



**Saint Pius the Tenth Catholic Church
Greensboro, North Carolina**

Updated
June 2023
February 2025

Vision 2025 Strategic Vision and Goals Statements

Building Community Vision

St. Pius the Tenth Parish is a community of faith that welcomes diversity in all areas including background, experience, ethnicity and age. It embraces the curious visitor, Catholics returning to their faith, those from other denominations, and those looking for a better way to live out their belief in God.

With consistent, multiple methods of parish communications and personal contact, every parishioner is provided an opportunity to be engaged in the mission of St. Pius the Tenth to Know, Love, and Serve the Lord leading to the development of an abiding friendship with Jesus Christ.

As one of the highest profile ministries of the Parish, and one of the largest, St. Pius the Tenth Catholic School and St. Pius the Tenth Church are inextricably linked. A cohesive relationship between the church and the school has created a unified, collaborative, and vibrant Parish community.

Building Community Goals

Complete

1. By August 1, 2021- The Newcomer Committee will plan a series of events for all parishioners who have registered at Saint Pius the Tenth Church from March 2020 forward.
 - a. Two Newcomers' dinners held per year (spring and fall) to welcome new households.
 - b. Newcomer information packets mailed home once monthly to newly registered members. Information packet is specific to family demographics-(young families, seniors, young adults, etc. Families are then contacted by those ministry leaders.
 - c. Pathway created in Realm to track Newcomers through the process, including follow-up from parish staff and volunteers.

2. By October 1, 2021 - Various communication mediums such as social media, Realm, Echoes, etc. will be used to increase awareness of existing social, service and faith groups in our Parish.
 - a. Expanded communications include parish bulletin, weekly e-newsletter, bi-monthly color editions of *Echoes*, social media postings regularly on four platforms (Instagram, Facebook, LinkedIn, and Twitter)
 - b. Weekly e-newsletter available through email but also clickable links on social media
 - c. Ministry Guide aligned with Realm groups for ease of searching for new ministries and connecting with ministry leaders
 - d. All print publications (weekly bulletin and bi-monthly *Echoes*) also available digitally on our website
 - e. Parish events are shared/published in the Comet Connection.

3. By October 1, 2021 - A year- long calendar of social events will be planned and shared with St.

Pius the Tenth Catholic School appealing to parishioners of all life stages.

- a. Monthly calendar of events published on our website with links to registrations or ministry leaders
 - b. Registration events and group events created in Realm appear visible to all parishioners
 - c. Continued event and schedule publication in weekly bulletins
 - d. Recent events include something for all life-stages including children, teens, young adults, adults, and seniors; more planned for the coming months
4. By Fall 2021 – The Parish Council will establish an on-going communications structure between the Church and the School.
- a. Link to school newsletter (*Comet Connection*) available in parish weekly e-newsletter
 - b. Link to parish website available in footer of school website – could be more visible
 - c. Three current Parish Council members are parents and/or alumni parents of the school
 - d. School Board meetings moved to Monday nights to accommodate Monsignor’s availability
5. By January 1, 2022 - Saint Pius the Tenth will initiate a sponsor/ mentor program for parishioners to be companions/mentors to newly registered church families and Saint Pius the Tenth school families. The families will include existing parishioners that wish to have a mentor and new parishioners. Special attention will be given to single adults and young adults.
- a. Ongoing process of developing a continued way to follow-up with Newcomers to the parish through structured communication
 - b. Early Years Ministry is a good example of providing community/mentoring for new young families.

Facilities Vision

St. Pius the Tenth Catholic Church has facilities and grounds which are welcoming to all and supportive of all Parish activities. They are well-maintained, safe and convenient for our parishioners, and both our facilities and our grounds are a source of pride for our entire parish community.

Facilities Goals

Complete

1. By July 1, 2021, the current plan for the inspection of our facilities, including the church, Simmons Parish Center, school facilities and the rectory will be reviewed and updated. This plan will regularly assess the physical condition of our facilities, determine any maintenance issues or other improvement needs and recommend the implementation of necessary work.
 - a. The church and school facilities are inspected on a regular basis.
 - b. Repairs take place and refurbishment needs are met routinely to ensure our campus is maintained properly.
2. By August 1, 2021, campus lighting will be assessed for esthetics and safety purposes and a plan developed to resolve any issues.
 - a. Duke Energy will install new lighting throughout our campus, concentrating mainly on parking lot areas, prior to the end-of-year 2023
 - b. After Duke completes the work, the campus will be assessed for any additional lighting needs. Complete
3. By December 31, 2021, a review of projected capital improvements will be completed, and a timeline developed to address them, such as the parking lot, roof and HVAC equipment. The Finance Committee will be presented with a copy of the assessment so as to provide the funding for these capital improvements as they become necessary.
 - a. Parking lot was resurfaced in summer 2022
 - b. Roofing and HVAC systems are up to date on inspections
 - c. Roofing is in good shape with long life-expectancy
 - d. HVAC system determined to have a remaining useful life of 5-7 years
 - e. Funds set aside monthly to ensure the majority of future HVAC replacement costs will be available from savings
 - f. The addition of a pavilion in-between the Connolly Athletic Center and the DeJoy Primary Education Building will be completed by fall 2023. Complete
 - g. The athletic field is undergoing a planning process for improvements to the turf and a regulation size playing field; construction will begin in 2023 Complete
4. By January 1, 2022, the security camera coverage of the entire campus will be reviewed, and additions or changes made if necessary to provide for the safety of all.

- a. Security camera assessment completed, and blind spots identified
 - b. Additional cameras in and around the church, school, and parish center have been installed

5. By March 1, 2022, the issue of the repairs and renovations needed at the rectory will be resolved.
 - a. Scope and cost of the renovations and repairs to the rectory are estimated at a level that warrants assessing alternative options
 - b. Should a residence in the area that fits our needs become available, we will compare the cost and utility of buying and renovating against the cost of remaining and renovating
 - c. Rectory functions sufficiently at this time with no immediate renovation or repair needs, so as to allow for ample time to assess all options
 - d. Repairs and renovations needed at the rectory will be assessed and decided by December 2025.

6. By January 1, 2023, approved and appropriate Catholic cemetery space, including columbarium niches and burial plots, will be acquired to support our growing need for additional burial options.
 - a. Catholic cemetery space, including possible additional columbarium niches, is under evaluation by our Facilities Committee and Finance Council
 - b. The city has placed a moratorium on selling existing cemetery space.
 - c. Pending approval by Father Cook, a request to the diocese for adding additional columbarium spaces can be made.

Faith Formation Vision

St. Pius the Tenth offers inclusive faith formation programs for all stages of life as well as for non-practicing Catholics and those returning to the faith. Our parishioners embrace the practice of life-long faith formation as a means to KNOW, LOVE, and SERVE the Lord.

Faith Formation Goals

Complete

1. By December 2021 – Concentrate efforts on opportunities for evangelization through new media, community activities and programs, and communication.
 - a. Needs assessed and the quality and frequency of communications has improved
 - b. Weekly digital e-newsletter now includes links to our bulletin, event registrations, photos, and liturgical information
 - c. *Echoes* newsletter publications switched from monthly (black and white) to bi-monthly (color) and includes more timely and relevant information and engaging content
 - d. Social media expanded to include four outlets (Instagram, Facebook, LinkedIn, and Twitter) with regularly scheduled posts and content
 - e. Children’s Liturgy of the Word is back at the 9:00 am Mass
 - f. Coffee Talk has seen a great increase in post-Covid attendance
 - g. Minimum of 2 adult Scripture studies running at any one time
 - h. RCIA groups have grown in size, averaging around 30 participants per year
 - i. Planned increase in parental formation and involvement for 2023-2024 Sacramental Preparation programs
 - j. Will be working to re-structure the existing RCIA program to align with the March 2025 effective date of the new OCIA, as per the USCCB guidelines.

2. By December 2021 – Facilitate an on-site, parish-based catechist training program with breakout sessions for each level of faith formation and training in differentiated learning strategies for students with special needs.
 - a. Yearly training and compliance requirements have been met for VIRTUS Safe Environment programs and *Empowering God’s Children*
 - b. Catechist Training modules available online through the Catholic Education Center
 - c. New online programs implemented through the Catholic Education Center and the Marian Catechist Apostolate
 - d. In-Person opportunities available through the diocese of Charlotte Office of Faith Formation at parishes throughout the diocese.
 - e. New CMG Connect implemented to comply with the safe environment protocol for the diocese

3. By June 2022 – Coordinate with other ministries and plan for more “fun-raising” and formational events for parish families and the community.
 - a. *Little Town of Bethlehem* was a joint event for the parish and school developed by the Faith Formation Office; runs jointly with our fundraising weekend for Holy Family Hospital
 - b. Visiting Catholic speaker and apologist, Karlo Broussard, came to St. Pius X and presented at multiple events for different age groups
 - c. Visiting Catholic priest and speaker, Father Tom McCarthy, planned for a visit in February 2024
 - d. Looking into additional opportunities for speakers and events to increase family engagement and sense of community **Complete**

4. By June 2022 – Revise our Vacation Bible School format to allow for an increase in participation, more meaningful activities and a spotlight on stewardship.
 - a. VBS returned post-Covid with strong numbers and program revisions that included new and meaningful opportunities
 - b. Summer 2023 VBS planned to include a weeknight option **Complete**
 - c. Adult VBS will be a new addition in summer 2023 and will run concurrently with the children’s programming **Complete**

5. By December 2022 – Facilitate weekend retreats for youth and young adults which focus on a stronger sense of community, spiritual maturity and leadership.
 - a. Young adult group ongoing, self-maintaining
 - b. Youth ministry undergoing assessment leading into the 2023-2024 program year
 - c. **New Youth Minister hired summer 2024, with programming for Confirmation, Middle, and High School students launching in winter 2025**

6. By December 2022 – See a greater participation in young adult ministry by increasing outreach to post high-school graduates, college students and young professionals.
 - a. Young adult group ongoing, self-maintaining
 - b. Youth ministry undergoing assessment leading into the 2023-2024 program year
 - c. **Active Young Adult Ministry with self-sustaining leadership as of winter 2025**

7. By December 2022 – Begin a Young Family’s Ministry with appropriate leadership, programming and support options.
 - a. Nursery coordinator hired, along with nursery staff; numbers have increased post-Covid
 - b. Nursery is available for all weekend liturgies, as well as special events, special liturgies, and Coffee Talk
 - c. Addition of post-Baptism communication with families including a personal letter and packets mailed home quarterly for the first year, and then semi-annually until the child’s third birthday
 - d. Addition of *Early Years* ministry within Parish Life for expecting parents and parents of

young children

- e. Addition of Pre-Cana reunion dinner/event to help keep young, newly married couples engaged in the parish community

Financial Vision

St. Pius the Tenth Parish is financially secure, meeting or exceeding the budgeted Offertory year over year and managing expenses. In addition, the Parish has continued to grow the endowments and an emergency fund to sustain the Parish through any unforeseen financial challenges.

The endowments for St. Pius the Tenth Catholic School provide additional scholarships for students from diverse cultural and economic backgrounds and supports free Catholic education for active, participating parish families.

Financial Goals

Complete

1. By May 2021 a Planned Giving Committee will be established. The purpose of this committee will be to provide parishioners with information regarding planned gifts to the Parish and emphasize the ability to reduce personal tax liability through charitable donations made from a Minimum Required Distribution. This committee will follow up with parishioners expressing an interest in contemplating larger donations to St. Pius the Tenth Parish.
 - a. Planned Giving Committee established which included finance professionals and members of the Diocese of Charlotte Planned Giving Committee
 - b. Meetings were organized for interested parishioners, information was provided regarding the uses and benefits of estate planning strategies
 - c. Response to these meetings has been gratifying
 - d. Additional opportunities to be scheduled in the coming months
2. By July 2021 in conjunction with the Planned Giving Office of the Charlotte Diocese, an Estate Planning Seminar will be planned to provide information and guidance regarding wills, bequests and the estate planning process.
 - a. Diocese of Charlotte Planned Giving Committee working with St. Pius X, and under our guidance, to put together materials and information for these processes Complete
3. By January 2022, the debt on the Simmons Center and DeJoy Education Building will be paid off by a successful parish wide appeal.
 - a. Mortgage debt was fully retired in December 2021
4. By May 2022, the Finance Council will have additional funds available because of being debt free. The Council will evaluate any needs of parish ministries, facilities, etc. and present recommendations as to how to best utilize these funds to fulfill the parish's mission to Know, Love, and Serve the Lord.
 - a. Finance Council meets regularly to identify expected future funding needs and to set plans to provide for priorities

Leadership Succession Vision

In order for our parish to grow and thrive without disruption, both short- and long-term succession plans are in place that will result in a smooth transition for each role and leadership position as succession becomes necessary.

We have anticipated inevitable changes in parish leadership and have handled those transitions smoothly and successfully, properly influencing where we are able and leading where we are responsible. Our parish continues to grow and thrive without disruption. We sustain the hallmarks of our parish's success and develop an even stronger Catholic community in the process, consistent with our parish's mission.

Leadership Succession Goals

Complete

1. By October 1, 2021, a pool of 2-3 individuals for all ministry leadership roles will be identified. Current Ministry leads along with the appropriate staff member will be responsible for this goal.
 - a. Ministry leadership structuring is ongoing
 - b. Individual ministries either already have processes in place for leadership turnover or are working on identifying individuals that would be a good fit for those roles
 - c. Parish staff is aware of, and invested in, assisting our ministry leaders with this task
2. By October 1, 2021, co-leads will be identified for all ministries. Ministry leads along with the appropriate staff member will be responsible for this goal. By July 2021, detailed guides for each ministry leader role are finalized. Ministry co-leads are responsible for this goal.
 - a. Ministry guidelines for liturgical ministries have been established and appropriate trainings held, when needed
 - b. Sick and Homebound ministry needs have been assessed and guidelines established
 - c. Grief Support Ministries -ongoing training through mentoring and assisting in facilitating SoH series as well a one to one training for letter writers.
3. By January 1, 2022, specific training and development plans for the pool of leader candidates is created to begin to develop them for leadership responsibilities. Ministry leads are responsible for this.
 - a. Ministry leader training (including Realm) will be provided in fall 2023
 - b. Specific ministries, such as Newcomers and Jubilee, use co-leadership roles to help with transitioning during years of turnover
4. By August 2021, staff position responsibilities are outlined for each staff role. Successors/back-ups are developed to know and perform the responsibilities. A budget for this is set aside. Define the experience/skills needed for someone to be successful in each staff role. Current staff members would be responsible for this goal.

- a. Parish staff has been restructured to include four areas of ministry:
 - i. Finance & Administration (Al Abram)
 - ii. Parish & Community Life (Therese Chase)
 - iii. Music & Liturgy (Francine Britto)
 - iv. Formation & Evangelization (Lindsay Sartorio)
- b. Each individual job description either has, or is being, evaluated and revised to include current job duties and expectations
- c. Discussion about additional positions and/or volunteer leadership needs within each department is ongoing

Outreach Vision

St. Pius the Tenth Catholic Church is a community leader in outreach programs. We identify and use our core strengths and combine those in partnership with those of our neighboring churches and organizations to meet assessed greater community needs in accordance with our Parish mission to KNOW, LOVE and SERVE the Lord.

We continue to assess needs and invite people to participate in on-going ministries and one-time opportunities to serve. We support parishioners with the training they need to participate and lead in outreach ministries.

Outreach Goals

Complete

1. Starting now, continue to offer to the Parish a wide array of opportunities to serve the community, communicating the needs promptly, frequently and effectively through all available methods of promotion.
 - a. Ongoing and numerous opportunities are available through bulletins, *Echoes*, *Realm*, *Ministry Guide*, weekly updates, and website
2. By December 31, 2021 – Foster new parish participation in Outreach Ministry and develop new community partnerships as community needs and priorities will evolve post- pandemic. This will start the process of recruiting new ministry leaders and volunteers moving into 2022.
 - a. New partnership with American Heroes 4 North Carolina (AH4NC) to help connect veterans with business and training opportunities
 - b. New partnership with Weaver House Medical Clinic to provide healthcare for residents in the form of equipment and supplies
 - c. Set, and successfully met, a goal to raise 50,000 pounds of food during our Diocesan Jubilee Anniversary Year; challenge was a parish campaign to benefit the Greensboro Urban Ministry Client-Choice Food Pantry
 - d. 2022 CROP Walk participation with planned 2023 participation
 - e. Hot Dish and Hope provided 100 free bus passes to distribute to clients in need – Provided in 2022, 2023, and 2024
 - f. Increased partnerships with community agencies to provide Thanksgiving/Holiday meals and Giving Tree gifts
 - g. Partnership with St. Pius X School to host *Little Town of Bethlehem* event to benefit Holy Family Hospital Foundation of Bethlehem
 - h. St. Pius X participation in Pregnancy Care Network walk
 - i. Development of Unborn and Pregnancy Care Guide by St. Pius X Respect Life Committee
 - j. Planned visit from Father Felipe (Peru) in October 2023
 - k. 2024 Supporting GUM Winter Emergency Night Shelter at 1st Pres

- l. Providing personal care items/household products to Catholic Charities, Dolan Manor, Weaver Clinic and other agencies
 - m. Supported NC Hurricane Helene relief efforts to provide numerous emergency items- Simmons Parish center was collection point. Items were delivered to St. Paul's /BCCHS to transport to needed communities
 - n. Provide fresh protein to GUM Client Choice Pantry through our Food Ministry to fulfill an immediate need.
 - o. Senior Ministry- Dolan Manor Angels. A team of stewards to develop social and spiritual opportunities for residents of Dolan Manor.
3. In 2022, participate with other Catholic churches and groups, and other area churches and community groups to help our parishioners discern and live our mission to *Know, Love and Serve the Lord*.
 - a. Diocesan-wide participation in our Jubilee Anniversary Year programming and events
 - b. Ongoing participation with other local churches (United Methodist and Presbyterian) to educate and evangelize through their confirmation program visits
 - c. Will continue to assess the ability and opportunity to partner with other outside community organizations and churches
4. Starting now and continuing - recognize that parish participation and involvement in our community will include training of volunteers to increase the effectiveness of their efforts. This training will draw on available resources such as the Diocese of Charlotte, Protecting God's Children, Catholic social teaching and partnership training.
 - a. Ministry leader training (including Realm) will be provided in fall 2023
 - b. Successful completion (and passing) of VIRTUS Safe Environment audit in spring 2023 in conjunction with the school

Stewardship Vision

Parishioners at St. Pius the Tenth Parish recognize that all that we are and all that we have comes to us as a gift from God, and as such, are living as good stewards resulting from personal growth in their knowledge of the Catholic faith leading to a desire to share their God given gifts of time, talent, and treasure with our community.

The parishioners know that to be a true Steward is to be a true Disciple of Christ. They know that Stewardship is not a program, but a way of life; that the roots of stewardship are found in the Bible. “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

Stewardship Goals

Complete

1. By September 1, 2021, the Stewardship Committee will begin an assessment of its pre COVID ministry and prepare a plan for its post COVID ministry specifically listing the types and timelines for stewardship ministry strategies, projects, initiatives, programs, and activities.
 - a. Pre-Covid ministries assessed and either eliminated (no longer a relevant need) or revised to match post-Covid needs
 - b. Ministry Guide updated in fall 2022 and preparing a printed revision in fall 2023
 - c. Revise Parish Ministry Guide to update Fr. Cook as Pastor, new office hours and mass schedules. Ministries will be reviewed and updated as needed.
 - d. Parish wide mailing of updated guides

2. By January 1, 2022, the message of stewardship as a way of life will be consistently communicated campus wide in a multitude of ways - social media, print materials, homilies, etc.
 - a. Consistently communicated through bulletins, *Echoes*, website, homilies, and social media
 - b. Recognition of Youth Stewards through leadership awards at the school and through confirmation program
 - c. Youth position created on Parish Council for a 1-year term
 - d. Updated stewardship form/letter for school parents requesting Catholic tuition rate implemented for 2025-26 school year
 - e. Living Your Strengths seminar offered to parishioners in Fall 2024.
 - f. Revise Parish Ministry Guide to update Fr. Cook as Pastor, Fr. Cook’s letter to the parish, new office hours and mass schedules. Ministries will be reviewed and updated as needed. About our parish section updated to acknowledge Monsignor Marcaccio’s passing and recent accomplishments and Fr. Cook’s installation as our new Pastor.

3. By January 1, 2022, an intentional and effective plan will be developed to engage, encourage, and equip St. Pius parishioners to live a lifestyle of good stewardship. This plan would include

workshops, ministry fairs, retreats, guest speakers, etc.

- a. *Return, Restore, Renew* campaign was successfully executed in 2022 with nationally known speaker, Sonja Corbitt (“Spiritual Gifts”), including special sessions for ministry leaders, parishioners, Coffee Talk, etc.
 - b. Opportunities are available to participate in diocesan stewardship meetings via Zoom
 - c. Realm training sessions held in 2022 for ministry leaders
 - d. Successful stewardship ministry fair was held in fall 2022, all ministries represented
 - e. Lay ministry witnesses spoke at all Masses during the stewardship weekend in 2022
 - f. Discernment forms made available to all parishioners, including RCIA neophytes, to assist in figuring out how they might be called to fulfill our parish mission to Know, Love, and Serve
 - g. Stewardship Committee members attended the April regional Stewardship Conference in Charleston, SC and shared best practices and ideas from meetings
 - h. Plan for stewardship open-house weekend in fall 2023, including a Realm station for photos, online sign-up, etc.
 - i. Members of the Stewardship Committee attended ICSC Conference in New Orleans. Shared best practices with committee.
 - j. Participate in Diocesan Stewardship Zoom Meetings as well as ICSC zoom meetings to gather and share ideas, successes, etc.
 - k. Stewardship Ministry Open House was held in October of 2024. Lay Witness speakers were very effective in sharing their Stewardship Journey at all Masses. Will continue to utilize.
 - l. Ministry Leader retreat in 2025 in discussion
 - m. Stewardship Committee presence at St. Pius X School New Family Night. Spoke about stewardship vs. volunteering. Met with families, handed out information, ministry guides and discernment forms to encourage parish stewardship.
4. By July 1, 2023, an additional staff person will be hired to support Stewardship parish - wide volunteer involvement, training, scheduling, and recognition.
- a. Ongoing discussion.