



OUR LADY OF LIGHT

Strategic Plan
2025-2028

JULY 1, 2025

Strategic Plan

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01 | WHY WE EXIST

Our Lady of Light Vision

To make Heaven present here and now.

Our Lady of Light Mission

To help people walk with Jesus in everyday life.

Our family of parishes exist to make missionary disciples. We seek to help people to discover and grow in their relationship with Christ by walking alongside them.. Through this accompaniment of relationship, proclamation of the Gospel, and commitment to holiness, we want them to them to come to a greater love God, that flows into their love for others, and ultimately helps them to make disciples.



02 | STAFF CORE VALUES

Adaptability

Being open to the best way forward with the ability to prune ourselves of ways in order to bear new fruit.

Hospitality

Inviting people into a holy encounter with God at Mass and in community

Prayerfulness

All things must flow from the prayer life of the family.

Courage

Willingness to welcome conflict, take risks, as well as to offer new ideas to help people step out of their comfort zones.

Accountability

clear expectations in order to facilitate positive and clear understandings of what roles are and keep people in line with those.

03 | MINISTRY CORE VALUES

Strong Leadership to Foster Sainthood

We empower staff and parishioners, through proper training and discernment, to lead through faith, and ultimately respond to their Baptismal call of being a saint. We hold accountable our staff and parishioners to ongoing spiritual and leadership. We welcome and provide opportunities for young people to have meaningful leadership roles in our parish family.

Love of Eucharist and Sharing our Story

Our celebration of the Mass and adoration are transformational and focus on engaging the mind and heart to inspire action of God's call for each person. We share these stories and the story of God at work in our lives.

Building Intentional & Transformational Relationships

We seek to make this parish family a home through small groups, which draw youth, young adults, and adults into a transformative relationship with Jesus and one another through God's Word. We utilize key moments, such as Sacramental Preparation, to bring people into small groups and discipleship environments.



04 | BRAND PROMISE

We promise to

- Provide the Sacraments, along with beautiful worship and prayer opportunities that lend themselves to an encounter with the living God.
- Provide a place where each person is known, seen, and loved through authentic and Christ-centered relationships.
- Help parishioners to grow in the H.A.B.I.T.S of Discipleship:
 - Hang Time with God (Daily Prayer)
 - Accompaniment & Accountability (Small Group, 1-on-1)
 - Bible (Praying with Scripture, Bible Study)
 - Invest in Ministry & Mission (Share your time, talent, and treasure in the Church & the wider Community)
 - Tell Your Story & Invite Others
 - Sacramental Life (Sunday Mass, Reconciliation, Adoration)

We expect parishioners to

- Faithfully attend Mass and Sacraments
- Share the gifts that God has given to them for the good of the family of parishes and the community.
- To continue growing in relationship with Jesus Christ
- Be open and adaptable to the ever changing needs of Our Lady of Light Family of Parishes



05 | OUR SPIRITUALITY

EUCCHARIST - MARY - LOVE IN ACTION

The Wedding at Cana (John 2)

The account of Jesus' first public miracle brings together the three pillars of the Eucharist, Mary, and love in action. Mary models for us what it means to be a disciple: to intercede for others by bringing the needs to Jesus, and then to be obedient, "Do whatever He tells you." This reading reminds us that Jesus moves according to His own timing - it cannot be rushed and it is perfect and abundant - and we are called to trust Him and His timing. Like the water transformed into wine, we allow Jesus to transform our own hearts and fill us to the brim with His love so that we may love others from our overflow.

The Appearance to the Seven (John 21)

This Resurrection story of the miraculous catch of fish reminds us that Jesus reveals Himself as He chooses, in different ways, and we seek to provide opportunities for people to encounter Jesus. This story reminds us that our faith journeys are not taken alone, but in community. True Christian Community is a pilgrim journey, in challenges and difficulties, yet we still rejoice.

Our community shows us Jesus when we cannot see Him. We listen to God's direction, knowing that we are more fruitful when we obey. We respond to God's love and invitation with enthusiasm and joy, without fear or reservation, jumping in with our whole heart. We always make space for others knowing that the nets will not be torn...Jesus will always provide space.

As Jesus invited the disciples to share in a meal, we celebrate the Eucharist with wonder and awe, hearts of gratitude, and with a desire to be united with Jesus and one another. This Gospel also reminds us of our call to be both shepherds and fishermen; shepherding those who are in the Church to deeper relationship with Jesus and forming them to be sent back out again, and fishers of men, going beyond the Church walls to bring others into communion.

06 | STRATEGIC PLANNING

The following will guide Our Lady of Light until 2028 in the areas of Leadership, Church, Love in Action, Stewardship, Worship, Evangelization, and School-Parish Collaboration.

Church

By 2028 this principle must be realized in the canonical unification of the family of parishes and realizing the cultures and practices we need to continue to build up the OLL people into one. Working with other families of parishes, and affecting the community by being a witness that draws others to the Catholic Church.

Measurables

- Meeting canonical unification by July 1, 2027
- Fiscal year 26-27 budgets are connected together

Steps to Get There in the Next 9 Months

- Form the committee from various ages and walks of life from both campuses to understand the unification process, be a liaison with the rest of the Family in explaining and supporting the process, offer input and insight regarding the process.
- Celebrate history and look forward to new things.
- Listening sessions about what canonical unification is and what it means to become one canonical parish - function, finances, name of parish, etc.
- Identify events to continue to bring people together from both campuses.
 - **Incarnation 75th anniversary - Dec 25, 2025**
- Identify opportunities of collaboration between Families of Parishes

Evangelization

By 2028 to be a parish of small groups and have an adult evangelization team.

Measurables

- 50% of people (who are attending Mass on a weekend) go through Rescue Project and 25% gone through Called & Gifted
 - Come & See Nights continue to be offered
 - Provide other on-ramp activities and opportunities to engage people and invite them into deeper conversion
 - Small Groups being launched several times a year which draw youth, young adults, and adults into a transformative relationship with Jesus and one another through God's Word.
 - Women's Ministry: Summit to launch small groups (Sept), Well Nights (July, Aug)
 - Men's Ministry
 - Cursillo Ministry and it's integration into the DP
- 160 have gone through mission training and apostolate groups
 - Continue to recruit 4-6 new point persons annually for the running of Mission Training groups (48-60 people being trained each year)
 - Keep the Leader Pulse log up to date with potential new persons to invite into Mission Training

Steps to Get There in the Next 9 Months

- The Discipleship Pathway Team transitions into an Adult Evangelization Core Team made up of key leaders of evangelization programs (i.e. Rescue, Called & Gifted, Reach More, Cursillo, TMIY)
 - Flesh out the disciple pathway more as it pertains to men's and women's, and young adult / young family.
 - Finalize how we would identify what a OLL small group looks like - plan to communicate this at the Evangelization Summit (if not sooner).
 - Flip the Equipping Days to Leader Huddles (mini-Evangelization Summits) that provide spiritual & mission-oriented formation for parish leaders, catechists, core team, mentor couples, etc.
- Begin launching small groups for YA, Men, and Women (utilizing Women's Summit, Men's Night, and other events)
 - Goal to have 10-20 small groups from all of these opportunities
- Continue to provide Come & See Nights for Rescue Project; 2-3 Called & Gifted opportunities per year; and 48-72 leaders go through Reach More Mission Training

Leadership

By 2028 we must have a strong discernment process and training in order to facilitate leaders who lead out of their faith and develop ministries that impact the parishioners and the community. This would include staff, parish leaders in PAC, catechists and ministry leaders.

Measurables

- All **ministry leaders** have gone through Rescue Project and Called and Gifted
- Ever **staff member** has a personal development plan reviewed twice a year based on core values and missionary discipleship formation

Steps to Get There in the Next 9 Months

- Ministry leads communicating and beginning to identify new people for pipeline by January 2026
 - Identifying leaders and pipeline
 - Setting clarity and expectations for leaders
 - Tasked to connect with same ministry from other campus
 - Every ministry must be represented at required meetings either by the ministry head or designated representative.
- Discernment process in place where every ministry leader will begin to go through this
 - Called and gifted is in place
- Formation as missionary disciples given by staff or designated parish leaders to ministry leaders, catechists, etc.
 - Rescue Project, Alpha
- Staff applying principles of strategic anchors, core values, and *Ablaze* book
 - Goals plan for yearly personal growth

06 | STRATEGIC PLANNING

Love in Action

By 2028 this principle must be lived out through the serving of the community by our parishioners based on Catholic social teaching. Model for the future.

Measurables

- TBD - set by Love in Action Team/Committee

Steps to Get There in the Next 9 Months

- Find a lead for this principle either as a staff member or a parishioner who takes on a new ministry.
- Decide on the best time to start a strategic planning team and establish it to bring about goals in this area.
- Bringing together of the ministries that serve the poor and begin discussions of how to make them work together-already doing this with St. Vincent de Paul
 - Meals
 - Monetary outreach

School & Parish Collaboration

By 2028 greater investment in our school families with mass attendance, welcome into small group participation, and ministry attendance. Family must promote the school and its mission on both campuses.

Measurables

- Getting 4 grades in the school to take leadership roles at a 5:30 evening Mass
- 10 new lectors from the 6th grade class
- 15 new Extraordinary Ministers of Communion from those who are confirmed this year
- New confession time by October to accommodate school families

Steps to Get There in the Next 9 Months

- School is participating at one 5:30 Mass a month (Sept - Apr/May)
 - Consider getting CYO teams taking ownership of a Mass, Scouts
- Asks for liturgical ministry after reception of Sacraments (1st communion, confirmation)
 - First communion- servers
 - 6th grade- lectors
 - After confirmation – Extraordinary ministers of Holy Communion
- More accessible sacraments for families (i.e. Confession 3-4 p.m.)
- Engage school kids to come over to St. Francis Campus for Mass, Retreat, etc.
- More priest in the school - walk through or coming into a room for a reading, etc.

Stewardship

By 2028 we need to foster a rule of life that sees all things given to them is from God in order to serve others and welcome people into our community.

Measurables

- TBD - set by new Director of Stewardship

Steps to Get There in the Next 6- 9 Months

- Hire Director of Stewardship/Development
- Form stewardship team and continue the planning area teams' discussion for future implementation

Worship

By 2028 we want to have a 10% increase of those coming to Mass, more liturgical ministers, especially folks under 50, and conscious, active participation by those present.

Measurables

- There will be a Worship Committee of 8-10 people who commit for 3 years. There will be a leadership pipeline for the group.
- Liturgical teams will exist to cover the needs of special liturgical celebrations (i.e. Marian procession, May crowning, Corpus Christi procession, etc.)
- There will be co-leaders for each liturgical group. They will be responsible for training and will report to the Managing Director of Worship.
- Generally, liturgical ministers at any Mass should only have to serve every 4-6 weeks; and ministers shouldn't be serving more than one role.

Steps to Get There in the Next 9 Months

- Inviting and establishing a family worship commission - up and running by September 2025
- 3 H implementation (Hymns, homilies, hospitality)
 - Improvement of unity of preaching and consistent themes (calling people what we want them to do)
 - Messaging and themes integration with the environment
 - Music ministry spiritual growth program for its members
- Improving liturgical training