

ST. AUGUSTINE CATHOLIC CHURCH

FIVE-YEAR PASTORAL PLAN

2010-2015

**Rev. Robert Cary, CSP
Pastor**

**Developed under the leadership of
Fr. John Geaney, CSP**

**St. Augustine Catholic Church
1169 Kerr Avenue
Memphis, TN 38106
901-774-2297**

ST. AUGUSTINE FIVE-YEAR PASTORAL PLAN

Developed under the leadership of the Pastoral Council:

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Mission Statement of St. Augustine Parish

Predominantly African-American by birth, and Catholic by choice, we are empowered to proclaim the Good News of Jesus through the Word, the Eucharist, and service.

A Brief History of St. Augustine

St. Augustine Catholic Church and School were founded at 903 Walker Avenue in 1937. Father Bertrand High School was built at 1169 Kerr Avenue in 1957. The Church and elementary school on Walker were closed in 1965 and the parish was merged (in an attempt to integrate) with St. Thomas Church and School at Trigg and Lauderdale Avenues. St. Thomas Church became an all-black church.

Father Bertrand High School was consolidated into Memphis Catholic High in 1970 and St. Thomas Elementary School was moved from Trigg to Kerr Avenue and became St. Augustine School again. The church also became St. Augustine Church again. Ground was broken for a new church and office complex on Kerr Avenue on May 12, 1988. The facilities were dedicated on July 23, 1989.

Pastors of St. Augustine Parish

**Fr. Bertrand Kock, OFM
1937—1952**

**Fr. Capistran Hass, OFM
1947 – 1960**

**Fr. Theodore Wieser, OFM
1961 – 1967**

**Fr. James Lyke, OFM
1968 – 1977**

**Fr. Tom Krupski, OFM
1977 – 1979**

**Fr. Cyril Wagner, OFM
1980 – 1981**

**Fr. Carrol Mizicko, OFM
1981 – 1993**

**Fr. Elric Sampson, OFM
1994 – 1996**

**Fr. Frank Coens, OFM
1996 – 2002**

**Fr. John Geaney, CSP
2002 – 6/2010**

The Saint Augustine Five-Year Pastoral Plan

The Five-Year Pastoral Plan of Saint Augustine Catholic Church was developed under the leadership of the pastor, Father John Geaney, CSP and the pastoral council. The council chairman appointed key members of the committee and allowed the chairperson to invite additional members to join the committee.

All St. Augustine parishioners were invited to participate in the planning process. In addition to being invited to attend all committee meetings, invitations were mailed to each household announcing the date, time, and place of the “First Assembly” held in the church gymnasium.

The pastor, with the assistance of the pastoral council and any other parishioners that he deems necessary, is responsible for implementing, monitoring, and adjusting the components of this plan. The plan is a dynamic, living document. As such, it is to be monitored at regular intervals and adjusted as circumstances require.

This document attempts to be sensitive to the ethnocentric needs of parishioners while providing for the truly catholic growth of our church community.

For the first sixty-four years of our existence, St. Augustine Parish pastors were Franciscan priests. When the Franciscans chose to leave St. Augustine in 2001, Bishop Terry Steib asked the Paulist Fathers to take care of the ministry of St. Augustine Church. With Bishop Steib’s approval, Father John Geaney, CSP, was appointed by the Paulists as pastor of the parish. Father Geaney has been our pastor since 2002.

The Paulists’ charism is threefold: (1) evangelization, (2) ecumenism and inter-religious dialogue, and (3) reconciliation. This focus is compatible with the needs and concerns of St. Augustine Parish as reflected in the discussions and analysis of study groups and the parish council and the planning committee. You will see this reflected in our pastoral plan.

The planning committee appreciates the input of all who chose to participate in the planning process. This plan is the beginning; the next phase is the implementation of the objectives. The committee prayerfully asks for your continued participation in the ongoing process to strengthen our parish.

Annye Hughes,

Pastoral Plan Chairperson

A Look at the Survey

Parishioners who participated in the Parish Survey were those present at one of the three masses Saturday and Sunday, May 30 and 31, 2009. Fifty-seven percent (226) of eligible parishioners participated in the survey. The results seem to indicate that the people of Saint Augustine Church Community are overwhelmingly satisfied with parish life.

Satisfaction Levels:

Satisfied with:	The availability of the pastor	94%
	Evangelization	84%
	Worship	91%
	Catechesis	87%
	Social Justice	87%
	Stewardship	89%
	Youth	85%

Of those surveyed, fifty-six percent are life-long Catholics; forty-four percent converted to the Catholic faith.

According to the survey, 15% of parishioners are under ten years of age; 13% are between 10 and 20; 8% are 20-30; 12% are 30-40 years old; 39% are between 40-60 and 10% are 60 or older.

Eighty percent of respondents have not served on the parish council.

Forty-eight percent do not belong to a parish organization.

At least 74% do not live in the parish boundaries.

The majority (60%) want PRE to continue on Sundays at 9:45 a.m.

Survey

		5:30pm		8:00 AM		11:00 AM		ALL MASSES	
		TOT	AVG	TOT	AVG	TOT	AVG	TOT	AVG
MALE		15		29		20		64	
FEMALE		38		51		73		162	
AGE									
	12-17	2		2				4	
	18-25			2		3		5	
	26-40	2		3		15		20	
	41-60	14		27		39		80	
	61-70	15		27		20		62	
	71-80	15		15		13		43	
	81-90	2		4		2		8	
	91-100					1		1	
LIFE LONG CATHOLIC		36		34		57		127	
CONVERT		17		46		31		94	
ATTEND SA									
	-10	1		11		22		34	
	10-20	8		11		11		30	
	20-30	3		7		10		20	
	30-40	10		10		8		28	
	40-60	22		33		34		89	
	60+	8		8		7		23	
PARISH PASTORAL COUNCIL									
	YES	7		18		17		42	
	NO	44		61		76		181	
PARISH ORG									
	YES	24		44		47		115	
	NO	29		34		45		108	
PARISH COMM									
	YES	16		15		21		52	
	NO	36		63		68		167	
CHANGE 2ND MASS SUN 11:30A									
	YES	17		34		29		80	
	NO	14		30		48		92	
PRE ANOTHER DAY									
	YES	5		2		10		17	
	NO	21		58		56		135	
AVERAGES/SECTION									
	PASTORAL AVAILABILITY		3.70		3.74		3.79		3.75
	EVANGELIZATION		3.33		3.39		3.34		3.36
	WORSHIP		3.56		3.62		3.68		3.63
	SOCIAL JUSTICE		3.42		3.44		3.49		3.46
	CATECHESIS		3.52		3.44		3.53		3.48
	STEWARDSHIP		3.55		3.52		3.60		3.56
	YOUTH		3.39		3.36		3.44		3.39
	OVERALL AVG		3.51		3.52		3.57		3.54
ZIP CODES									
	38002							2	
	38016							7	
	38017							4	
	38018							4	
	38103							4	
	38104							3	
	38105							1	
	38106							30	
	38107							5	
	38108							1	
	38109							22	
	38111							9	
	38112							2	
	38114							25	
	38115							7	
	38116							32	
	38118							11	
	38119							8	
	38120							1	
	38125							16	
	38126							1	
	38127							5	
	38128							3	
	38134							2	
	38135							4	
	38138							3	
	38141							5	
	38635							1	
	38654							1	
	38671							1	

Survey conducted on May 30 & 31, 2009 with a TOTAL of 226 participants

St. Augustine Catholic Church * Memphis, TN

Boundaries and Statistics of St. Augustine Parish

GOAL: WORD

To provide opportunities for and encourage participation in spiritual formation activities

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCH-MARK DATES	ADJUSTMENT
To implement a comprehensive curriculum of instruction in the Catholic faith for ages 3-- adult	Provide training to PRE teachers at each class level	DRE		
To provide youth (ages 13-17) opportunities to grow in the St. Augustine faith community and remain active members of the church	Involve youth in Church organizations Train youth to participate in Church ministries Involve youth in meaningful community service projects Encourage participation in Diocesan-sponsored youth activities and events	Parents Youth Director Pastor Social Action Committee		
To involve each youth member of the parish in at least one parish activity in addition to Mass	Develop a parish youth directory Issue invitations directly to inactive youths and their parents Monitor success	Youth Monitor Appointed by Pastor		
To promote enrollment in The Diocesan Liturgical Ministry Institute and Adult Education Programs	Provide tuition assistance	Pastor		

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCH-MARK DATES	ADJUSTMENT
To provide parish renewals biannually	Contact preachers in 2011 And 2013 for revivals in 2012 And 2014	Pastor		
To cooperate with Diocesan Retreat facility to sponsor an Annual Parish Retreat	Schedule retreat for 2011	Pastor and Retreat Committee		
To nourish the spirit of ecumenism	Invite three protestant Ministers per year to preach To work with Temple Israel To establish a dialogue Between the temple and our Church Plan workshop on racism With our Muslim brother and sisters	Pastor		
To develop close family spiritual life	Establish Bible Study (classes) In homes for small groups	Parishioners		

GOAL: WORSHIP

To provide for the public sacramental, liturgical and devotional life of our parish

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCHMARK DATES	MONITOR / ADJUST
Provide all Parishioners multiple opportunities to be actively engaged in devotional activities	Publish a Church Calendar of Events including prayer participation opportunities throughout the year	Pastoral Council Pastor		
	Visit sick and/or homebound parishioners to share the God News of the Gospel and the Eucharist	Ministry to the Sick Pastor		
	Establish parish prayer groups and prayer services Establish a Prayer Partner Program	Pastor Deacon		
Plan appropriate Liturgical Celebrations based on Church Liturgical Calendar	Decorate the Church appropriately Assign duties as necessary	Liturgy Committee Chair or Designee Pastor		
Increase involvement of children and youth in the liturgy on a regular basis	Train youth to participate in ministries Celebrate special masses for youth and children	Liturgy Committee Chair Youth Director		
Communicate Information to all parishioners	Announce upcoming worship opportunities at all masses Post information about Worship on the Website Publish worship information in the weekly bulletin			

GOAL: EVANGELIZATION

To promote evangelization by helping parishioners to share the Good News with others

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCHMARK DATES	MONITOR / ADJUST
To implement an ongoing process of involving parishioners in evangelization to increase membership by 2% annually	Assign teams to canvas the neighborhood for E3	Evangelization Committee Chair or Designee Each Parishioner Pastor		
Systematically establish contact with inactive Catholics	Invite lapsed Catholics to “Family and Friends Weekend” Mass and to special events Post invitations in Bulletin and on-line Begin Awakening Faith in Sept. 2010, Repeat every 6 weeks	Evangelization Committee		
Invite non-Catholics from the Community to mass And to special events	Post invitation on Website Issue verbal invitations	Webmaster All Parishioners		
	Provide group and Individual reconciliation Opportunities Periodically Invite parishioners to participate in Diocesan reconciliation opportunities	Pastor		
To evangelize at St. Augustine School	Invite parishioners and Pastor to Home/School Meetings as presenters to share information with parents and Invite parents and students to attend Church activities/Mass	Principal Pastor		

Evangelization 2

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCHMARK DATES	MONITOR / ADJUST
<p>(To evangelize at St. Augustine School)</p>	<p>Invite students to participate in / attend Mass on Sunday with parents, guardians and other family members and friends</p> <p>Require parents, guardians to attend Inquiry classes (with students)</p> <p>Create required series Of Inquiry Classes For school parents</p>	<p>Principal</p> <p>DRE</p>		
<p>Systematically invite all non-Catholic visitors to attend Inquiry Classes at St. Augustine</p>	<p>Issue personal invitations</p> <p>Put invitation(s) to Inquiry class(es) on line with time and place, contact person</p> <p>Put information about Inquiry Classes in Weekly Bulletin</p>	<p>DRE</p> <p>DRE</p>		

GOAL: STEWARDSHIP OF PRAYER

To develop a strong relationship with God through prayer

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCH-MARK DATES	ADJUSTMENT
Introduce prayer commitment To adults, teenagers and children	Offer RE Classes on: How prayer, which is a gift From God, can produce Positive results for individuals	Pastor DRE Pastoral Council Prayer Groups		
Instruct each person on how to pray	Pray unceasingly Pray in a spirit of thanksgiving Thank God in advance for your requests	Pastor Pastoral Council Prayer Groups Parishioners		
Share ways of making prayer a priority in our daily lives	Become involved in at least one spiritual / prayer activity or organization in the Parish Use structured prayer such as The Rosary and the Novena Spend time in meditation with The Bible or other spiritual book	Pastor Pastoral Council Prayer Groups RE Leaders Diocesan Trainers		
Participate fully in the Eucharist		Each Parishioner		

GOAL: STEWARDSHIP OF MINISTRY

To serve and to participate in parish ministries

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCH-MARK DATES	ADJUSTMENT
Share God's gifts to us with others	Increase participation of parishioners in ministries and parish organizations by 5% annually	Parish Organizations Parish Council Individuals		
Render service to others	Identify opportunities for Parish involvement for service Identify opportunities for service in the community outside the parish	All Parishioners		

GOAL: STEWARDSHIP OF FINANCE

To put our church first in our financial matters

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCH-MARK DATES	ADJUSTMENT
Increase offertory collection by 5% annually	Make parishioners aware of increasing costs to maintain the Parish	Finance Chair		
Increase 21st Century Fund Collections by 2 %annually	Continue envelope collection Continue various donations to the building fund	Church Staff Finance Committee		
Develop an annual parish-wide fundraising theme	Develop “signature” fundraising event(s) at St. Augustine	Fundraising Committ Finance Council Finance Chair		
Seek new members for the Finance Council	Between 2010-2013 increase The number of members on the finance council by four people Follow the guidelines of the Finance Council concerning Membership on the council (term lengths, etc.)			

GOAL: COMMUNITY

To foster the unity that results when members become involved with one another in the community’s pastoral mission

OBJECTIVES	ACTION STEPS	RESPONSIBLE PERSON(S)	BENCH-MARK DATE	ADJUSTMENT
Develop an open and welcoming sense of Christian community where individuals experience a sense of belonging and ownership	Implement a process of continuing communication among pastor, Pastoral Council, Finance Council, and all parishioners	Pastor Councils All parishioners		
	Celebrate annual Parish Festival that includes the larger community	Pastoral Council		
Institute recreational Activities for all age groups	Plan activities	Pastoral Council		
Update Parish Directory at regular intervals	Solicit current information Place continuing reminder In bulletin for parishioners to Personal information	Administrative Staff		
To ensure that all parishioners understand the structure of the Catholic Church	Explain the structure of the Catholic Church	DRE or Designee Pastoral Council Pastor		
To provide reconciliation opportunities	Facilitate group reconciliation sessions Facilitate individual reconciliation sessions	Pastor		
Establish a “Council of Elders Committee” to ensure that the history of the parish is taught and kept alive through the generations	Identify elders who know the History Archive history Formulate a structured Procedure to teach parish History to all interested parties	Council of Elders Committee Chair		

Parish Organizations

The St. Augustine Men's Club

St. Augustine Men's Club was organized in 1958. The purpose of the Men's Club is to build the faith community of men who actively participate in the mission of the Church. Membership is open to all men in good standing as a member of St. Augustine Church. Projects include Sunday hospitality and breakfast on the first Sunday of each month. There is an annual Men's Day program to raise funds for financial support for the Church. The men also assist in coordinating transportation to church liturgies and functions.

Friends of St. Francis

The Friends of St. Francis, which is named after St. Francis of Assisi, was organized in 1981. This organization was formed to provide emergency service to our Church and the surrounding community. When funds are available, the organization helps with utilities, food, clothing, household and other basic needs. The organization's motto is: "Using Our Hands to Help Others".

Martyrs of Uganda Circle

The organization was named in honor of twenty-two young men who died for their faith rather than compromise their beliefs. Charles Lwanga, the best known, is now the patron of youth and Catholic action in a large part of Africa. The twenty-two martyrs were canonized by Pope Paul VI in 1964.

The Martyrs of Uganda Circle was organized at St. Thomas Church. Their organization's motto is: "So Encourage Each Other to Build Each Other Up!" (1 Thes. 5:11). Their primary fund-raiser is the Spaghetti Supper and Christmas Store held in December of each year. The organization meets the first Sunday of each month.

St. Monica Sodality

St. Monica, mother of St. Augustine, is noted for her devotion to her son and for her persistent prayer for his conversion to Christianity. The purpose of this organization is to perform services for the Church.

Membership is open to any woman of St. Augustine Church interested in sharing in the organization's objectives. Major projects include the Annual Christmas Sale (held in December) and the Madonna Plan (an annual collection for mothers and children in need, held in March). The organization also assumes responsibility for representing the Parish at the Memphis Deanery and Diocesan Meetings of the Council of Catholic Women. Meetings are held the fourth Sunday of each month.

Boy Scouts and Cub Scouts

The Boy Scouts and Cub Scouts began meeting at St. Augustine in 1984. They meet every Saturday at 10:00 a.m. The Scouts have annual projects, camping trips, and field trips to sites of interest.

Women of St. Augustine

This group was organized in 1989. It's purpose is to bring women of St. Augustine Church together in financial support of the building fund and future endeavors of the Parish. To accomplish this goal, a committee of women organize and present an annual Women's Day Celebration in honor of St. Augustine Parish.

St. Augustine Young Adult Leadership Team (SALT)

A group of young adults (ages 18-40) has organized to create a vibrant St. Augustine Young Adult Ministry, contributing as an integral part of this Catholic community. Spiritual, volunteer, social and professional events are planned. The goal of SALT is to have a great time developing fellowship and community in Christ.

Other Organizations at St. Augustine

Knights of St. Peter Claver

The order was founded in 1909 in Mobile, Alabama and was incorporated in 1911. Its purpose is to render service. St. Peter Claver was born in 1580 in northern Spain. At the age of 42 he became the first Jesuit Priest ordained in Cartagena. He made his solemn profession in 1622 and signed the final formula: “Peter Claver, slave of the Negroes forever”. He met every slave ship upon its arrival into Cartagena (now Columbia, South America), bringing with him bread, brandy, lemons and tobacco. He cared for the sick and the dying in the most unselfish manner. Peter Claver died on September 8, 1654. Pop Pius IX beatified him in 1851 and he was declared a Saint in 1888 by Pope Leo XIII.

St. Benedict the Black Council #188 was established at St. Thomas Parish. It consists of a group of Catholic men whose primary purpose is service to the community. It is open to any practicing Catholic male who is at least 18 years of age. Meetings are held the fourth Sunday of each month.

Knights of Peter Claver, Junior Knights

The Junior Knights Council is a division that falls under the Knights of Peter Claver. The council provides service to their community, to the order and to the faith. Young men who are active Catholics between the ages of 7 and 17 are eligible to become members. Young men are required to have already received their first communion. Meetings are held the second Sunday of each month.

Knights of Peter Claver, Ladies Auxiliary

The Ladies Auxiliary of St. Peter Claver provides meritorious service to their community, to the order and to the faith. St. Ephegenia Court #188 was established in 1977 at St. Thomas Parish. It consists of practicing Catholic ladies at least 18 years of age. All applicants enter the third degree level. After five years, members may apply for membership in the Ladies of Grace – Fourth Degree Knights of Peter Claver, Sister Charlotte Marshall Chapter #26. Sister Marshall is an alumna of St. Augustine School and attended St. Augustine Church. She joined the religious community of the Oblate Sisters of Divine Providence. Meetings are held the first Sunday of each month.

Knights of St. Peter Claver, Ladies Auxiliary, Junior Daughters Court

The Junior Daughters Court is a division that falls under the Ladies Auxiliary. The court provides service to their community, to the order and to the faith. Young ladies who are practicing Catholics and between the ages of 7 and 17 are eligible to become members. Young ladies are required to have already received their first communion. Meetings are held the third Sunday of each month.