

# Immaculate Conception Parish-Arlington

Immaculate Conception  
Arlington, WA

Long Range Plan

5/22/2008R1

# Immaculate Conception Parish-Arlington

Contents:	Page
Contents	2
One Page Summary	3
Background/Task Force structure	4
Phase 1	5
Phase 2	6
Phase 3	7
Mission Statement	8
W-E-L-C-O-M-E-S Objectives	
<u>W – Worship:</u>	
Prayer life	9
Regular evaluation and updating of liturgy	10
<u>E – Education:</u>	
Increase number in Religious Education programs	11
Provide “Basics and Beyond” programs.	12
<u>L – Love:</u>	
Recognize the visible acts of love within our parish community.	13
<u>C – Community:</u>	
Spirit of community	14
<u>O – Outreach:</u>	
Ministries and programs that make a connection	15
Barley practicing Catholics	16
Sister parishes	17
Reach out to new members	19
<u>M – Ministry:</u>	
Healthy Ministries and Leaders	19
<u>E – Ecumenism:</u>	
Increase between our church and the other Christian churches	20
Parish community inclusion	21
<u>S – Stewardship:</u>	
Appropriate use of time, talent and treasure our parish community	22
Additional sources of income	23
<u>- Foundation:</u>	
Parish staff	24
Parish council	25
Parish communication	26
Parish Facility	27
Signature Page-Parish Council/Long Rang Planning Team	28

# Immaculate Conception Parish-Arlington

## LONG RANGE PLANNING COMMITTEE REPORT-May 2008



Over the past 6 months the Long Range Planning Committee has been busy working on a plan for the parish. Several months ago you were asked to fill out a 3x5 card stating what was important to you in the next 5 years. Common themes from all the answers came to the foreground and below are a simplified list from the information received from the parish, ministries, council and staff indicating what was important to you.

### **New 2008-Our Mission Statement:**

**“WE ARE: A Parish Family, in Gods Name, celebrating Christ among us, through the power of the Holy Spirit. We proclaim our mission by our faithfulness to the Gospel through acts of worship, education, love, community, outreach, ministry, ecumenism & inclusion, and stewardship”**

### **New goals and objectives are:**

**W –Worship:** To establish a deeper fully enriched prayer life that satisfies the spiritual needs of the Parish community. Develop a regular evaluation and updating of liturgy within the liturgical parameters to capture the spirit and energy of the parish community.

**E – Education:** Increase number of youth, young adults, and adults in Religious Education programs. Provide “Basics and Beyond” programs. (Basics for all levels, learn about the church, scripture/Bible study)

**L – Love:** Recognize the visible acts of love within our parish community.

**C – Community:** Develop a spirit of community that is infectious and instills that spirit of our community to others to create a larger more vibrant group (get more people to know each other)

**O – Outreach:** Have active ministries and programs that make a connection with those in need (seniors, home bound, homeless, youth, young adults) Have more involvement with barely practicing Catholics. Recognize the value of sister parishes, maintain and then grow involvement with sister parishes. Chose to reach out to the local community to bring in new members

**M – Ministry:** Know who each of the current ministries and their leaders are, and then support and grow the current and new ministries of the Parish each month.

**E – Ecumenism:** Increase the interaction between our church and the other Christian churches and other religions. Recognize the importance of and increase in the parish community inclusion for current members with special needs (physical, mental, social), provide personal invitations and accommodations.

**S – Stewardship:** Develop a program of Stewardship that allows our community to grow and prosper and make Stewardship a way of life.

**– Foundations:** The parish staff and parish council is honored and respected, and provides the foundation of the parish community. Communication with the parish community is recognized as a fundamental element of the parish program and services. Communication with the parish community allows parish members to know and understand what is going on at any one time. A parish facility that the parish community recognized as their own has pride in and as meeting the needs of the parish.

In summary, we are the parish that **WELCOMES**. The next step in our planning process will be to develop implementation plans and report back to the parish community on a regular basis.

# Immaculate Conception Parish-Arlington

## Background:

### Long Range Planning Task Force-Purpose/Plan/deliverables

- Subject:** Parish Council Task force on Long Range Plan-Phase 2
- Sponsors:** Father Jim and Montey Hagenston, Parish Council President
- Leader:** Ken Christiansen, Parish Council Vice President-Ministry Development
- Members:** Marian Harrison, Nate Kalaf, Lori Kirkeby, Mary Manning, Monica Smith, Jay Wilson.
- Purpose:** Update the Parish Mission and Long Range Plan to support 08 Budget development, 5 year plan development and then implementation plan development.
- Tactic:** Identify and then gather a group of Parish members (3-5) with a gift for this kind of work to work through the appropriate process to an appropriate closure.

#### Plan Phases:

##### Phase 1 Now to Feb 28 2008

- ✓ -Review 2002 Mission Statement and draft 2008 Mission Statement
- ✓ -Review current long range plan and draft 2008 and beyond long range plan

##### Phase 2 Feb 28 to May 29 2008

- ✓ -Complete 2008 Mission Statement
- ✓ -Complete 2008 and beyond long range plan
- ✓ -Develop draft implementation plan

##### Phase 3 May 29 2008 to Jan 2009

- Complete long range plan implementation plan

## Immaculate Conception Parish-Arlington

### Working Plan:

#### Phase 1

- ✓ Situation Review-12/1/07 9am Father Jim, Montey, Ken
- ✓ Plan review with sponsors-12/8 1pm Father Jim, Montey, Ken
- ✓ Recruit task force (3-5) Father/Montey/Ken
- ✓ Task Force Kickoff with sponsors- 12/15/07 9am Father Jim, Montey, Ken
- ✓ Task Force Work-(6) meetings
- ✓ Present phase 1 completion to parish Council-2/28

- ✓ Start Phase 2-3/14 6:30pm

1. Complete Phase 2 5-29-08
2. Phase 3 May 29 2008 to Jan 2009

# Immaculate Conception Parish-Arlington

## Long Range Planning Task Force-by phase deliverables work plan

### Phase 2 Feb 28 to May 29 2008

- ✓ **3/14 meeting**
  - 1-Share “draft” Mission and long range plan (**19-Objectives**) with the parish
  - Letter to parish on progress-3/24
- ✓ **3/27 Parish Council update**
- ✓ **3/28 meeting**
  - 2-Gather additional current and future priorities data
  - Long Range Plan open house after mass 4/5 and 4/6
  - 2a-Read “Welcoming parish” book for objective alignment
- ✓ **4/11 meeting (Friday)**
  - 2b-Review “Welcoming parish” book for objective alignment
  - 3-Review the added data and identify possible gaps
  - in the “draft” long range plan (**19-Objectives**)
- ✓ **4/12 All Parish open house after Saturday Mass**
- ✓ **4/13 All Parish open house after Sunday Mass**
- ✓ **4/14 meeting (Monday)**
- ✓ **4/17 Parish Council Ex Update**
- ✓ **4/21 meeting (Monday)**
  - Complete 2008 Mission Statement with final input from parish
  - Complete 2008 and beyond long range plan (draft to final x/19)
  - Prepare for Parish council presentation
- ✓ **4/24 Parish council update**
- ✓ -Share plan/status
- ✓ -Do who should be leading exercise
- ✓ **4/28 meeting**
- ✓ -Process **parish council input**
- ✓ **4-Develop “final” long range plan updates (19-Objectives)**
- ✓ **5/5 meeting**
- ✓ 5-Develop/refine “draft” implementation plans (**19x-Action Steps**)
- ✓ **5/12 Meeting**
  - Review fathers final input
  - Develop communication plan (for post 5/29)
    - Staff/ministries/parish
    - Documentation plan
- ✓ **5/15 Meeting**
  - 7-Present “final” long range plan updates Parish Council Ex May 5/22
  - 8-Present “draft” implementation plan Parish Council Ex May 5/22
- **5/22 meeting**
  - 10-Present “final” long range plan updates Parish Council May 5/29
  - 11-Present “draft” implementation plan Parish Council May 5/29
  - 12-Adopt “final” long range plan.
- **June**
  - 13-Communication to Staff
  - 14-Communication to Ministry leaders
  - 15-Communication to Parish

# Immaculate Conception Parish-Arlington

## Phase 3 May 29 2008 to Jan 2009

- **June-Sept**
  1. **Assemble Long Range Plan Retreat team**
  2. **Identify objectives and priorities of the retreat**
  3. **Plan the September retreat**
  4. **Communicate progress monthly via e-mail, web and bulletin.**
  
- **September**
  1. Hold Staff Leadership Retreat
  2. Hold Ministry Leadership Retreat
  3. Develop implementation plan by plan element  
(High priority items only)

### **Phase 3 tasks to complete**

- 1-Refine draft implementation plan
- 2-Present the “refined” implementation plan to Parish Council Exec
- 3-Present the “refined” implementation plan to Parish council
- 4-Obtain Long Range Plan implementation plan approval
- 5-Present the implementation plan to the parish
- 6-Report progress to the plan to the parish

Immaculate Conception Parish-Arlington

+++++

**2008-Our Mission Statement**

**“WE ARE: A Parish Family, in Gods Name, celebrating Christ among us, through the power of the Holy Spirit.**

**We proclaim our mission by our faithfulness to the Gospel through acts of worship, education, love, community, outreach, ministry, ecumenism & inclusion, and stewardship”**

**Our visionary goals are:**

**Worship is how we praise God together**

**Education is how we grow**

**Love is how we treat God and each other**

**Community is how we relate to and care for one and another.**

**Outreach is how we do Gods work**

**Ministry is how we connect with one and another**

**Ecumenism & Inclusion is how we find all and include all**

**Stewardship is the way we share our time, talent and treasure.**

Said another way,

**“We are the parish that W-E-L-C-O-M-E-S”**

+++++

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

**Worship is what we do together**

Objective: *“an aim or goal”*

**To establish a deeper and fully enriched prayer life that satisfies the spiritual needs of the Parish community.**

Desired outcome: *the way that something turns out in the end*

**Each parish member (and all future members are empowered to develop) a deeper prayer life that spiritually enriches their Catholic experience.**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **FJ/Prayer Chain/Prayer Ministry**
2. Develop monthly action plan with Father and the Prayer Chain Ministry or chosen responsible ministry
3. Communicate plan to Parish council and Parish Community.
4. Update Parish council and Parish two time per year

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

**Worship is what we do together**

Objective: *“an aim or goal”*

**Develop a regular evaluation and updating of liturgy within the liturgical parameters to capture the spirit and energy of the parish community.**

Desired outcome: *the way that something turns out in the end*

**Continuously evolving liturgy that supports the needs of the parish**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* **FJ/Liturgy**
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish Community*
4. *Update Parish council and Parish two times per year to check for success or modifications necessary.*

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Education**

(Develop plans to satisfy the Educational needs of every segment of our faith community.)

Objective: *“an aim or goal”*

**Increase number of youth, young adults, and adults in Religious Education programs.**

Desired outcome: *the way that something turns out in the end*

**Reach our youth, young adults and mature adults by educating them to satisfy their religious needs and retain them as practicing Catholics in the future**

.

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **KG/Ministry?**
2. Develop monthly action plan
  - a. Identify needs and establish plans to make our education of our youth, young adults and mature adults that meets the needs of spirituality and fulfillment in the spirit of God...
  - b. Identify resources
  - c. Develop communication plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

## Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

### **Education (continued)**

(Develop plans to satisfy the Educational needs of every segment of our faith community.)

Objective: *“an aim or goal”*

**Provide "Basics and Beyond" programs for all subgroups in the parish. . (Basics for all levels, learn about church, scripture/Bible study)**

Desired outcome: *the way that something turns out in the end*

**Support lifelong learning objectives of parishioners about church.  
Develop programs for additional lifelong learners in parish.**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **KG/Adult Faith Formation**
2. Develop monthly action plan
  - a. Identify needs
  - b. Identify resources
  - c. Develop communication plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Love is how we treat God and each other**

**(Enrich our culture so that “Love” is a pervasive and accepted way to respect God and each other within our Parish Community.)**

Objective: *“an aim or goal”*

**Recognize the visible acts of love within our parish community.**

Desired outcome: *the way that something turns out in the end*

**Entrust the mindset of the community to adopt the attitude of “Love God with all your heart, mind and soul.”  
Love thy neighbor as thy self.**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* **GT/St Vincent/Healing/Funeral**
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish*
4. *Update Parish council and Parish two time per year*

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

**Community is how we relate to and care for one and another.**

**Enrich our sense of Community, which is how we relate to and care for ourselves and others, and attract and retain those active practicing in our present parish and those that have not been active in the Catholic faith.**

Objective: *“an aim or goal”*

**Develop a spirit of community that is infectious and instills that spirit of our community to others to create a larger more vibrant group...In condensed version... (Get more people to know one another).**

Desired outcome: *the way that something turns out in the end*

**Tighten the community through nutritionally enhanced conversation. (Monthly dinners, that is open to the public with themes that are seasonal and desirable)**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **FJ/Ministry?**
2. Develop monthly action plan
  - a. Identify resources
  - b. Identify Needs
  - c. Saturday night function Recruit various ministry's to sponsor the function, advertise and promote.
  - d. Develop communication plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Outreach is how we do Gods work**

**(Outreach as a parish community to do Gods work)**

Objective: *“an aim or goal”*

**Have active ministries and programs the make a connection with those in need (seniors, home bound, homeless, youth, young adults).**

Desired outcome: *the way that something turns out in the end*

**Those people in need in the Parish community and local community are known and feel included.**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **FJ?/Social Cons/St Vincent DePaul**
2. Develop monthly action plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Outreach is how we do Gods work**

**(Outreach as a parish community to do Gods work)**

Objective: *“an aim or goal”*

**Replenish the spiritual necessities of barely practicing Catholics with outreach and welcoming involvement.**

Desired outcome: *the way that something turns out in the end*

**Catholics in the community and Parish that are barely or not active or fallen away are known and become included.**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry DC/??*
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish*
4. *Update Parish council and Parish two time per year*

## Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

### **Outreach is how we do Gods work (Continued)**

**(Outreach as a parish community to do Gods work)**

Objective: *“an aim or goal”*

**Recognize the value of the sister parishes, maintain and then grow involvement with Sister Parishes.**

Desired outcome: *the way that something turns out in the end*

**There is open communication between the parish members and the sister parishes each week. Needs are know and being prayerfully considered each month.**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* FJ/Sister Parish Committee
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish*
4. *Update Parish council and Parish two time per year*

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Outreach is how we do Gods work (Continued)**

**(Outreach as a parish community to do Gods work)**

Objective: *“an aim or goal”*

**Constantly reach out to the local community to bring in new members**

Desired outcome: *the way that something turns out in the end*

**New members are joining parish each month.**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* **Staff/Ministry?**
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish*
4. *Update Parish council and Parish two time per year*

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Ministry is how we connect with one and another**

**(Ministry is the method by which we powerfully share with one another, the word of God.)**

Objective: *“an aim or goal”*

**Know who each of the current ministries and their leaders are, and then support and grow the current and new ministries of the parish each month.**

Desired outcome: *the way that something turns out in the end*

**Flourishing Ministries that support the needs of the parish and the community**

Action steps: *the process of doing something in order to achieve a purpose*

*Identify responsible staff/ministry* **FJ/Stewardship**  
*Develop monthly action plan*  
*Develop parish policy on ministries*  
*Evaluate the parish for needs*  
*Evaluate the current ministries for needs annually*  
*Charter new ministries as needed to meet parish and community needs*  
*Communicate plan to Parish council and Parish*  
*Update Parish council and Parish two time per year*

## Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

### **Ecumenism & Inclusion is how we find all and include all**

**(Ecumenism & Inclusion is the way by which we as a Parish Community find all and include all)**

Objective: *“an aim or goal”*

**Increase the interaction between our church and other Christian churches and other religions.**

Desired outcome: *the way that something turns out in the end*

**In the monthly parish calendar there are planned activities with an ecumenical goal each month.**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **FJ/ Ministry?**
2. Develop monthly action plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

## Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

### **Ecumenism & Inclusion is how we find all and include all**

**(Ecumenism & Inclusion is the way by which we as a Parish Community find all and include all)**

Objective: *“an aim or goal”*

**Recognize and the importance of and increase in the parish community inclusion for current members with special needs (physical, mental, social), provide personal invitations and accommodation.**

Desired outcome: *the way that something turns out in the end*

**All parishioners with special needs are involved in parish community activities and accommodated by the facility to the point practical.**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **FJ/Inclusion Ministry/Ushers**
2. Develop monthly action plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

**Stewardship is the way we share our time, talent and treasure.**

**(Develop a program of Stewardship that allows our community to grow and prosper and make Stewardship as a way of life. Stewardship is the way we share our time talent and treasure.)**

"We show love as we share our time, talent, and treasures in Jesus' name."

Objective: *“an aim or goal”*

**By the appropriate use of time, talent, and treasure our parish community will make this a way of life to achieve the following:**

- -Fiscal Responsibility
- -Debt free by developing a resource outside of our Parish to help provide resources to pay down our debt.
- Use our Finance Council and Parish Council to ensure that we achieve “Financial stability” by establishing line item budget items that set aside dollars for future improvements and repairs.
- Establish a Staff person to ensure that our Ministries are healthy, have a leader and are properly funded. -Ministries more healthy
- -
- By the nature of more healthy ministries it will require -more involvement of members so recruitment and support of the Parish Community will be necessary for success.

Desired outcome: *the way that something turns out in the end*

**All parishioners feel like their contribution of time, talent, and financial resources support the Parish and community and are recognized at an annual recognition dinner or function.**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **Staff/Parish Council**
2. Develop monthly action plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

## Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

**Stewardship is the way we share our time, talent and treasure.**

**(Develop a program of Stewardship that allows our community to grow and prosper and make Stewardship as a way of life. Stewardship is the way we share our time talent and treasure.)**

"We show love as we share our time, talent, and treasures in Jesus' name."

Objective: *“an aim or goal”*

**Develop additional sources of income to enhance our financial stability and provide the resources necessary to pay down our dept.**

Desired outcome: *the way that something turns out in the end*

**Establish a goal that could provide a resource of 10% of Parish income derived from sources other than collections.**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* **FJ/Ministry?**
2. *Develop a plan to support next year's parish budget development.*
  - a. *Identify resources*
  - b. *Develop communication plan*
3. *Communicate plan to Parish council and Parish Update Parish council and Parish two time per year*

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Fundamental Foundation**

Objective: *“an aim or goal”*

**The Parish staff is honored, respected and provide the foundation of the parish community.**

Desired outcome: *the way that something turns out in the end*

**Parish staff that is well aligned to the parish mission/goals & Objectives a team that functions well with Father, the Parish and the Parish Council. A team that has the resources to support the needs of the parish**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* **FJ/Parish Council**
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish*
4. *Update Parish council and Parish two time per year*

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Fundamental Foundation**

Objective: *“an aim or goal”*

**The Parish Council is honored, respected and provide the fundamental leadership of the parish community in support of Father.**

Desired outcome: *the way that something turns out in the end*

**A Parish council that represents the parish and is well aligned to the parish mission/goals & objectives A council that functions well as a team with father, staff and the parish.**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* **FJ/Parish Council**
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish*
4. *Update Parish council and Parish two time per year*

# Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

## **Fundamental Foundation (Continued)**

Objective: *“an aim or goal”*

**Communication with the parish community is recognized as a fundamental element of the parish program and services.**

**Communication with the parish community allows parish members to know and understand what is going on at any one time.**

Desired outcome: *the way that something turns out in the end*

**Parish members and staff know what activities are planned, where to easily get more information about each activity and how to simply negotiate and communicate changes.**

Action steps: *the process of doing something in order to achieve a purpose*

1. Identify responsible staff/ministry **GT/Ministry?**
2. Develop monthly action plan
3. Communicate plan to Parish council and Parish
4. Update Parish council and Parish two time per year

## Immaculate Conception Parish-Arlington

Visionary Goal: *“something that somebody wants to achieve”*

### Fundamental Foundation (Continued)

Objective: *“an aim or goal”*

**A Parish facility that the parish community recognizes as their own, has pride in and as meeting the needs of the parish**

Desired outcome: *the way that something turns out in the end*

**The parish facilities are efficiently managed. The facility meets the requirements and most of the wants of parish community. The facility is cleaned and maintained regularly. Long term needs of the parish community are planned for and reviewed regularly.**

Action steps: *the process of doing something in order to achieve a purpose*

1. *Identify responsible staff/ministry* **TD/Ministry?**
2. *Develop monthly action plan*
3. *Communicate plan to Parish council and Parish*
4. *Update Parish council and Parish two time per year*

# Immaculate Conception Parish-Arlington

## Signature Page:

- ✓ Complete 2008 Mission Statement
- ✓ Complete 2008 and beyond long range plan
- ✓ Develop draft implementation plan

Parish Council 2007-2008	Long Range Planning Task Force
<i>Fr. Jim Dalton, 5/22/2008</i> Fr Jim Dalton	<i>Fr. Jim Dalton, 5/22/2008</i> Fr Jim Dalton
<i>Montey Hagenston, 5/22/2008</i> Montey Hagenston, Current Parish Council President	<i>Montey Hagenston, 5/22/2008</i> Montey Hagenston, Current Parish Council President
<i>Carla Gastineau, 5/22/2008</i> Carla Gastineau Council Vice President	
<i>Ken Christiansen, 5/19/2008</i> Ken Christiansen, Council VP-Ministry Development	<i>Ken Christiansen, 5/19/2008</i> Ken Christiansen, Council Representative-Team Leader
<i>Laura Hofmann, 5/22/2008</i> Laura Hofmann Council Secretary	Marian Harrison Retired Parish Council President
Betty Dougherty Current Council Member	Nate Kalaf Retired Finance Council Member
Cathy Callan Current Council Member	Lori Kirkeby Retired Parish Council Member
Joan Kastning Current Council Member	Mary Manning Retired Parish Council President
<i>Cecil Manzano, 5/22/2008</i> Cecil Manzano Current Council Member	Monica Smith Retired Parish Council Member
<i>Sue Hanowell, 5/22/2008</i> Sue Hanowell Current Council Member	Jay Wilson Retired Parish Council President
Darlene Goodwin Current Council Member	
<i>Steve Burger, 5/22/2008</i> Steve Burger Current Council Member	<i>Lucy Melcher, 5/22/2008</i> Lucy Melchior Parish Council Elder
Francis Weatherhead Current Council Member	<i>Don Melcher, 5/22/2008</i> Lucy Melchior Parish Council Elder

# Immaculate Conception Parish-Arlington