Moved by the Holy Spirit,
Our mission is to
Love God,
Love others, and
Live the Gospel of Jesus Christ.
TABLE OF CONTENTS

A Brief History of Our Parish 1
Process Report 2
Our Vision 3
Strategic Goals 4
Conclusion and Invitation 7
A Brief History

St. Francis of Assisi Parish was established in 1929 with Fr. John Gibboney as the first Pastor. Because of the population growth in the area south of White Center, the Archbishop asked Fr. Gibboney to establish a new parish here in what would become Burien.

He built the original church in 1930. He lived in the back of the church until the rectory was built in 1950. The school was built in 1953. Fr. William Quick became pastor in 1957. The new church was built in 1965 because the original church was filled to overflowing with nine Masses on Sunday morning, both upstairs and downstairs. Fr. Ibar Lynch became Pastor in 1968.

Fr. Edward Norris followed him in 1978. He added Unity Place in the basement of the new church. Fr. Phil Wallace became the pastor in 1983 followed by Fr. Richard Hayatsu in 1999. During Fr. Dick’s tenure the new gym was built and the old church was converted to the Parish Offices.

During these years many different ministries have grown. The school continues to grow with plans to add a pre-school and some combination of other classroom space.

The Parish Five-Year Plan is motivated by a model called Divine Renovation. You will find the plan explained in this booklet. We ask you to join the journey as we venture into a new phase with the Parish and School working together in this exciting time in the life of the Parish.
This Five-Year Plan for St. Francis of Assisi Parish reflects a collective response to the pastor’s desire to develop a guiding document for our Parish. This collective response is the work of the Five-Year Planning Committee that was appointed by Fr. Hayatsu and endorsed by the Pastoral Council. The Planning Committee met on many occasions between August 2017 and September 2018. Fr. James Mallon from Nova Scotia created the primary process used to support the direction of this project. He is a priest and the author of Divine Renovation: Bringing your Parish from Maintenance to Mission. Other concepts were integrated into the process by a consultant from the Seattle Archdiocese, Office of Pastoral Ministries.

The Planning Committee began by creating new vision and mission statements for the Parish. Next, Fr. Mallon recommends looking at five primary systems of the church. These are evangelization, community/fellowship, worship, discipleship, and ministry. In each of these categories, the Planning Committee, Pastoral Council, Parish staff and parishioners conducted a thorough SWOT (analysis of Strengths, Weaknesses, Opportunities, and Threats). Conducting a SWOT in each system of the church allowed a comprehensive review of each system, guiding the Planning Committee in their task to write three to four goals for each area. The Planning Committee further developed the goals to include measurements for success and alignment with the vision and mission statements.
Where [there is] no vision, the people perish:
but he that keepeth the law, happy [is] he.

~ Proverbs 29:18

Our Vision

The purpose of this Five-Year Strategic Plan is to move the Parish towards a vibrant and hope filled future. In this new vision, we will be an inclusive community of committed disciples of Jesus Christ. The Parish will offer all people an experience of belonging. We will help people know and believe they are essential contributors to the spirit of love, generosity and growth of the community. Led by the Holy Spirit, we will joyfully draw others into a relationship with Christ, nurture spiritual growth and work to create a more just and humane world.

The Five-Year Plan has five overarching goals, one for each key system of Parish life, which will guide and direct our efforts towards making the vision a reality.

Meeting these goals will foster a growth in relationship and sense of belonging both to the Parish community and to God. Current parishioners will be encouraged and challenged to grow in their Christian witness and challenged to grow in discipleship through the goals. Those new to the Christian life or the community will find fellow sojourners to walk with them towards greater commitment and involvement. In addition, space for the unchurched to feel welcomed and accepted into our community will be created, thus helping us to draw others into a relationship with Christ. All parishioners will be encouraged and supported in their desire to live the Gospel of Jesus Christ in their families, work or school and the wider community.
Strategic Goals

This Five-Year Plan presents goals that will require the Parish to think and do things differently which is essential in moving us towards the new vision for the future.

Strategic Goal One

Because Catholics believe that the Eucharist is the source and summit of our faith, Mass is to be the best possible experience for the most number of attendees. We want those who attend the Mass at St. Francis of Assisi Parish to feel welcomed, spiritually uplifted, engaged and called to live the gospel of Jesus Christ. While our current liturgical celebrations are very good, we are striving for excellence. Through improvements in hospitality, music, homilies, environment and the engagement of young people, we believe that we can move from a good weekend experience to a great one.

**MEASURABLE TARGET**
Increased Mass attendance and ME25 improvement.

Strategic Goal Two

A Parish community reflects the communion of the Body of Christ where all members are equally valued and necessary. We have many subgroups within the Parish where people feel connected and welcomed, but we do not have a plan for intentionally drawing more people into our community. Reflecting the changing demographics of Burien, we will update our environment and practices in order to promote diversity and inclusivity. A task force of interested individuals will be recommending possible changes. In addition, the school brings many new potential members each year yet the children and their families are often not drawn into the life of the Parish. We will work to better engage school families in Parish life through collaboration with the school on youth ministry, social activities and ministry.

**MEASURABLE TARGET**
Increased participation in Parish activities and ME25 improvement.
Strategic Goal Three

Evangelization

Create a desire and opportunities for an encounter with Christ.

The mission of the church is to ‘go make disciples of all nations, baptizing them in the name of the Father, the Son and the Holy Spirit.’ (Matt. 28:19) The making of a disciple follows a known trajectory that begins with developing a relationship with someone who is already a disciple. Led by the Holy Spirit, we desire to become a community which joyfully draws others into a relationship with Christ. Catholics are unfamiliar and ill at ease with the language and idea of evangelization. Correspondingly, the first task will be to overcome people’s fears and concerns through education and encouragement. Two key steps towards an evangelistic culture will be the use of technology to ease a newcomer into the Mass and launching Alpha as an entry point into faith discussions.

MEASURABLE TARGET

Alpha program participation.

Strategic Goal Four

Discipleship

Form and encourage disciples across all age groups.

Becoming a disciple is an ongoing process that begins at a variety of stages of life, traditionally through the reception of the sacraments of initiation. Key elements necessary for evangelized people to grow in discipleship include community support, opportunities for growth in knowledge, prayer practice, worship and service. We do offer a variety of opportunities for people to grow in discipleship; however, the desire is to create a network of small faith communities holding each member accountable for spiritual growth and service. The direction for building a holistic system of discipleship development will come out of the needs of these small faith communities.

MEASURABLE TARGET

Availability of formation opportunities for all age groups and ME25 improvement.
Volunteering and serving others is an expression of the love that we have for our neighbor and a reflection of the love we have for God. Too often, however, volunteers are working out of guilt or duty, not using their gifts and strengths or not working on a cause for which they have a passion. As a result, they do not realize how significant their contributions could be to the spirit of love, generosity and growth of the community. Through assistance in identifying gifts, strengths and passions as well as opportunities to grow in leadership, parishioners will be more motivated to volunteer in building up our community as well as creating a more just and humane world.

MEASUREABLE TARGET
Increase in number of volunteers and ME25 improvement.

For I know the plans I have for you declares the LORD
Plans to prosper you and not to harm you
Plans to give you hope and a future

Jeremiah 29:11
Thank you to all of you who contributed to the Five-Year Strategic Plan. The participants in the SWOT meetings provided an invaluable resource of concerns, ideas, accomplishments, hopes and dreams. The future envisioned is based on your input. Thank you also to the members of the Parish Council who directed, reviewed and approved the results. The members are Father Hayatsu, Sarah Beaty Vandermark, Robert Kelly, Joan Feil, Terence Boyle, MaryAnn Treichel, Ken DeVos, Michael Lauinger, Mario Recinos, Marilyn Sherry, Judy Jensen, Paula Allegretto, and Maria Balsiger. A special thank you goes to the Five-Year Planning Committee whose diligent work over many months culminated in an exciting new vision, mission and direction for the Parish. The members were Father Hayatsu, John Eisen, Hugh Blane, Sarah Beaty Vandemark, Chris Aley, Marge Vranizan, Jim Bacon, Aaron Walsh, Nancy McHenry Dirks and Paula Allegretto. The entire Parish community is grateful for your contributions.

The vision for our future is exciting and challenging. Over the next five-years, the strategic plan will be our guide for bringing the vision to life. The goals and objectives developed represent the best ideas of the people tasked with their creation based on the information gathered from you. As we proceed with implementation, we will be regularly monitoring our progress and making adjustments and modifications as needed. Your continued support, feedback and efforts are vital to the success of this plan. We invite you to take an active part in helping those tasked with implementation to make this vision a reality. Together we can fulfill our hopes and dreams.
Moved by the Holy Spirit,
Our mission is to
Love God,
Love Others, and
Live the Gospel of Jesus Christ