



ST. ANNE
CATHOLIC CHURCH
& All Saints Catholic School

PASTORAL PLAN

2026 – 2029

Invigorate Faith. Build Community. Go Make Disciples.

One Mission. One Community.
Faith. Family. Future.

ST. ANNE CATHOLIC CHURCH · BROKEN ARROW, OKLAHOMA

stanneba.org



A LETTER FROM YOUR PASTOR

2026–2029 Pastoral Plan

My brothers and sisters,

I am happy to share the 2026 Pastoral Plan for the St. Anne Church and All Saints School community with you. This work has been a labor of love, gathering many thoughts and voices together to help form a vision for the future of our vibrant and growing family. I hope you will take some time to look it over and see how you can assist your parish family in making the plan a reality.

The most important part of its implementation will be through prayer. As you will see, one of our priorities will be investing in our Sunday Experience, making that unique time more meaningful and fruitful for everyone who walks through our doors.

Also, as you will note, our Infrastructure priority will lean more toward our school as we seek to complete much-needed upgrades to some of its old and temporary structures.

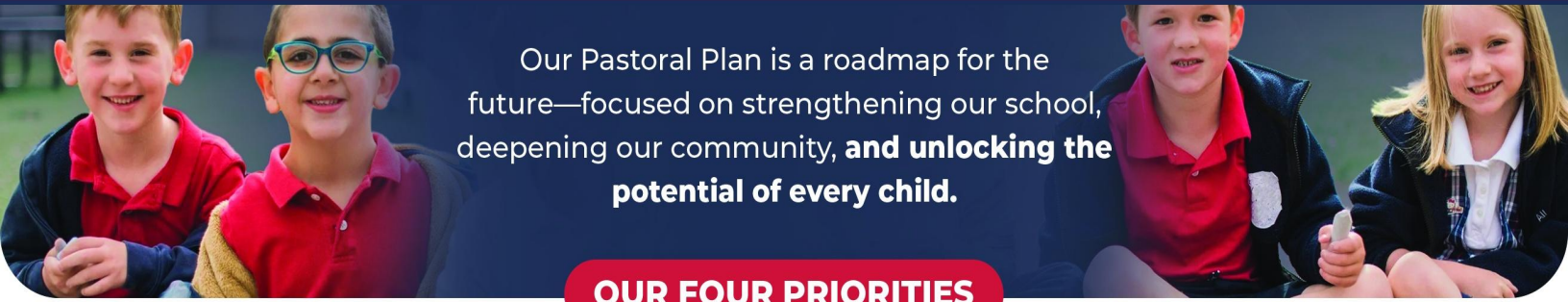
I entrust this entire plan and process to the Sacred Heart of Jesus and to the intercession of our patron, St. Anne, and ask that she continue to bless all that we do in her name.

Yours in Christ,

Pastor, St. Anne Catholic Church



PRIORITY #1 OF THE PASTORAL PLAN



Our Pastoral Plan is a roadmap for the future—focused on strengthening our school, deepening our community, and **unlocking the potential of every child.**

OUR FOUR PRIORITIES



Improving Infrastructure

Create a campus that meets today's needs and prepares for tomorrow.

2029 Goal

Break ground on a building addition and renovations for Early Childhood classrooms and a dedicated Specials wing, with improved campus access and flow.



Increasing Parent Engagement

Build a connected, informed, and active community where every family belongs.

2029 Goal

Achieve 20%+ increase in event attendance, implement a formal volunteer tracking system, and promote meaningful parent involvement.



Unlocking Student Potential

Provide an exceptional, faith-filled education that inspires every student.

2029 Goal

Enrich our PreK-8 curriculum with a dedicated Curriculum Director, strong interventions, and expand learning opportunities for all students.



Retaining Mission-Minded Staff

Build a strong teacher pipeline and foster a supportive culture where educators feel valued.

2029 Goal

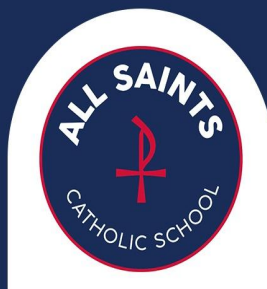
Maintain 90%+ teacher retention through mentorship, professional support, faculty recognition, and mission-centered leadership.



**STRONG
COMMUNITY**



**ACADEMIC
EXCELLENCE**



**FAITH
FORMATION**



**SERVICE AND
LEADERSHIP**

Year-by-Year Plan To Reach Our Goals

2026-2029 ROADMAP

2027

YEAR 1 - BUILD

Lay the foundation and launch key initiatives.

2028

YEAR 2 - GROW

Expand programs, deepen engagement, and secure resources.

2029

YEAR 3 - ACHIEVE

Bring our vision to life and measure lasting impact.

Improving Infrastructure

01

- Form Capital Campaign Committee
- Engage architect and begin design
- Launch endowment growth initiatives

- Secure 50% of project funding
- Finalize design and select contractor
- Host first Endowment Dinner

- Advance plans toward construction
- Sustain capital campaign momentum
- Continue growing endowment

Increasing Parent Engagement

02

- Establish baseline and track data of attendance at events
- Improve Host Families program
- Implement new Care & Share volunteer system

- Expand on-campus volunteer roles
- Strengthen communication and attendance strategy
- Grow Host Families program

- Recognize and celebrate volunteers
- Show measurable engagement growth
- Make engagement a core part of our culture

Unlocking Student Potential

03

- Hire Curriculum Director
- Audit and align curriculum
- Assess interventions and enrichment
- Hire Student Activities Director

- Implement aligned curriculum
- Strengthen interventions
- Launch enrichment programs

- Measure growth and refine programs
- Celebrate student success

Mission-Minded Staff

04

- Build university recruitment partnerships
- Launch teacher mentorship and onboarding
- Reevaluate teacher workload commitments

- Establish stipends for club and activity coordinators
- Expand faculty recognition programs
- Strengthen employer brand and recruitment

- Maintain 90%+ teacher retention
- Refine mentorship and leadership programs
- Become a preferred Catholic school employer

**ONE MISSION.
ONE COMMUNITY.**
Endless Possibilities.



FAITH. FAMILY. FUTURE.
Rooted in Christ.
Focused on Tomorrow.

SUNDAY EXPERIENCE

2026 – 2029

Creating a culture of welcome and a liturgy that draws people deeper into the mystery of Christ — through excellence in hospitality, music, preaching, and the celebration of the Mass.

PRIORITY #2 OF THE PASTORAL PLAN

"Contribute to the needs of the holy ones, exercise hospitality." **Romans 12:13**

01 STRENGTHEN HOSPITALITY

Every person who attends Sunday Mass—parishioner, visitor, or returning Catholic—encounters a spirit of welcome, clarity, and belonging. Current satisfaction: **50.9%**.

2029 GOAL

Raise hospitality satisfaction to **65%**. Sustain a fully trained hospitality team and a consistent newcomer follow-up process at all weekend Masses.

02 STRENGTHEN THE MASS

The Eucharist is the source and summit of Christian life. Sunday Mass should be consistently reverent, prayerful, well-prepared, and spiritually nourishing. Current satisfaction: **61.0%**.

2029 GOAL

Raise liturgy & ministers satisfaction to **76%**. Achieve consistent quality across all Mass times with no single time "preferred" over another.

03 STRENGTHEN PREACHING

The homily breaks open the Word of God and applies it to daily life. Preaching should engage parishioners, communicate the Gospel clearly, and support growth in discipleship. Current satisfaction: **62.9%**.

2029 GOAL

Raise preaching satisfaction to **78%**. Establish ongoing feedback, continuing education, and an annual review process for Sunday preaching.

04 STRENGTHEN SACRED MUSIC

Sacred music elevates the heart and deepens participation in the liturgy. Weekend music should be prayerful, fitting, engaging, and supportive of congregational participation. Current satisfaction: **53.3%**.

2029 GOAL

Raise music satisfaction to **68%**. Establish a core singable repertoire with intentional seasonal planning and active congregational participation.

05 ESTABLISH ONGOING EVALUATION & ACCOUNTABILITY

Measure progress with clarity and consistency so that gains are sustained and future needs are identified. Track hospitality, liturgy, preaching, and music through annual benchmarks, and grow weekend Mass attendance by **15%** (to 1,707) by June 2029.

YEAR-BY-YEAR FOCUS

2027

YEAR 1 — BUILD

- Form hospitality team & establish standards
- Launch newcomer follow-up process
- Review all liturgical ministry practices
- Begin monthly preaching feedback
- Complete sound/volume inspection
- Establish core music repertoire
- Create Sunday Experience dashboard

2028

YEAR 2 — GROW

- Expand & refine hospitality training
- Improve consistency across Mass times
- Clergy attend public speaking education
- Implement seasonal music planning
- Involve All Saints Honor Choir in liturgies
- Annual benchmark review completed
- Adjust priorities based on survey results

2029

YEAR 3 — ACHIEVE

- All four benchmark targets reached
- No Mass time "preferred" over another
- Hospitality embedded in parish culture
- Preaching review process fully sustained
- Congregational music participation strong
- Weekly attendance reaches 1,707
- Evaluation process continues beyond 2029

SATISFACTION BENCHMARKS (0% = DISSATISFIED · 50% = NEUTRAL · 100% = FULLY SATISFIED)

Area	Baseline	By June 2027	By June 2028	By June 2029
Hospitality	50.9%	55%	60%	65%
Liturgy & Ministers	61.0%	66%	71%	76%
Preaching	62.9%	68%	73%	78%
Music	53.3%	58%	63%	68%
Weekly Mass Attendance	1,485	1,559	1,633	1,707

MARRIAGE & FAMILY LIFE

2026 – 2028

To help every family move toward "heaven in the home" — by building a culture of belonging, support, formation, and spiritual growth across every stage of life, from youth through marriage and family.

PRIORITY #3 OF THE PASTORAL PLAN

"As for me and my house, we will serve the Lord." **Joshua 24:15**

FOUR FOCUS AREAS



Communio & Retreats



Marriage Prep & Sacrament



Holy Homes Family Formation



Youth Program & College Outreach

3-YEAR ROADMAP

2026

FOUNDATION YEAR

- **Retreats**
Host 1 "Healing the Whole Person" retreat; min. 30 participants
- **Marriage Prep**
Design structured preparation pathway with mentor couple model
- **Holy Homes**
+50% attendance growth; integrate childcare at every gathering
- **Youth Program**
+50% attendance growth; recruit initial student leaders
- **College Outreach**
Launch initiative; contact 60% of known college-aged parishioners

2027

EXPANSION YEAR

- **Retreats**
Host 2 workshops annually, including 1 Skills-based relationship workshop
- **Marriage Prep**
Full implementation — mentor couples for all; 85% compliance; 65% first-year follow-up
- **Holy Homes**
+50% additional growth; quarterly parish-wide communications
- **Youth Program**
+50% growth; expand student leadership team to 10+
- **College Outreach**
Contact 75%; host first annual College Reunion Night

2028

CULTURE SHIFT YEAR

- **Retreats**
2 workshops; 80%+ post-workshop survey reporting growth or relationship improvement
- **Marriage Prep**
Sustained mentor model; 90% first-year follow-up; pathway fully embedded
- **Holy Homes**
+50% growth (compounded from baseline); thriving family community established
- **Youth Program**
Student leaders driving peer outreach; parent engagement touchpoint in place
- **College Outreach**
Contact 85%; 30% of contacted students engaged in parish events during breaks



STRONG MARRIAGES



THRIVING FAMILIES



ENGAGED YOUTH



CONNECTED COLLEGE STUDENTS