review progress, exchange information, coordinate calendars and establish budget priorities.
- 6** Conduct a brief annual survey of parishioners in Spring 2019. Present survey results and an update on parish actions, policies and directions at an annual meeting of parishioners.
- 7** Evaluate and create more avenues to communicate St. Therese news and values to the wider community.



*“Communications  
are transparent”*

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*“I, then, a prisoner for the Lord, urge you to live in a manner worthy of the call you have received, with all humility and gentleness, with patience, bearing with one another through love, striving to preserve the unity of the spirit through the bond of peace.”*  
*Ephesians 4:1-3*

## PAIRED PARISH

### Commitment

St. Therese Parish is committed to using a “Paired Parish” model as a means of growth and expansion that will strengthen us to become a larger, more diverse, and inclusive community.

### Goals

- 1** Participate in the Paired Parish model as established and determined by the South Seattle Deanery\*. St. Therese will retain the individual, unique characteristics of our parish.
- 2** St. Therese and Immaculate Conception Parishes currently exist in a Paired Parish model. Enhance our current collaboration and increase inter-connections with strategic approaches for joint leadership, communication, resources and opportunities.
- 3** Ensure that St. Therese will be represented by both parishioners and leadership at the South Seattle Deanery Convocation meetings to contribute to the Paired Parish Plan.
- 4** Collaboratively work with the assigned paired parish as determined by the Deanery Plan.



*“Growth and expansion that  
strengthen us”*

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\*The South Seattle Deanery is a geographically based grouping of parishes advising the Archdiocese on pastoral and administrative concerns. St. Therese is a member of the South Seattle Deanery.



*“Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah.”*  
*Acts 5:42*

## EVANGELIZATION

### Commitment

St. Therese Parish is committed to becoming a community that evangelizes by the example of our lives. St. Therese will reach out to our parish and community to invite them to fuller participation. We will invite new people to our parish by our efforts and by our outreach.

### Goals

- 1** Develop a culture of evangelization and build parish confidence to invite others to join us.
- 2** Increase parish membership through outreach to school families, to non-Catholics who regularly attend Mass at St. Therese, to neighbors, friends of parishioners, and the general public.
- 3** Train greeters to welcome new people at Mass. Create a newcomers welcoming committee to follow up with new people and to orient them to the parish.
- 4** Develop a plan to use various print and social media to spread the Good News and invite others to the parish.



*“Evangelize by the example  
of our lives”*

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*“Attend, my people, to my teaching; listen to the words of my mouth... What we have heard and know; things our ancestors have recounted to us... We recount them to the next generation... That they too might put their confidence in God, and not forget God’s deeds, but keep his commandments.”*  
*Ps.78:1.4.7*

## SCHOOL AND PARISH INTEGRATION

### Commitment

St. Therese Catholic Academy is the largest social justice ministry of the parish.  
St. Therese is committed to the continued integration of school and parish life.

### Goals

- 1** Work together to increase student participation in parish liturgy.
- 2** Improve communications using social media, school-parent communications, and the parish bulletin.
- 3** Encourage and support more parishioners to volunteer at the school, and encourage school families to participate in parish life and volunteer in parish events or activities.



*“The largest social justice  
ministry of the parish”*

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*“Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity.”*  
1 Timothy 4:12

## YOUTH AND YOUNG ADULTS

### Commitment

St. Therese Parish is committed to providing programs to children, youth and young adults with opportunities for full participation in the parish mission.

### Goals

- 1** Identify “champions” for each age group - children, youth, and young adults by September 2018.
- 2** Launch at least one program for worshipping with joy for each age group which includes age appropriate participation at Mass by March 2019.
- 3** Launch at least one program of working for justice for each age group by April 2020.
- 4** Engage young adult members of the parish to guide us in reaching out to their peers.



*“Opportunities for full participation in the parish mission”*

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*“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace.”*

*1 Peter 4:10*

## RESOURCES

### Commitment

St. Therese is committed to growing the resources of our time, talent, and treasure that will allow the parish to flourish.

### Goals

- 1** Develop a program to educate parishioners on the importance of stewardship and tithing.
- 2** Increase participation and involvement.
- 3** Maintain the current talent bank of parishioner skills, talents, and ministry experience.
- 4** Increase membership contributions by 5% per year for the next three years.



*“Our time, talent,  
and treasure allows the parish  
to flourish”*

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*Jesus said, "This is what the kingdom of God is like. A farmer scatters seed on the land. Night and day, while he sleeps, when he is awake, the seed is sprouting and growing; how, he does not know."  
Mark 4:26-27*

# ACKNOWLEDGEMENTS

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Thank you to Ted VanDyken for providing graphic design and services for the Parish Plan.

Prayerfully submitted,

## **Parish Plan Committee:**

**Deacon Greg McNabb** - Pastoral Associate  
**Bob Beers** - Stewardship Commission  
**Deborah Brockway** - Pastoral Council  
**Mary Pauline Diaz** - Social Justice Commission  
**Steve Dunphy** - Finance Council  
**Maria Fiesta** - Pastoral Council  
**Rose Hesselbrock** - Pastoral Council  
**John Lewis** - Immigration & Refugee Committee  
**Chuck Manca** - Pastoral Council  
**Art Maslow** - School Commission  
**Lisa McIver** - Pastoral Council  
**David Okada** - Stewardship Commission  
**John Parrish** - Social Justice Commission  
**Mark Richards** - Liturgy Commission  
**Victoria Ries** - Faith Formation Commission  
**John Russell** - Finance Council  
**Helena Stephens** - Pastoral Council  
**Dave Tawatao** - Pastoral Council

