

Missionaries of the Holy Spirit  
ST. MATTHEW CATHOLIC CHURCH & SCHOOL  
Hillsboro, Oregon

Community Profile  
Parish Pastoral Plan  
School Strategic Plan

2009 – 2014

September 2, 2009

Brothers and sisters of St. Matthew Parish,

Within the pages of this document you will find two very important documents:

- a. The 2009-2014 Parish Pastoral Plan
- b. The 2009-2014 School Strategic Plan

I invite you to read them carefully, join us in their implementation, and pray so that our efforts may be blessed by our Heavenly Father.

The Pastoral Plan represents the fruits of one year of labor of the St. Matthew Pastoral Council, which started working in late 2008 after it became clear that the majority of items from the pastoral plan promulgated in 2005 were nearly completed.

In this installment, the 5-year Pastoral Plan is arranged into four main categories that are based on the three offices of Christ in which we participate upon entering the People of God through faith and Baptism, as well as the newly added category of Community:

- *Christ's Office of Priest* - Faith Celebrated - Prayer, Liturgy, Sacraments and Worship
- *Christ's Office of Prophet* - Faith Taught - Proclaiming His Word, Catechesis and Catholic Education
- *Christ's Office of King* - Faith Lived - Stewardship, Outreach, Charity, Ecumenism, Social Justice
- *Community* - Faith Shared - Welcoming, Building of Parish Life

The response from parishioners for input and ideas during the development of the Pastoral Plan once again exceeded our expectations, but unfortunately we can't do everything - as a parish we have limited resources and need to set priorities. This document is the result of the Pastoral Council's effort to set those priorities through prayerful discernment.

The School Strategic Plan is the result of nearly a year of conversations and review by the stakeholders of our School -administration, staff, parents, alumni, and parishioners. A strong tradition of Christ-centered learning and academic excellence has contributed to the solid foundation of St. Matthew School over the past nearly one hundred years and has driven this hope for the future through the Strategic Plan. Together, we will use the Strategic Plan as a framework to guide us on this journey to educate our students in a Christ-centered environment where they will be challenged to achieve their potential with their God-given talents. Our graduates will continue to be Christian role models who communicate effectively, are responsible citizens, and desire to be lifelong learners.

However, neither the Pastoral Plan nor the School Strategic Plan are exclusive. Just because an idea or action isn't included doesn't mean it isn't important or shouldn't be pursued. The priorities contained herein should be used as guides to help us make decisions on actions not specifically contained in the plan itself.

Finally, we'd like to thank all those who helped during the planning process - in particular, the three Parish Councils, the Missionaries of the Holy Spirit, the St. Matthew Parish & School Staff, the school parents, different groups and ministries, as well as you, the parishioners of St. Matthew, without whose input and prayers this 5-year pastoral plan would not have been possible.

Father Juan José González, msp  
Pastor

John Mikitka  
Pastoral Council Chair

Jeannie Timoney  
School Principal

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# Parish Profile and Pastoral Plan 2009 - 2014

St. Matthew Catholic Church  
475 SE Third Avenue  
Hillsboro, OR 97123

# Chapter 1: History

## ***A Brief History of St. Matthew Parish***

***A brief excerpt from the church histories of the May 16, 1963 Argus article and the 1977 Diamond Jubilee Parish History Issue***

Although the city of Hillsboro was one of the first to be established in the state of Oregon, incorporated in 1876, there was still no Catholic church within its limits by the end of the 19<sup>th</sup> century. Most families in the area had to travel to Verboort, Cedar Mills, Tigard, or South Cornelius to attend Mass.

The first Masses in Hillsboro were held in private homes, first in the house of Wolfgang Meier, then in the house of Mr. Udenar, a jeweler. Later, the old Hillsboro Opera House was pressed into service as a church. As the congregation grew, a larger room over a livery stable located at 2<sup>nd</sup> and Washington Streets was rented. Finally, in 1901, construction of a church within the city limits began on a lot donated by banker J. W. Shute.

The completed Church was dedicated in 1902 by Archbishop Christie, but would remain a mission for another two years, attended only once a month by the pastor from Verboort. Finally, in 1904, it became a parish and Rev. Joseph Bucholzer appointed as the first pastor. Since Hillsboro was the county seat where taxes were paid, the Archbishop decided to name the new parish after St. Matthew, the apostle who had been a tax collector. As most parishioners were of German or Swiss descent, Mass was celebrated in both English and German.

In 1914, the original St. Matthew School opened. 45 pupils were taught by two sisters from St. Mary's in Beaverton, Sister Eugenia and Sister Miriam of Jesus.

The Rev. John T. Costelloe was appointed pastor of St. Matthew in January 1919 and served for 35 years until 1954, when he became pastor emeritus. During his tenure, a new rectory was built and in 1949 the school was enlarged to accommodate an enrollment of over 100 pupils. In 1939, the first Fall Festival was held, which has been an annual tradition ever since.

In 1960, the convent (now the Pastoral Center) was built, followed by the new church, which was dedicated in 1965. Both were completed during the pastorate of the Rev. Armand Gelinias, who died unexpectedly in April, 1973 from a heart attack. His successor, the Rev. Robert Cieslinski, oversaw major additions to the parish, with the construction of the Parish Center (Costelloe Center), gymnasium, CCD Office, and two classrooms in 1975. St. Matthew also purchased property to develop a playground for the school, completing ownership of the entire block between 2<sup>nd</sup> and 3<sup>rd</sup> Streets.

The Rev. Carl Flach became pastor of St. Matthew in 1986. In 1989, the new kindergarten rooms were added to the school. It was at this time that St. Matthew recognized the growing needs of the Spanish-speaking community it serves, hiring its 1<sup>st</sup> Hispanic Minister in 1989 and instituting a regular 5:30pm Mass in July of 1991.

The dawn of a new century held more changes for St. Matthew. In 2000, the Cieslinski Center, standing on the site of the old rectory, was dedicated. In March, an additional Spanish Mass was added at 7:00am. That same year, the Missionaries of the Holy Spirit began serving our community, with the Rev. José Ortega appointed pastor and the Rev. Gerardo Alberto as associate pastor. Not long after, the Hertel Center was dedicated in 2001. After serving only 3 years at St. Matthew, Father José was elected Provincial of the US Province of the Missionaries of the Holy Spirit and was followed by the Rev. Juan José González, M.Sp.S., our current pastor. In

March 2004, Archbishop Vlazny presided over the dedication of the new Parish Hall, a much needed space to help minister to the 2000+ families now registered with the parish.

## ***A History of the Missionaries of the Holy Spirit, Christ the Priest Province***

The Missionaries of the Holy Spirit are a Religious Congregation of men consecrated to God for the service of the Church. Living in community, some are called to serve as brothers, deacons, and priests. Their mission is to extend the Reign of the Holy Spirit to all people. Their life is geared toward a call to holiness in the motto they live by, "Above all, contemplatives, then men of action."

Their spirituality and mission asks the Missionaries of the Holy Spirit to be men of prayer. This demands of them an intense living out of the liturgy that finds its fulfillment in the celebration of the Mass. Since Christ continues his priestly oblation in the Eucharist, fidelity to Eucharistic Adoration is a number one priority in their religious way of prayer. They live and work in community being faithful to their motto and ideal that constitutes their life and service for their local places of ministry and the Church at large. They strive to enable the people of God to develop a solid faith formation, especially in favor of priests and consecrated religious men and women thus contributing to the betterment of society.

One of the vital sources of their spirituality and mission that enables them to serve is the Spirituality of the Cross, which they embrace and live. Such spirituality consists in following Jesus, Priest and Victim, with the same characteristics that outline the virtues of the priesthood of Jesus: love, purity and sacrifice. The key symbol that reflects the image of Jesus' priesthood is the Cross of the Apostolate which was first revealed to Venerable Concepción Cabrera de Armida (Conchita) in 1894. Among its deep significance, this cross represents Jesus' obedience to the Father by bringing salvation to the world through the prompting of the Holy Spirit.

Conchita met Fr. Felix de Jesus Rougier in February of 1903 and explained the Spirituality of the Cross. On Christmas day in 1914, during a time of religious persecution in Mexico, Fr. Felix founded the Missionaries of the Holy Spirit.

The Missionaries of the Holy Spirit have been serving the people of God in the United States for over 50 years; first in California, then in Texas, Oregon and Washington. Fr. Jesus Arredondo was one of the first Missionaries of the Holy Spirit who came to this country to serve the "braceros" (people who came from Mexico to work in the fields) in California. He had a strong desire for the Congregation to be in the United States to help the poor and all in need. All the communities of the Missionaries in the U.S. were eventually constituted as a Province in 2002. There are currently eight communities within the U.S. Province (Christ the Priest Province), and the Missionaries also serve in other countries including Spain, Italy, Chile, Mexico, Columbia, and Costa Rica.

When the Missionaries first arrived in Hillsboro in August of 2000, the parish community along with the Congregation helped in the merging of two new dimensions of ministry, bringing together a way of collaboration between a parish community and a religious congregation of men, who were at the forefront of serving a bi-lingual community with a rich historical and faith-based tradition. The fruits of their labor can be seen in the enrollment of two men from St. Matthew, now in their initial process of formation to be Missionaries of the Holy Spirit. Given the mission of our priests and brothers who have served at St. Matthew, the fruits of their life and activities in the parish, in all their dimensions, are but a call for all to respond to God's invitation to live a holy and creative life according to the Gospel.

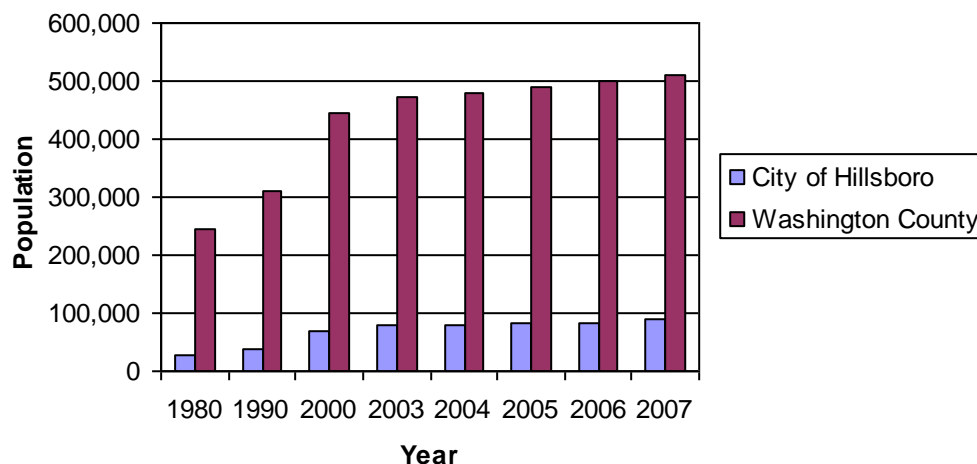
# Chapter 2: Community Profile

## Demographics

### Population – Hillsboro & Washington County

Between 1980 and 2003, Hillsboro’s population growth has generally outpaced that of Washington County, almost doubling between 1990 and 2000. From 2003 to 2007, Hillsboro’s population grew at a Compound Annual Growth Rate (CAGR) of 2.16% vs. 1.58% for Washington County. Over time, Hillsboro’s population has slowly become a larger percentage of Washington County’s overall population.

	1980	1990	2000	2003	2004	2005	2006	2007
City of Hillsboro	27,664	37,598	70,186	79,340	79,940	82,025	84,445	88,300
Washington County	245,808	311,554	445,342	472,600	480,200	489,785	500,585	511,075
% Hillsboro Growth	NA	35.91%	86.67%	13.04%	0.76%	2.61%	2.95%	4.57%
% County Growth	NA	26.75%	42.94%	6.12%	1.61%	2.00%	2.21%	2.10%
Hillsboro as a % of Washington County	11.25%	12.07%	15.76%	16.79%	16.65%	16.75%	16.87%	17.28%



Sources: 1980, 1990, 2000 US Census; 2003, 2004, 2005, 2006, 2007 Center for Population Research and Census, Portland State University.

### Age Groups – Hillsboro

Hillsboro remains a relatively young city, with the median age at about 30 years, although this is up slightly from decades past, when the median age was 27 in both the 1970s and 80s.

Age Groups	1970	1980	1990	2000	2005-2007 Estimate
Under 5 years	1,383	2,681	3,336	6,523	8,208
5 - 19 years	4,287	7,312	9,305	15,359	17,229
20 - 44 years	4,802	11,484	15,794	31,954	35,036
45 - 64 years	2,529	3,836	5,827	11,950	17,342
65+ years	1,674	2,351	3,258	4,400	5,449
Median Age	27	27	30	29.7	30.9

Source: US Census. Median value is the middle value, not an average.  
2005-2007 values are estimates only and do not represent a specific point in time.

## Population by Ethnic Group – Hillsboro

Individuals	2000		2005-2007 Estimates	
	Number	Percentage	Number	Percentage
<b>One Ethnicity</b>	<b>67,873</b>	<b>96.7%</b>	<b>80,303</b>	<b>96.2%</b>
White	54,391	77.5%	64,298	77.0%
Black or African American	858	1.2%	1,608	1.9%
American Indian and Alaska Native	577	0.8%	2,313	2.8%
Asian	4,585	6.5%	6,657	8.0%
Asian Indian	1,244	1.8%	1,347	1.6%
Chinese	734	1.0%	981	1.2%
Filipino	438	0.6%	1,517	1.8%
Japanese	328	0.5%	460	0.6%
Korean	461	0.7%	1,114	1.3%
Vietnamese	754	1.1%	873	1.0%
Other Asian	626	0.9%	365	0.4%
Native Hawaiian and Other Pacific Islander	177	0.3%	415	0.5%
Native Hawaiian	67	0.1%	NA	NA
Guamanian or Chamorro	62	0.1%	NA	NA
Samoan	6	-	NA	NA
Other Pacific Islander	42	0.1%	NA	NA
Some other ethnicity	7,285	10.4%	5,232	6.3%
<b>Two or more ethnicities</b>	<b>2,313</b>	<b>3.3%</b>	<b>2,961</b>	<b>3.5%</b>
<b>TOTAL POPULATION</b>	<b>70,186</b>	<b>100%</b>	<b>83,484</b>	<b>100%</b>

Source: US Census Bureau, Census 2000  
2005-2007 values are estimates only and do not represent a specific point in time.

## Hispanic or Latino Ethnic Breakdown – Hillsboro

Individuals	2000		2005-2007 Estimates	
	Number	Percentage	Number	Percentage
<b>Total Population</b>	<b>70,186</b>	<b>100%</b>	<b>83,484</b>	<b>100%</b>
Hispanic or Latino (of any ethnic group)	13,262	18.9%	17,938	21.5%
Mexican	10,924	15.6%	15,049	18.1%
Puerto Rican	191	0.3%	246	0.3%
Cuban	55	0.1%	0	0.0%
Other Hispanic or Latino	2,092	3.0%	2,643	3.2%
Not Hispanic or Latino	56,924	81.1%	65,326	78.5%
White Only	49,339	70.3%	55,486	66.6%

Source: US Census Bureau, Census 2000  
2005-2007 values are estimates only and do not represent a specific point in time.

## Ethnic Change - Washington County

2007 estimates by the Census Bureau show growth for Washington County, at a 2% greater rate than between 2000 and 2003. The Hispanic population grew fastest over the time period, followed by African Americans and Asians. Surprisingly, the Native American population showed 22% decrease from 2003 to 2007, after a slight increase from 2000 to 2003.

Ethnicity	2000	2003	2007	Change from 2003
Hispanic	49,735	62,190	76,969	23.8%
White	348,042	358,441	376,672	5.1%
Black or African American	5,488	6,748	8,251	22.3%
Native American	3,250	3,629	2,831	-22.0%
Asian American/Pacific Islander	31,868	39,822	45,287	13.7%
Multiracial	9,797	12,285	12,504	1.8%
<b>TOTAL POPULATION</b>	<b>445,342</b>	<b>479,496</b>	<b>522,514</b>	<b>9.0%</b>

Source: Data from the US Census Bureau, Census 2000

## Languages Spoken in Hillsboro

Similar information is not available for St. Matthew, but it is our belief that the parish has a similar make-up with respect to languages spoken.

Language	Ages 5 - 17	Ages 18 - 64	65 and older	Total
English	9,915	34,340	3,925	48,180
<b>All languages other than English combined</b>	<b>3,110</b>	<b>11,054</b>	<b>295</b>	<b>14,459</b>
Spanish	2,660	7,610	150	10,420
Vietnamese	145	590	40	775
Korean	115	310	45	470
Chinese	70	315		385
Hindi		375		375
German	25	215	35	275
Japanese	30	190		220
Tamil		195		195
French	65	95	25	185
Tagalog		125		125
Arabic		109		109
Marathi		95		95
Laotian		90		90
Gujarathi		85		85
Thai		70		70
Bengali		60		60
India (not elsewhere classified)		60		60
Malayalam		55		55
Mandarin		55		55
Turkish		55		55
Polish		50		50
Mon-Khmer, Cambodian		45		45
Danish		40		40
Italian		40		40
Indonesian		35		35
Russian		35		35

Language	Ages 5 - 17	Ages 18 - 64	65 and older	Total
Cantonese		30		30
Romanian		25		25
<b>Totals:</b>	<b>13,025</b>	<b>45,394</b>	<b>4,220</b>	<b>62,639</b>

Source: Modern Language Association, January 2009

## Economic Information and Conditions

Principle industries of Washington County include manufacturing (rubber & plastic; industrial machine & equipment, instruments, electronics), trade, transportation & utilities, and professional and business services.<sup>1</sup> Primary agriculture products (i.e. top 3 largest gross farm sales) for Washington County in 2007 were nursery crop, greenhouse crop, and grass & legume seeds.<sup>2</sup> There are a total of 838 manufacturing companies in Washington County<sup>3</sup>, with 385 within Hillsboro city limits employing 12,609.<sup>4</sup> As of August 2007, there are 4,543 businesses registered in Hillsboro, 86% of which have 10 employees or less.<sup>4</sup>

## Occupation Breakdown – Washington County

Occupation	2000	2001	2002	2003	2005-2007 Estimate	2005-2007 Percentage
Management, professional, and related occupations	87,512	103,860	89,595	95,614	104,063	39.5%
Service occupations	22,696	34,917	31,431	31,839	38,474	14.6%
Sales and office occupations	63,421	62,205	61,369	62,651	70,250	26.7%
Farming, fishing, and forestry occupations	5,023	896	2,007	5,147	3,994	1.5%
Construction, extraction, and maintenance occupations	13,625	14,397	22,224	15,775	18,128	6.9%
Production, transportation, and material moving occupations	31,857	27,979	30,865	22,099	28,421	10.8%
<b>Employed civilian population 16 years and over</b>	<b>224,134</b>	<b>244,254</b>	<b>237,491</b>	<b>233,125</b>	<b>263,330</b>	<b>100.0%</b>

Source: US Census Bureau, 2000, 2001, 2002, 2003 Data Profiles  
2005-2007 values are estimates only and do not represent a specific point in time.

## 5 Largest Employers for Hillsboro as of October, 2006<sup>4</sup>

The numbers cited below represent employees working in Hillsboro only, not the total employed by each entity.

Employer – Product/Service	# of Employees
Intel Corporation	15,500
Hillsboro School District	1,867
Washington County	1,709
Wells Fargo	1,700
Tuality Health Care	1,200

## Unemployment Data for Hillsboro, Oregon

The unemployment data provided below represents unemployment claims received and paid by the State of Oregon. Once benefits expire, the person is no longer included in the unemployment statistics. We therefore

<sup>1</sup> Source: Oregon Employment Department, Covered Employment and Payroll Reports, 2007

<sup>2</sup> Source: Oregon State University, Extension Economic Information Office

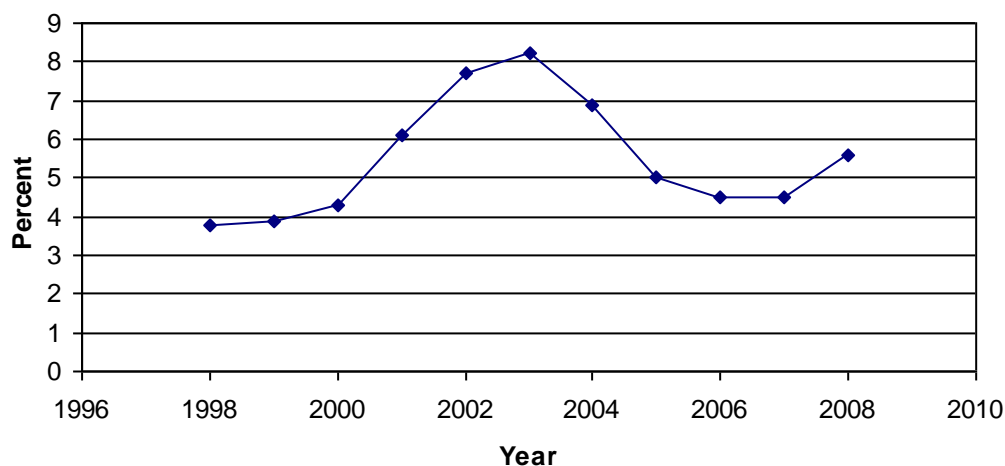
<sup>3</sup> Source: Oregon Employment Department, Covered Employment and Payroll Reports, 2007

<sup>4</sup> Source: Hillsboro City Administration

believe the number of unemployed in Hillsboro is actually greater than reported. The data provided for 2008 is as of October only; annual data is not yet available.

Year	Labor Force	Employment	Unemployment	Unemployment Rate
1998	27,667	26,612	1,055	3.8%
1999	28,207	27,112	1,095	3.9%
2000	40,670	38,914	1,756	4.3%
2001	41,739	39,213	2,526	6.1%
2002	41,932	38,723	3,209	7.7%
2003	41,943	38,523	3,420	8.2%
2004	42,008	39,125	2,883	6.9%
2005	45,430	43,137	2,293	5.0%
2006	47,446	45,309	2,137	4.5%
2007	48,327	46,163	2,164	4.5%
2008	49,304	46,534	2,770	5.6%

Source: US Department of Labor, Bureau of Labor Statistics



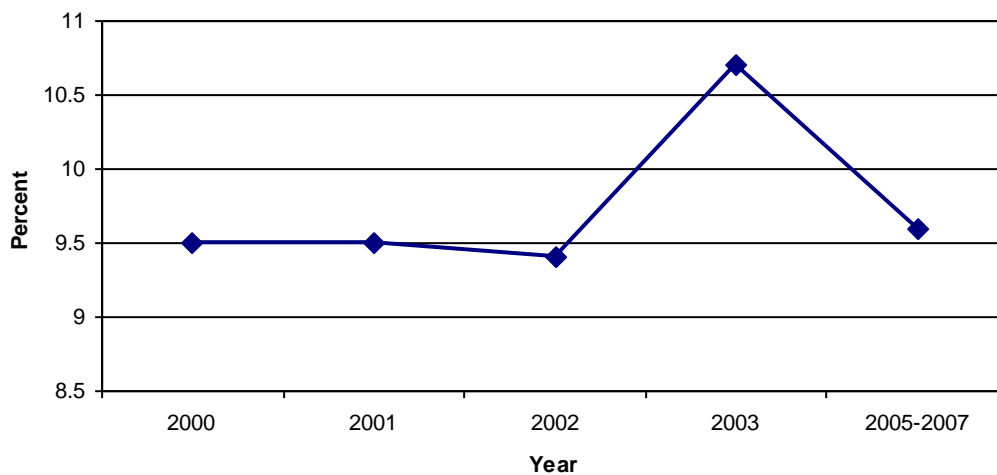
### % of Individuals below the Poverty Line – Washington County

In the years 2000-2006, poverty population in Washington County grew 55% while the population increased 15%. 128,912 county residents or about 25% are considered low-income. The minority population constitutes 27% of general population, but is 48% of total poverty population. 1 in 10 residents of Washington County live below the federal poverty level, while approximately 60,000 people in Washington County (~12% of all residents) lack health insurance. In our local area alone, there are 310 known homeless children registered in K-12 within the Hillsboro 1J School District for the 2007-2008 school year. Based on a 1 night count done in January 2008, a total of 1,120 single individuals and families were homeless in shelters and transitional housing.

In 1997, SVDP served approximately 2,500 families; by 2004, this number had increased to 7,800 families, a 3-fold increase, much greater than the reported 2x unemployment rate. Although the number of families requiring assistance dropped after 2004, by February 2009 the number had climbed back to 7,600 again in 2008, and continues to rise. Approximately 20% of the families requesting assistance from SVDP each month are new (i.e. 1st time requests); with 10% of the families SVDP serves are new immigrants. Very few of the families and individuals served by SVDP are St. Matthew parishioners.

	2000	2001	2002	2003	2005-2007
18 years and over	9.5%	7.6%	7.7%	9.2%	8.7%
65 years and over	11.2%	6.1%	7.0%	4.2%	6.5%
Related children under 18 years	8.3%	13.8%	13.7%	13.9%	11.6%
Related children under 5 years	12.9%	12.4%	23.4%	17.7%	13.8%
Related children 5 to 17 years	6.4%	14.5%	9.6%	12.2%	10.7%
Unrelated individuals 15 years and over	23.9%	16.4%	15.0%	24.0%	18.6%
<b>Total Individuals</b>	<b>9.5%</b>	<b>9.5%</b>	<b>9.4%</b>	<b>10.7%</b>	<b>9.6%</b>

Source: 2000 US Census; 2000, 2001, 2002, 2003 Data Profiles  
2005-2007 values are estimates only and do not represent a specific point in time.



## Known Shelters & Soup Kitchens

### Shelters:

3 family shelters: 17 households per night

1 Domestic Violence Shelter: 9 households per night

Homeless Youth Shelter: 14 at a time

Emergency Shelter is provided in some Churches during severe winter cold

### Soup Kitchens:

Faith Café – Beaverton

Home Plate – UCC: 1x week

Soup Kitchen in Tigard

### Local Area Homeless Camps:

Behind the Safeway in Forest Grove

Park on Walnut St. behind Winco

# Chapter 3: Church and School Profile

## ***Parish Mission Statement***

St. Matthew Parish is a Catholic community centered in Jesus Christ, our Priest, Prophet, and King. Inspired by the Holy Spirit, we continue Christ's evangelizing mission.

- We are nourished by the Word of God, the Eucharist and the other Sacraments, and prayer;
- We faithfully nurture the spiritual formation of all, educating the mind and inspiring the heart;
- We unite our multicultural community by sharing our diverse gifts and spiritual heritage;
- We strengthen our community through our ministries and volunteer work;
- We recognize Christ's presence in each person, caring for all God's children with compassion and unconditional love; treating all with dignity and working for social justice.

As we grow in faith together, we seek to discern and to remain open to change in a way that builds on the teachings of Christ, Catholic Tradition, and our love for each other.

**Last updated:** September, 2004.

## ***Parish Demographics***

### **Current Staffing**

#### **Religious Community (Missionaries of the Holy Spirit)**

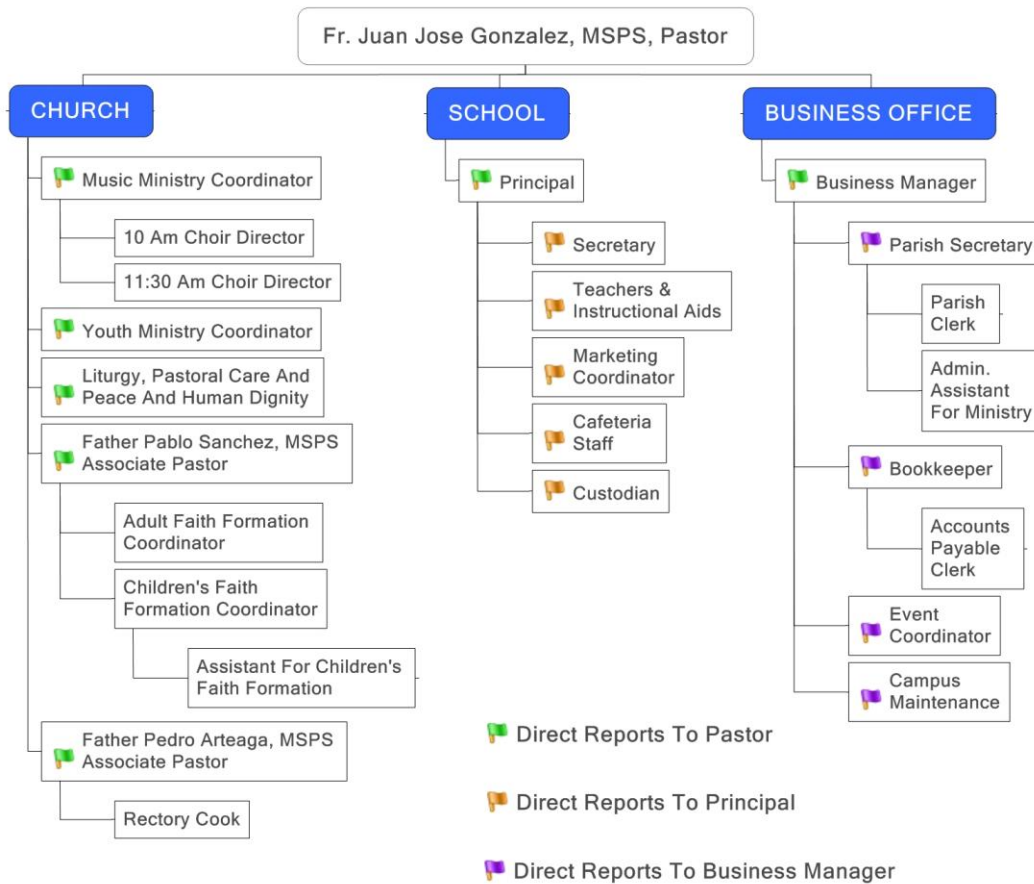
- Fr. Juan José González - Pastor
- Fr. Pable Sánchez - Associate Pastor
- Fr. Pedro Arteaga - Associate Pastor
- Br. Santos Mendoza

#### **Church Staff**

- Miriam Aberth - Accounts Payable Clerk
- Terry Cole - Coordinator of Adult Faith Formation and Parish Life
- Rafael Dominguez - Maintenance
- Claudia Hernández - Parish Secretary
- Margie Hodgson - Choir Director
- Bob Puncochar - Parish Clerk
- Becky Smith - Business Manager
- Barb Stadelman - Choir Director
- Maggie Stopka - Coordinator for Liturgy, Pastoral Care and Social Justice
- Cyndi Stram - Bookkeeper
- Jeannie Timoney - School Principal
- Molly Teeter - Children's Faith Formation Coordinator
- Chris Vital - Youth Ministry Coordinator
- Cindy Wright - Music Ministry Coordinator

## Parish Staff Organization Chart

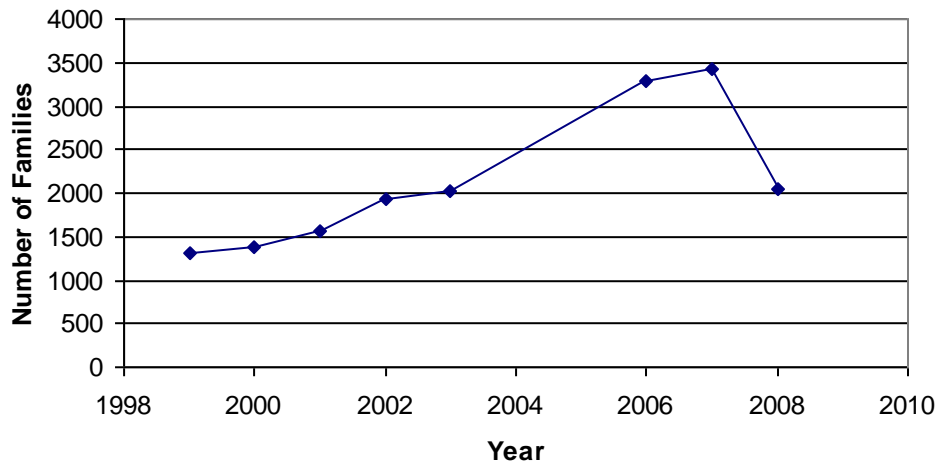
Organizational Chart Of Employees.  
St. Matthew Catholic Church & School



## Registered Households

The 1999 household totals are an estimate only, as accurate records are not available. The parish does not have a good system for updating the membership rolls when families leave. Thus the true membership numbers may somewhat lower than reported here; it also may be the cause of the large increase and decreases seen in the numbers for 2006 and 2008. It is unlikely St. Matthew grew at a CAGR of 17% from 2003 to 2006; it is also unlikely St. Matthew lost 40% of its families between 2007 and 2008, as Mass attendance numbers have remained relatively steady over the past decade. In the last six years the business office has cleaned up our database and we feel more confident that the number we offer for 2008 is a better representation of the true number of registered and active households.

	1999	2000	2001	2002	2003	2006	2007	2008
# of Families	1300+	1387	1570	1933	2018	3298	3433	2046
% Growth	NA	6.7%	13.2%	23.1%	4.4%	63.4%	4.1%	-40.4%

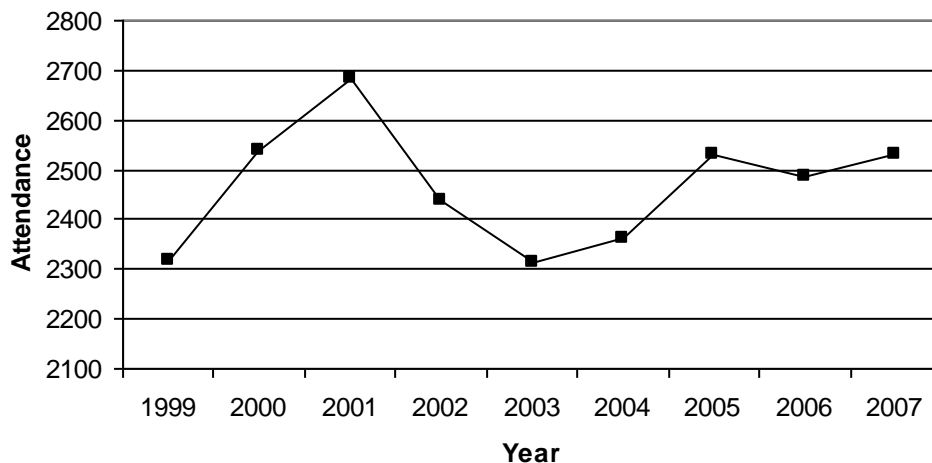


### Mass Attendance (Individuals)

The numbers reported below represent Sunday Mass attendance, and are a total of participation from all Masses. No figures for daily Mass are currently available. The decline in attendance from the peak in 2001 is curious in light of the large growth in families reported for 2001 & 2002 above. Possible explanations discussed by the Council include:

- The peak in 2001 may have been an effect of the September 11<sup>th</sup> terrorist attacks; attendance may have declined to “normal” levels as distance from the event increased
- The downturn in the economy may have led parishioners to leave in search of jobs elsewhere, which were reflected in the more accurate Mass attendance numbers
- Latinos who had been attending St. Matthew for the Spanish Masses have started to attend their own parishes instead
- St. Juan Diego Parish was formed on the NE boundary of St. Matthew in July of 2002

1999	2000	2001	2002	2003	2004	2005	2006	2007
2317	2540	2685	2437	2313	2361	2532	2,488	2,531



### Age Breakdown

The age breakdown for St. Matthew Parish closely mirrors that of the City of Hillsboro. The largest age group is remains 20 to 44 year olds, followed by 5 to 19 year olds. However, St. Matthew’s median age is somewhat

higher (35) than the 30.9 reported for the City of Hillsboro in the year 2005-2007 estimates. In addition, the overall total of parishioners is lower than previously reported; this is due to more accurate reporting of active members and families vs. inactive and non-members.

	2003	Percentage	2006	Percentage	2008	Percentage
Under 5 years	189	3%	99	2%	67	2%
5 - 19 years	1704	26%	1655	28%	884	23%
20 - 44 years	2215	34%	2407	41%	1495	40%
45 - 64 years	1088	17%	1235	21%	891	24%
65+ years	427	7%	520	9%	428	11%
Not reported	944	14%	0	0%	0	0%
<b>TOTAL</b>	<b>6567</b>	<b>100%</b>	<b>5916</b>	<b>100%</b>	<b>3765</b>	<b>100%</b>

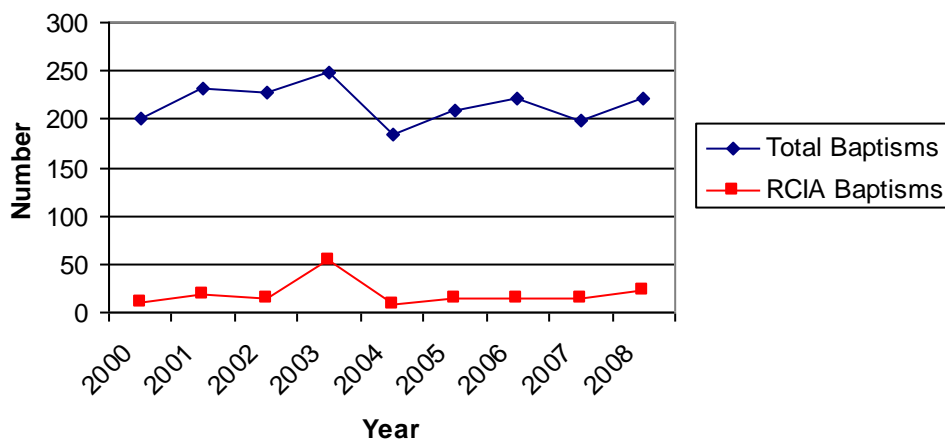
Median Age	30	32.5	35
Average Age	33.4	34.4	37.14

## Sacraments

The overall trend for sacraments seems to fall into two different categories; both Baptisms and Confirmations seem to track along with Parish Membership, whereas 1<sup>st</sup> Reconciliation, 1<sup>st</sup> Communion and Marriages seem to track with Mass Attendance.

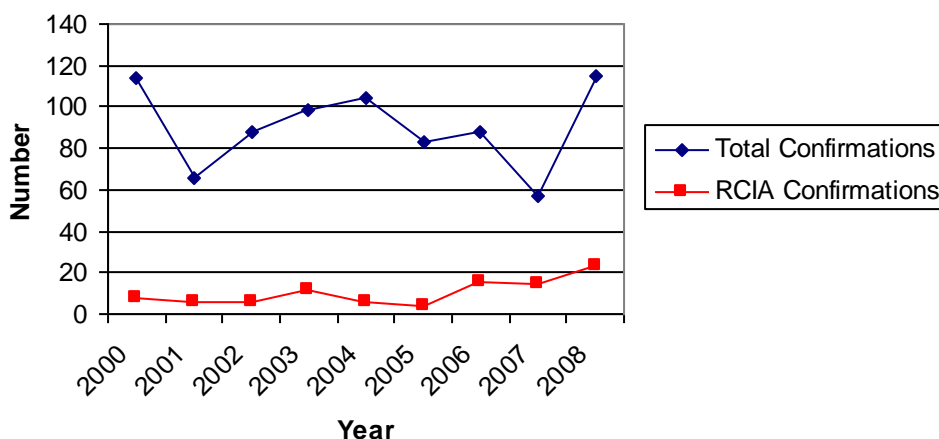
## Baptisms

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total Baptisms	201	232	227	248	184	208	221	199	221
RCIA Baptisms	10	19	15	54	8	14	15	14	23



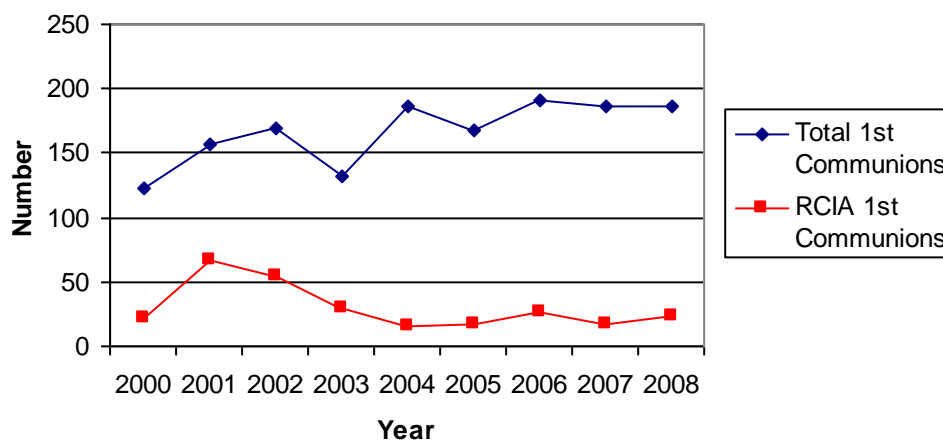
## Confirmation

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total Confirmations	114	66	88	98	104	83	88	57	115
RCIA Confirmations	8	6	6	12	6	5	27	17	23



### First Reconciliation & Communion

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total 1 <sup>st</sup> Reconciliation & Communion	122	157	169	132	187	167	191	187	187
RCIA 1 <sup>st</sup> Reconciliation & Communion	22	67	54	30	16	17	27	17	23



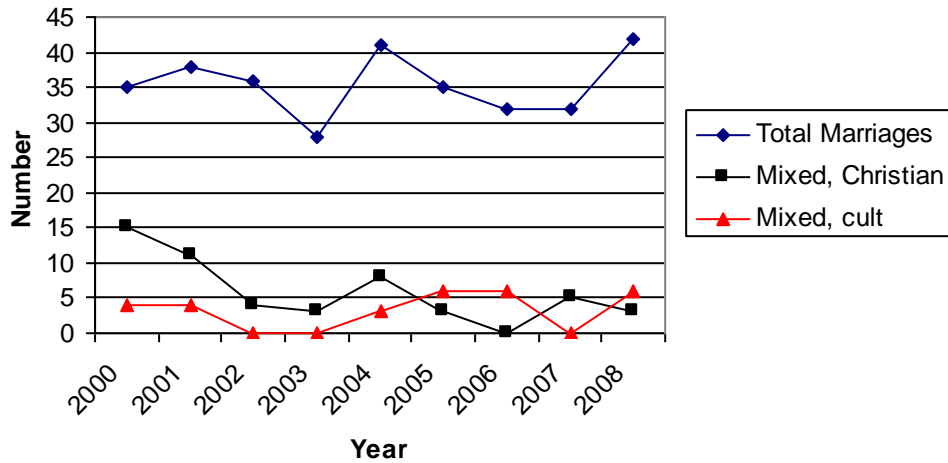
### Marriages

A majority of the marriages at St. Matthew are Catholic/Catholic, with the number of mixed marriages remaining somewhat steady over the last 4 to 5 years.

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total Marriages	35	38	36	28	41	35	32	32	42
Mixed Christian <sup>5</sup>	15	11	4	3	8	3	0	5	3
Mixed cult <sup>6</sup>	4	4	0	0	3	6	6	0	6
% Catholic-Catholic	64.8%	71.7%	90.0%	90.3%	78.8%	79.5%	84.2%	86.5%	82.4%
% Mixed	35.2%	28.3%	10.0%	9.7%	21.2%	20.5%	15.8%	13.5%	17.6%

<sup>5</sup> Mixed Christian is defined as a marriage in which one spouse is Catholic, and the other spouse is a baptized Christian, but not Catholic.

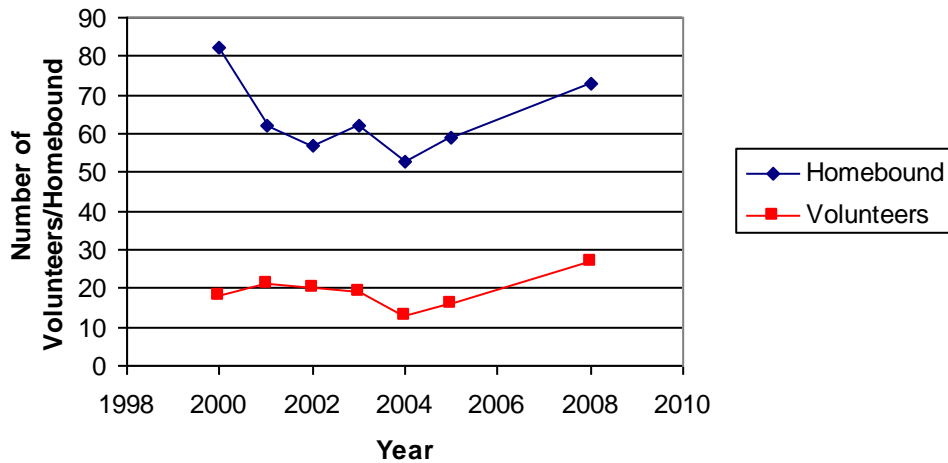
<sup>6</sup> Mixed Cult is defined as a marriage in which one spouse is Catholic, and the other is not a baptized Christian.



### Homebound

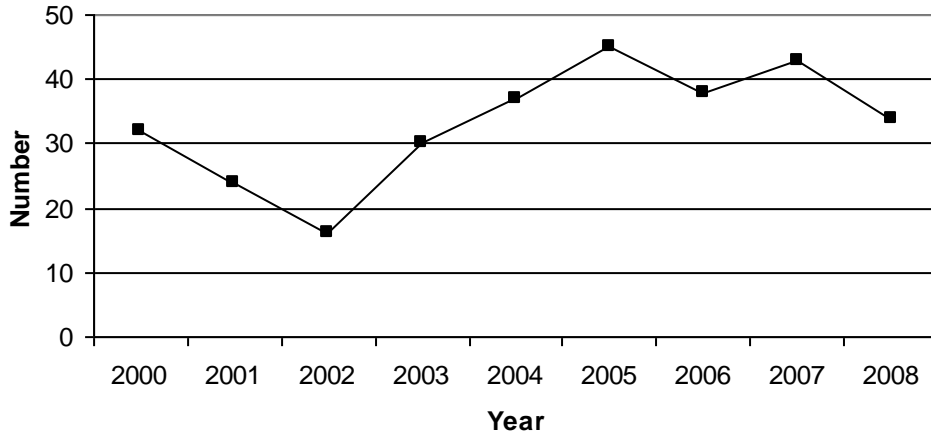
Although the number of homebound parishioners generally through 2004, current data is showing the trend is reversing. Between 2005 and 2008, we've seen a significant increase (~24%) in the number of homebound to which St. Matthew ministers.

	2000	2001	2002	2003	2004	2005	2008
Homebound	82	62	57	62	53	59	73
Volunteers	18	21	20	19	13	16	27
Ratio (Homebound:Vol)	4.6:1	3:1	2.9:1	3.3:1	4.1:1	3.7:1	2.7:1



### Deaths/Funerals

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total funerals	32	24	16	30	37	45	38	43	34

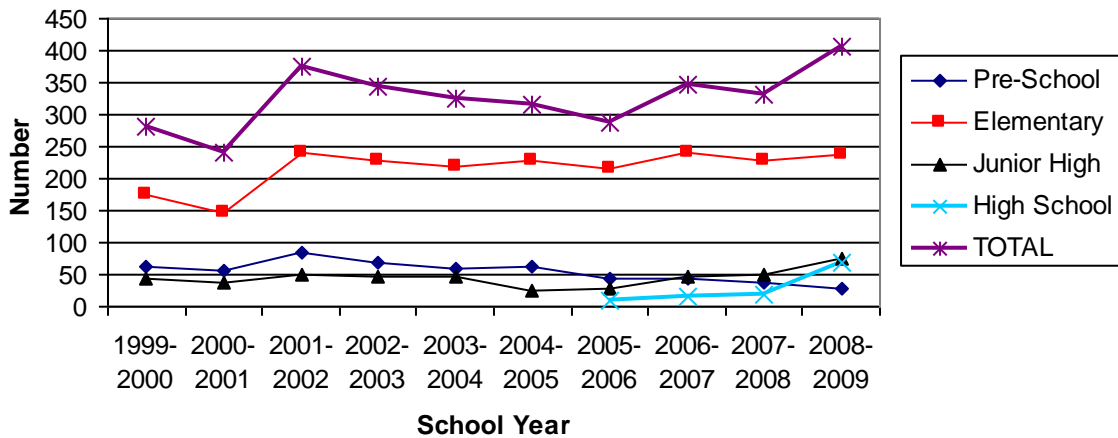


## Religious Education

### Attendance Summary

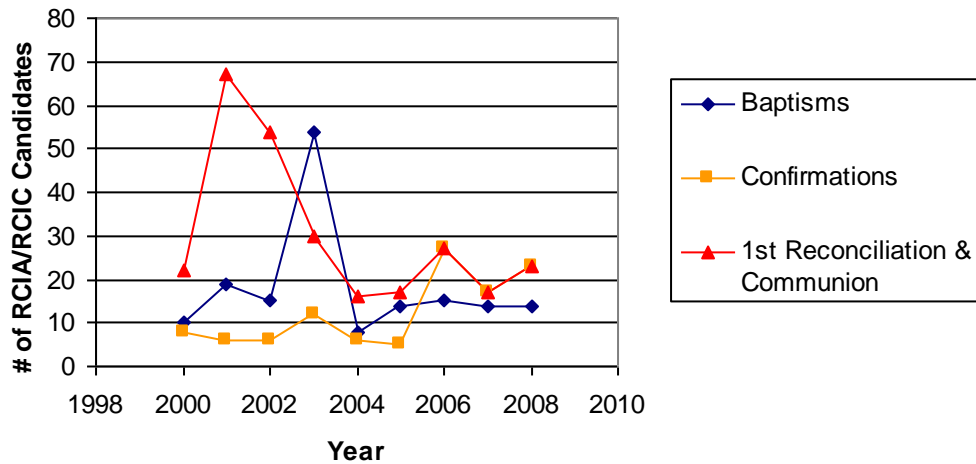
	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005
Pre-School	61	56	85	68	58	63
Elementary	175	148	241	229	220	227
Junior High	44	38	49	48	48	26
<b>TOTAL</b>	<b>280</b>	<b>242</b>	<b>375</b>	<b>345</b>	<b>326</b>	<b>316</b>

	2005-2006	2006-2007	2007-2008	2008-2009
Pre-School	45	43	36	27
Elementary	215	241	227	236
Junior High	27	46	50	74
High School	9	16	18	70
<b>TOTAL</b>	<b>289</b>	<b>346</b>	<b>331</b>	<b>407</b>



## RCIA/RCIC

	2000	2001	2002	2003	2004	2005	2006	2007	2008
RCIA Baptisms	10	19	15	54	8	14	15	14	14
RCIA Professions of Faith							13	3	9
RCIA Confirmations	8	6	6	12	6	5	27	17	23
RCIA 1 <sup>st</sup> Reconciliation & Communion	22	67	54	30	16	17	27	17	23



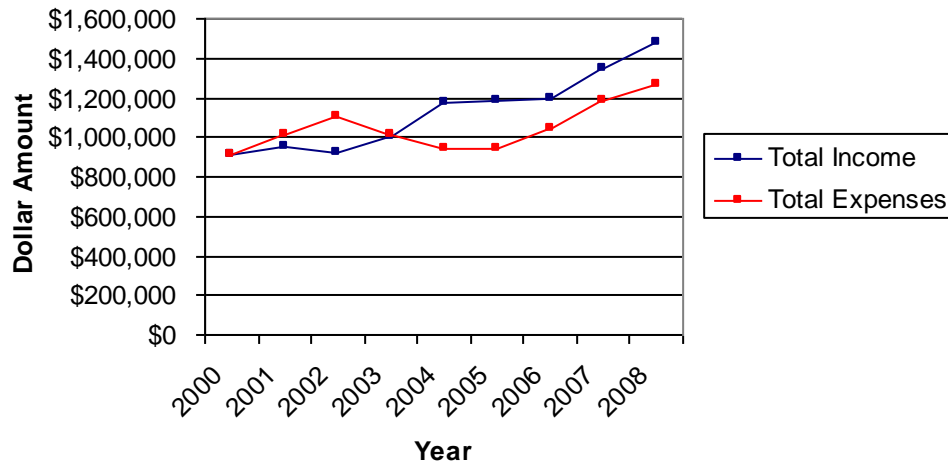
## Parish Finances

### Offertory Income

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Yearly Total	\$676,951	\$686,239	\$695,398	\$734,783	\$787,242	\$829,082	\$912,717	\$967,703	\$1,049,573
Average Weekly	\$13,018	\$13,196	\$13,373	\$14,130	\$15,139	\$15,944	\$17,552	\$18,610	\$20,184

### Income vs. Expenditures

Year	Total Income	Total Expenses
2000	\$915,851	\$913,848
2001	\$950,870	\$1,014,743
2002	\$920,194	\$1,108,576
2003	\$999,540	\$1,015,764
2004	\$1,170,826	\$942,051
2005	\$1,185,594	\$941,525
2006	\$1,190,240	\$1,046,361
2007	\$1,349,409	\$1,189,182
2008	\$1,482,435	\$1,267,141



## Allocation of Expenditures

The information below was furnished from the fiscal year ending June 30, 2008.

Category	Expenditure	Percentage
Personnel	\$521,987	45.3%
School Support	\$237,695	20.6%
Property & Equipment	\$126,054	10.9%
Archdiocesan Assessment	\$73,073	6.3%
Services and Programs	\$63,606	5.6%
Insurance	\$47,062	4.1%
Fundraising	\$44,263	3.8%
Administrative	\$39,413	3.4%
<b>TOTAL EXPENSES</b>	<b>\$1,153,153</b>	<b>100%</b>

## School Profile

### Current Staffing

Teachers	16 faculty members	11.5 FTE
Administrative	1 Faculty	2.7 FTE
Support Staff	8 staff members	5 FTE

We have 7 teachers with MA's on staff

### Enrollment per Grade

Grade	Maximum	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
K	26	26	26	26	26	26
1	30	28	30	27	27	28
2	30	30	28	27	26	27
3	30	30	29	26	26	30
4	30	25	30	29	21	28

Grade	Maximum	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
5	30	30	25	27	28	25
6	30	25	30	22	26	29
7	30	29	27	30	20	29
8	30	24	29	30	26	21
<b>TOTAL</b>	<b>266</b>	<b>247</b>	<b>254</b>	<b>244</b>	<b>226</b>	<b>243</b>

### Families by # of Students

# of Students	2004-2005	2006-2007	2007-2008	2008-2009
1 Student	91	83	65	81
2 Students	55	62	62	58
3 Students	10	11	11	14
4 Students	4	1	1	1
5 Students	0	0	0	0
<b>TOTAL FAMILIES</b>	<b>160</b>	<b>157</b>	<b>139</b>	<b>154</b>

### Tuition History

The average year to year tuition increase over the past 5 years has been 6%.

School Year	St. Matthew 1-Child	St. Matthew 2-Child	St. Matthew 3-Child	St. Matthew Non- Catholic	% Increase
2000-01	\$2,415	\$4,226	\$5,434	\$3,415	NA
2001-02	\$2,615	\$4,576	\$5,884	\$3,615	8%
2002-03	\$2,715	\$4,751	\$6,109	\$3,715	4%
2003-04	\$2,968	\$5,177	\$6,656	\$3,965	8%
2004-05	\$3,075	\$5,412	\$7,011	\$4,075	4%
2005-06	\$3,225	\$5,708	\$7,450	\$4,325	5%
2006-07	\$3,386	\$6,028	\$7,890	\$4,636	5%
2007-08	\$3,550	\$6,325	\$8,280	\$4,865	5%
2008-09	\$3,695	\$6,610	\$8,640	\$5,060	4%

# Chapter 4: Parish Councils, Ministries and Groups

## ***Leadership Councils***

### **Administrative Council**

The Administrative Council is a consultative group, which aids the pastor in the administration of the parish. This includes assisting the pastor and the people of the parish in developing, maintaining, and disbursing the material and financial resources of the entire parish. This also includes responsibility to develop, implement, evaluate, and revise as necessary, all policies related to hiring, job definitions, reporting relationships, evaluation, compensation (including benefits) and termination of parish staff as determined by parish priorities and resources.

### **Pastoral Council**

The Pastoral Council is a consultative group which focuses on pastoral planning for the parish and is responsible for the ongoing process of developing and renewing long and short-range priorities for pastoral ministry in the parish, the ministry of the Word, Sacramental Ministry, Pastoral Care, and leadership development.

Specifically the Pastoral Council, in conjunction with and subject to the approval of the pastor, reviews the mission of the parish, establishes a long-range vision of ministry within the parish, provides advisory input to the pastor as requested on pastoral matters, and formulates goals, strategic plans, priorities, planning assumptions and guidelines. In addition it also reviews the annual budget and recommends approval to the pastor. The members of the Pastoral Council generally serve three-year terms upon request of the pastor.

## ***Parish Ministries – Office of Christ the Priest***

### **Charismatic Prayer - Vida en Cristo**

Vida en Cristo is a Spanish Adult Charismatic prayer group which meets every Saturday evening from 6:45pm to 9:00pm in the church for prayer and music. Vida En Cristo has two bible study groups on Tuesday evening, a beginners group and an advance group. All are welcome to come and be a part of this wonderful spiritually filled ministry.

### **Eucharistic Adoration Committee**

St. Matthew Parish committed to extensive Eucharistic Adoration in the Jubilee Year 2000 and has supported this amazing prayer vigil virtually twenty-four hours a day, seven days a week since then. Adorers, both scheduled and those who make spontaneous Visits, keep prayerful watch with Our Lord in the Blessed Sacrament in the Cieszlinski Chapel. The Committee that oversees the coordination of volunteers required to keep constant vigil is responsible for overseeing the particular hours of their day called Day Leaders. Term of service is determined on a voluntary basis.

## Liturgy Committee

Liturgy is at the heart of St. Matthew parish life. The role of the Liturgy Committee is to assist the parish in effective preparation of liturgical celebrations. The committee guides planning for music, art, the church environment, and other liturgical elements involved in the community's celebrations.

## Liturgical Ministries

The liturgical ministries of St. Matthew serve the prayer of the community in a variety of specific roles that foster active participation by all. These roles include:

- **Altar Servers** - The primary role of the altar server is to assist the priest in the celebration of the liturgy during Mass. This is done through specific actions and by setting an example to the congregation by active participation in the liturgy (hymns, responses, etc.), by 'looking alert' and by sitting or standing at the appropriate times. The liturgical function of altar server may be carried out by, men and women, boys and girls. It is important that servers be baptized, have received their First Communion and be mature enough to understand their responsibilities and carry them out well.
- **Lectors** - Our Lectors are a dedicated group of parishioners whose love of Scripture is reflected in their ministry of proclaiming the Word of God. The ministry of the Lector is: To proclaim the readings from Scripture, with the exception of the Gospel; to announce the intentions for the General Intercessions; and in the absence of a psalmist, to read the Responsorial Psalm between the first and second readings.
- **Extraordinary Ministers of Holy Communion** - An Extraordinary minister of the Eucharist is an adult lay person who has been selected by the Pastor to serve the community of the faithful by distributing the body and blood of Christ at Mass when requested to do so by the Pastor. Extraordinary Ministers of the Eucharist are also commissioned by the Pastor to take Holy Communion to those members of the parish who are unable to celebrate Sunday Mass with us.
- **Ushers** - St. Matthew's Usher Ministry is made up of parishioners who serve the Church Community, both before & after Mass. Through this service and contact with our Community we help create a welcome, warm, friendly and hospitable atmosphere which helps to instill reverence for the presence of Christ in our Community at Mass. The Usher Ministry is here to help and aid all parishioners, especially those who need special care or attention and by also taking the time to talk and listen to our Parishioners. Part of this service is also collecting the Community offering and straightening up the Church after Mass. Our Ministry is open to men, women, families, and teens who personally take on the responsibility of service to our Church Community.
- **Sacristans** - The Sacristan is responsible for seeing that everything is in readiness for each liturgical celebration. This includes seeing that linens, vestments, and vessels are clean and in good order. Immediately before a service they tend to lights, locks, setting up the altar, preparing the bread and wine. The sacristan may be involved in care of flowers and décor around the altar. After a service, the responsibility turns to careful washing vessels and storing or placing for the next service. Ultimately, the sacristan makes certain that everything is kept in its proper place and all cupboards, doors, etc. are secured. Currently, as many as twelve different parishioners are serving as sacristans.

## Music Ministry

St. Matthew Music Ministry offers a variety of opportunities for all members in our community to join us in song. Singers and instrumentalists of all ages are always welcome to join any of our choirs: Folk Ensemble, Traditional Choir, Hispanic Choir, Youth Choir, or the Children's Choir. We also welcome additional small groups and ensembles.

## St. Matthew Prayer Ministry

St. Matthew's prayer ministry provides the opportunity to request prayers from the community for individuals or families and provides a means for those being prayed for to stay in contact with our faith community. No one is more than a prayer away from the faith community.

## **Veni Sancte Spiritus Intercessory Prayer Ministry**

Veni Sancte Spiritus is a Catholic outreach intercessory prayer ministry dedicated to the spiritual, emotional, and physical healing of our brothers and sisters in Christ. As believers in the Word of God, and standing on the promises given to us as His children, we gather together in agreement and physical presence to pray with and for those in need. Empowered by our Faith and sustained by the Sacraments, we go forth in obedience to Jesus Christ, our Lord and Savior, to serve all who ask, by lifting them up in prayer, under the guidance and assistance of the Holy Spirit to the glory of our Father.

## ***Parish Ministries – Office of Christ the Prophet***

### **Adult Faith Formation Committee**

The Adult Faith Formation Committee is responsible for providing opportunities for adult catechesis within the parish through the year.

### **Altar Society & Christian Mothers**

All women of St. Matthew are invited to become active members of the Altar Society, working with us to fulfill our four-fold mission: upkeep of the altar and interior of the church, Christian home education of children by Christian mothers, spiritual and financial benefit of the parish, and help for better social relationships within the parish. During this past year, Altar Society ladies have done weekly cleaning of the altar and sacristy, special holiday cleaning of the church, and served at receptions for wedding and funerals.

### **Quo Vadis**

Quo Vadis is a family-oriented catechetical course which focuses on a 3-fold approach to Catholic formation through 30 minute Gospel reflection, 10 minute catechetical study, and 50- minute discussion on Church documents.

### **Mothers Sharing Groups**

A group of Catholic mom's with young children, exchanges information about parenting and supports spiritual growth within their lives. This group meets weekly for prayer, parenting support, and sharing ideas on how to live our Catholic heritage in family life.

### **RCIA**

St. Matthew Parish invites and welcomes new members into the Catholic Church through the Rite of Christian Initiation for Adults. The RCIA experience takes place step by step in the midst of the community here at St. Matthew. This experience is for non-Baptized adults, and adults who are not Baptized Catholic. Each fall we invite interested adults to our Inquiry Session, the formal beginning of RCIA. The time is used to hear stories, answer questions about the Catholic Church, hear beliefs and traditions, and to discern whether or not one want to continue on the journey of faith to full membership into the Catholic Church.

### **Religious Education and Sunday School**

The Religious Education program at St. Matthew strives to be a support system for each of the families that attend classes. Whether pre-school or elementary, the Religious Education program uses the most current and up-to-date materials available for educating children on the basics of our Catholic faith. Every opportunity is used for hands-on, fun, and interesting teaching. Crafts, activities, painting, singing, and community service projects round out each Religious Education year. Our textbook selection reinforces that family is the most important teacher by providing "Family Pages" to be talked about and worked on at home with the entire family.

## Sacrament Preparation

- 1<sup>st</sup> Reconciliation and 1<sup>st</sup> Holy Communion
- Confirmation Preparation
- Marriage Preparation
- Baptism Preparation

## St. Matthew Parish School

**Vision Statement:** One Community growing in Christ.

**Mission Statement:** St. Matthew Parish School is a Christ-centered community educating students toward academic excellence and spiritual growth

### *School Advisory Council*

The School Advisory Council functions as a consultative body to the pastor and principal. The committee exercises general policy-making recommendations within the policies of the Archdiocesan Department of Education, and subject to the approval of the pastor and principal. The committee advises the pastor and principal in the areas of planning, finances, major curriculum changes, and development.

### *Parent's Club*

The purpose of the Parent Club is to support St. Matthew School. Officers are President, Past-President, Vice-President, Secretary, Treasurer and four general members. The purpose of the Parent Club is to work in conjunction with the St. Matthew School Advisory Council to broaden understanding and foster appreciation of Catholic education, to assist in the operation of the school as needed through volunteer activities and to raise the appropriate funds for the support and benefit of the school. In addition, the Parent's Club strives to develop within the school a Christian community, positive relations among parents, students, school faculty and parish and to enable the school and parish community to achieve its stated mission and goals.

## Little Flowers

Little Flowers is a club for Catholic girls centered on learning and applying the virtues through the lives of the Saints and outreaching the community through service work. It provides Catholic girls with an opportunity to gather and learn about their Catholic heritage, faith and traditions as well as give them tools to better ascertain themselves as they develop into Catholic women.

Each meeting is centered on the teaching of a virtue, to each virtue is associated a flower and a color, think of the colors as threads that are used to make a cloth of virtues. During the meeting the girls will hear, read, share and learn about our role model -- the Blessed Virgin Mary, our patroness -- St. Therese of Lisieux and Conchita (Concepcion Cabrera de Armida) our co-patronesses; saints of the Church, women in religious life, and their own mothers. The girls will gain a strong self-esteem in being young Catholic girls as well as gain friendships that will support their own beliefs.

## Youth Ministry

The main goal of this ministry is to provide an environment in which the middle school and high school youth of St. Matthew Parish can share and learn about their faith, ask questions, share doubts and their everyday struggles in a space they are comfortable. Activities include pilgrimages, service projects & parish involvement such as church cleaning, Fall Festival, Advent Fair, peer to peer ministry, and much more.

## ***Parish Ministries – Office of Christ the King***

### **ESL - English as a Second Language**

This program is offered in partnership/connection with Portland Community College and is a year-round program. This ministry offers our diverse cultural community of St. Matthew an opportunity to learn to speak, read, and write English.

### **Healing Ministries**

The Grief and Loss workshop/support group is offered twice a year, usually in the spring and the fall. It is a structured 8-week, 2-hour program offered on Monday evenings to help people work through the grief process.

### **Migrant Ministry**

This ministry links our parish to people within our county who come to harvest crops during the summer time. It is a beautiful way in which parishes can share their Catholic faith and talents with others and in turn be blessed by the migrant people. The ministry runs from May until the end of August.

### **Ministry to the Sick and Elderly**

The Church calls us to carry on Jesus' healing ministry. Parishioners visit the infirm at home, in the hospital, or at a continuing care facility in the Hillsboro area. St. Matthew cares for the Pastoral and Sacramental needs of all people in care facilities.

### **Outreach Committee**

This committee meets throughout the year to plan activities for the Parish. This includes charity fundraisers, Parish fun activities, and Social Justice projects that happen at St. Matthew. Annual activities include: Back Pack Project, Thanksgiving Baskets, Adopt a Family, Gifts of Love, Pennies for the Poor, Prison Ministry, Koins for Kids, and Family Bridge.

### **Safe Environment Committee**

St. Matthew Parish recognizes Christ's presence in each person. The goal of this committee is to evaluate, educate and take action community wide to ensure all God's children and adults are treated with compassion, dignity and love.

## ***Other Parish Groups & Affiliated Organizations***

### **Catholic Youth Organization (CYO)**

St. Matthew Parish and School participate in the Catholic Youth Organization. CYO has identified six "Points of Emphasis" that govern all athletic contests. These points include:

- Prayer
- Good Sportsmanship
- Spectator Behavior
- All Play Rule
- Not Running Up Scores
- Keep CYO Fun

The CYO, through the vehicle of sports, provides youth with an opportunity to practice Christian attitudes and responsibilities and to become friends with other children throughout the diocese. Codes of conduct have been developed for coaches, players and spectators which mandate appropriate behavior at all times.

## Knights of Columbus

The Knights of Columbus is a Catholic fraternal, benefit society based in New Haven Connecticut. It was founded by Father Michael McGivney at St. Mary's Parish in New Haven on March 29, 1882. The local council – Hillsboro Council #1634 - was founded on May 12, 1912. Meetings are held on the second Thursday of the month at 8:00pm following the Rosary at 7:40pm at the Council Hall.

Some of the programs of the local Council are a scholarship program for incoming freshmen at Catholic High Schools; a free throw contest for boys and girls that proceeds from council to district, state and international levels; a program to help support seminarians and a Keep Christ in Christmas billboard program. The Knights also have fun fundraisers to support other charitable works that need funding.

The Supreme Council has an insurance program that provides protection for Knights and their families.

## Marriage Encounter

Marriage Encounter – Marriage Encounter Weekend is a positive and personal experience for a couple which offers a technique of loving communication that can be used for the rest of their lives. Marriage Encounter is a Catholic expression open to all happily married couples regardless of faith, race, age, education, or financial status. Weekends are offered bimonthly in the Portland area. Within our Parish, couples who have completed the weekend experience meet every two weeks. We invite all encountered couples to join in living our sacrament.

## Rosary Makers

Our Lady's Rosary Makers of Washington County – The purpose of the Rosary Makers is: *"To fulfill the requests of the Fatima message by promoting devotion to the rosary, primarily making rosaries for the missions, and renewing the devotion to the rosary of the Catholic people."*

The Rosary Makers are a national organization, with our local chapter making approximately 300-600 rosaries per month during the winter months. However, only 10% of the requests are filled worldwide, so there is a great need. Members make rosaries in their homes and in the wintertime, have a monthly potluck-working meeting at St. Matthew in the Costelloe Center the fourth Tuesday of the month. They discuss finances, turn in finished rosaries, and get supplies. Finances are raised through the sale of religious articles at bazaars, from the Parish Office and from their home.

Members may make string rosaries, with all supplies furnished, or wire rosaries, which entails using pliers. Members can also make rosaries of better quality for their own gifts to others. Attendance at meetings is not required to make rosaries, but a \$2 per year dues is asked to pay for their national bulletin. We welcome new members to help spread devotion to the Blessed Mother by making rosaries.

## St. Vincent de Paul

St. Vincent de Paul (SVDP) – It was on his 20th birthday in April of 1833 that Frederic Ozanam and six of his friends at the University of Paris began an organization that would become the worldwide Society of St. Vincent de Paul. Frederic died at the age of 40, but during his brief life he witnessed his small Conference of Charity grow and begin to spread throughout the world. Today this Society of men and women grouped into small conferences seek to find the forgotten, the suffering, and the deprived in order to bring a little of God's love.

St. Matthew's Conference started in 1968 and has responded to the call. This dedicated group of men and women, who are St. Matthew parishioners, bring furniture to the needy, food to the hungry, clothes and bedding to warm the body, hospital beds and equipment to the suffering, layettes and cribs to expectant mothers, Thanksgiving and Christmas food boxes and toys to forgotten families.

Our meetings are held the second Tuesday of each month and we welcome anyone interested in bringing the love of Christ to the needy and forgotten.

## Cub Scout Troop 527

The mission of the Boy Scouts of America is to prepare young people to make ethical choices over their lifetimes by instilling in them the values of the Scout Oath and Law. To our youth members, Scouting is learning new skills, being a team member, and having fun outdoors. But Scouting is more than fun and games. It

provides an environment that fosters in youth the initiative to grow and learn while instilling strong values and morals that will serve them for the rest of their lives.

## ***Annual Community Events***

### **Fall Festival**

The St. Matthew Fall Festival is an annual parish-wide event that is held in mid-October. Included in this event is a bazaar with a wide variety of booths, a German dinner of stuffed pork loin, with all the trimmings, a raffle, a children's carnival, and family bingo. This event, which celebrated its 70<sup>th</sup> Anniversary in 2006, is one of the major fund-raisers of the year.

### **Auction**

St. Matthew's Auction is another annual event for our community. It is the second major fund-raiser and community builder. It helps meet the financial needs of all the programs that the parish provides. It is a fun event that involves a Saturday night dinner, Silent and Oral auctions.

### **Dad's BBQ**

The Dad's BBQ is a community event of St Matthew Parish. It is held annually the Sunday before Labor Day Weekend. Dad's and families unite to bring about a day of music, games and a fantastic chicken BBQ with all the fixings. 2004 was the first year for this event and the start of a tradition.

### **Parish Campout**

The Parish Campout is a yearly event to play together as a community and celebrate the gift of love of Christ. It is generally scheduled for a weekend in August.

### **Parish Picnic**

The Parish Picnic is one of the ways I which we celebrate the Feast of St. Matthew, our patron saint. We gather together once a year to enjoy each others company, share a meal, and celebrate the gift of community life. It is generally scheduled for a weekend in September.

# Chapter 5: Archdiocesan Pastoral Priorities

*In the year 2000, Archbishop Vlazny established an Archdiocesan Pastoral Council to serve as the primary pastoral planning body for the Archdiocese of Portland. He invited the council to discern and recommend to him three pastoral priorities which could provide a specific focus for the evangelizing mission of the Church in western Oregon. After a three year collaborative process that included input from annual vicariate meetings, parishes that participated in Disciples in Mission, and two archdiocesan pastoral assemblies, the council recommended three pastoral priorities to the archbishop. Archbishop Vlazny has adopted the three priorities and is promulgating the following pastoral plan for the coming three years.*

## **Introduction**

Jesus Christ has entrusted His evangelizing mission to the church. People of faith of all ages and places have been empowered by the Holy Spirit to carry out this sacred task of proclaiming the good news in word and deed. We Catholics of western Oregon sense a special and unique opportunity here and now to enliven our own faith communities and our neighbors with gospel truth, love and values. Daily we encounter many challenges and opportunities in our desire to accomplish this task. For now, we shall focus our energies and resources on three pastoral priorities. We humbly acknowledge our own limitations and prayerfully seek the guidance of the Holy Spirit in fulfilling our mission.

## **1. Faith Formation at All Levels**

- Eucharist-centered
- Personal Encounter with Christ

Catholics of all age groups are hungry for their faith. They are seeking a deeper relationship with God and a better understanding of their Catholic faith. It is the aim of the Church to help foster and fulfill these desires and to walk with all baptized believers on the path to holiness.

By its very nature, faith formation involves the whole person. Learning about the Catholic faith without having experienced the love of God cannot constitute true faith formation. Likewise, an experience of God's love without a corresponding knowledge of Jesus Christ and His Church is incomplete. Faith formation engages both the head and the heart. Growing intellectual knowledge of the faith coupled with a deepening experiential knowing of the person of Jesus Christ comprise a genuine faith formation.

The Eucharist is the "source and summit" of our faith. Faith formation should therefore be centered on the Eucharist. Ways must be found to lead adults, youth, and children consistently and creatively to an ever deeper personal encounter with Christ in the Eucharist. It is not enough to live our faith one hour per week on a Sunday. We are called to be a holy people. It is the grace of the Eucharist that empowers us to live the faith in our daily lives.

## **2. Youth & Young Adult Ministry**

- Help young adults develop a mature faith
- Recruit, train, and pay qualified coordinators of youth ministry
- Help youth remain connected to Church as they transition to young adulthood

Youth and young adults together represent the largest single age grouping of Catholics. The Church has a special concern for these younger generations. Youth and young adults deserve the opportunity to experience a vibrant

and meaningful faith so that their lives are rich and full of hope. When youth catch on fire with their faith, they provide a profound energy and inspiring presence that is leaven for the entire community. When young adults become actively involved in parish ministries, they become building blocks for the future of the Church.

One of the primary goals of youth ministry is to create and maintain strong ties between young people and the Church, providing a firm foundation to which they can return and upon which they can rely during the challenging years leading to adulthood. Popular culture often presents, as values, attitudes and behaviors that run contrary to Gospel living. Catholic youth and young adults need support from friends and from the Church in order to live their lives as Christ is calling them to live it – as faithful followers of the Gospel.

Youth and young adult ministry is seen as a major component of faith formation at all levels. One of the fruits of successful youth and young adult ministry will be an increase of vocations. With help from their families and guided by the wisdom of the Church, youth and young adults will grow strong in their faith and become a sure source of hope for all.

### **3. Multi-Cultural Ministry**

- What we can become together
- Develop multi-cultural leadership

The APC and Archbishop Vlazny recognize that the face of the Catholic community in western Oregon has been changing rapidly with the addition of people from many different cultures – particularly the Spanish speaking cultures. As a result, we face an important and timely opportunity, not only to meet pastoral needs, but especially to embrace the diverse gifts and spiritual heritages brought to us by peoples of different languages, cultures and regions.

As a community of believers, we must develop a vision of what we can become together. Surely, we will become a greater reflection of God's love in the world if we share our gifts and our lives with one another. Rather than viewing each other as strangers, we wish to see each other as friends and companions on the journey of faith. In order to achieve this goal, we must learn about each other, spend time together, pray and worship together, take meals, celebrate, work, and live out our one Catholic faith together. We must share our art, our customs, our music, our food, and our devotions for the mutual enrichment of one another. As well, we must share our hearts, our dreams, our talents, and even our brokenness with one another.

Multi-cultural ministry is a vital part of the future of the Church. Only through cooperation and genuine, concerted effort amongst the many cultural groups within the archdiocese can we meet and minister to the spiritual needs of the Church as a whole. Reaching out to each other will sometimes be a difficult challenge, but just imagine what we can become together!

*The Pastoral Plan should be seen in the context of the Church's overall mission of evangelization. While not exclusive of the many other pastoral needs which require ongoing attention, these top priorities are intended to be points of special focus, funding and unity in our life and work together for the upcoming three years. A collaborative approach will be taken at various pastoral levels to determine the best ways to promote and implement the priorities in the Pastoral Plan. Archdiocesan resources will be developed to assist parishes, communities and schools in addressing the priorities. It is also anticipated that local communities will begin to inform their members and do creative work on these priorities on their own, some of which we hope will become exemplary.*

## Chapter 6:

# St. Matthew 5-Year Pastoral Plan

Jesus Christ is the one whom the Father anointed with the Holy Spirit and established as priest, prophet, and king. The whole People of God –lay men and women, religious men and women, deacons, priests and bishops- by Baptism are incorporated into Christ and participate in his three offices (PRIEST, PROPHET AND KING) and bear the responsibilities for mission and service that flow from them.

We at St. Matthew, are entrusted by God with the apostolate by virtue of our Baptism and Confirmation, we have the right and duty, individually or grouped in associations, to work so that the divine message of salvation may be known and accepted by all men throughout the earth. This duty is the more pressing when it is only through us that men and women can hear the Gospel and know Christ.

### ***Christ the Priest – Spiritual Life, Sacraments & Liturgy***

Dedicated as we are to Christ and anointed by the Holy Spirit, we are called and prepared so that even richer fruits of the Spirit may be produced in us. For all our works, prayers, and apostolic undertakings, family and married life, daily work, relaxation of mind and body, if they are accomplished in the Spirit - indeed even the hardships of life if patiently borne - all these become spiritual sacrifices acceptable to God through Jesus Christ.

In the celebration of the Eucharist we offer our lives to the Father along with the body of the Lord. And so, worshipping everywhere by our actions, we consecrate the world itself to God, everywhere offering worship by the holiness of their lives. We all, in HIM, are truly PRIESTS!

### **Priority #1: Expand and improve opportunities/access to the Liturgy and Sacraments to meet the growing needs of the parish family and surrounding community**

Objective	Responsible Party	Timeframe
Assess the Spanish speaking parishioners' desires to discern and implement the needs for additional Spanish Masses which would encompass time selection, children's liturgy, and bi-lingual services.	Pastoral Council, MSpS, Liturgy Coordinator	Spring 2010
Offer additional opportunities for Reconciliation, such as a weeknight, dedicated family time for Reconciliations, and Ember Days.	MSpS, Liturgy Coordinator	Fall 2011
Offer at least two opportunities within the season to our local migrant camp for Mass and Reconciliation at the farm.	Migrant Ministry Team, MSpS	Summer 2011
Evaluate the possibility and implementation of a youth centered Mass, involving the teens in lay liturgical roles.	MSpS, Youth Ministry Coordinator, Liturgy Coordinator.	Fall 2010
Establish a sacred silence for a short time during or after receiving the Eucharist.	Choir Directors, Liturgy and Music Coordinators	Fall 2010

Objective	Responsible Party	Timeframe
Continue the ongoing formation of Extraordinary Ministers of Holy Communion, Lectors, and Altar Servers through increased training for current members and on-going recruitment for additional members.	Coordinators of Lectors, Altar Servers and Ems with the support of the Liturgy Coordinator	Fall 2011
Celebrate with the whole parish the 10 <sup>th</sup> Anniversary of the Foundation of the community of MSpS in Hillsboro.	Pastoral Council, MSpS, with the support of staff.	August 2010
Celebrate with the whole parish and in conjunction with the Mount Angel House of Studies, the 100 <sup>th</sup> Anniversary of the Foundation of the MSpS.	MSpS, Councils, Staff.	December 2014

## **Priority #2: Develop and encourage opportunities for spiritual growth and personal commitment to Christ and His Body, the Church**

Objective	Responsible Party	Timeframe
Promote the regular devotional gatherings for the Rosary and Divine Chaplet.	Liturgy Coordinator and volunteers.	Fall 2009
Educate and promote the benefit of spiritual direction.	MSpS	Fall 2012
Promote Adoration opportunities; explore opening adoration opportunities to the vicariate.	Adoration Committee	Fall 2011

## **Priority #3: Deepen our understanding of our baptismal priesthood inspired by the Spirituality of the Cross**

Objective	Responsible Party	Timeframe
Provide additional opportunities for the parish to learn about the Spirituality of the Cross and the charism of the Missionaries of the Holy Spirit	Missionaries of the Holy Spirit	Fall 2011

### ***Christ the Prophet – Evangelization and Education***

Christ fulfills this prophetic office by all of us. We are His witnesses and He has provided us with the sense of the faith to teach in order to lead others to faith. This is our task and our privilege. We also fulfill our prophetic mission by evangelization, "that is, the proclamation of Christ by word and the testimony of life." Some of us, who are capable and trained also collaborate in catechetical formation, in teaching the sacred sciences, and in use of the communications media.

## **Priority #1: Increase the participation in the Adult Faith Formation opportunities in the parish**

Objective	Responsible Party	Timeframe
Help parishioners realize faith formation is a priority and is their responsibility	Pastoral Council, Parish Staff, Adult Faith Formation Committee.	Ongoing
The Pastoral Council will determine a concrete plan and provide leadership and examples to follow to encourage parishioners to make catechesis and faith formation a priority.	Pastoral Council, Parish Staff, Adult Faith Formation Committee.	Summer 2011

Objective	Responsible Party	Timeframe
Include the topic of the importance of catechesis as part of 2 to 3 homilies throughout the year. If possible, coordinate with other efforts by the Adult Faith Formation committee or Pastoral Council to encourage attendance at catechesis programs.	Priests	Summer 2012
Establish in an organized and ongoing way Small Faith-Sharing Communities in the Parish to help parishioners connect with each other and learn their faith; ensure these opportunities are publicized.	Adult Faith Formation Committee	Fall 2010
Utilize and promote the stewardship document as the main topic for small faith-sharing communities as one of the yearly Advent or Lenten themes.	Pastoral Council/ Adult Faith Formation Committee, Staff	Lent 2010
Create a permanent nursery area so families can attend education/spiritual talks.	Administrative Council	Summer 2013
Encourage formation of leaders and facilitators within the community by providing leadership training which focuses on: <ol style="list-style-type: none"> <li>1. Responsibility of individuals to provide leadership within the parish</li> <li>2. Guidelines for faith-sharing</li> <li>3. How to facilitate/lead small groups</li> </ol>	Pastoral Council/ Adult Faith Formation Committee, Staff.	By the end of 2012
Offer retreats as a tool for parishioners to grow in their faith and relationship with Christ	Ministry Staff	Summer 2012
Organize a yearly retreat for the leadership councils (i.e. Pastoral, Administrative, School Advisory)	Pastoral Council	By the end of 2009
Advertise the parish library as a resource for catechesis materials	Parish Librarian	Spring 2010
Continue to strengthen the Spanish section of the parish library	Parish Librarian	Summer 2011

## Priority #2: Create and strengthen a “vocational culture” in the Parish

Objective	Responsible Party	Timeframe
Educate people in discernment and how to discern, especially with regard to their vocation (i.e. in what each volunteers for, in choosing to follow a vocation, whether married, priestly, lay, or religious).	Priests, Adult Faith Formation Coordinator, Group leaders, Staff.	Fall 2013
Provide opportunities for our School, RE kids, and Youth to be exposed to religious life as a possible vocation.	School Principal, Children’s Faith Formation Coordinator, Youth Ministry Coordinator	Fall 2010
Establish vocations as a theme for 1 year at St. Matthew; focus on various vocations (including religious, marriage, single, etc.) throughout the year. Explore the possibility of it coinciding with the jubilee for the 100 <sup>th</sup> Anniversary of the Foundation of the MSpS.	Pastoral Council, Parish Staff, School Staff	Fall 2013
Utilize the opportunity provided by the “Year of the Priest” promulgated by the Vatican for 2009 to 2010	Parish and School Staff	2009-2010

**Priority #3: Improve/expand the quality of children’s faith formation**

Objective	Responsible Party	Timeframe
Offer bilingual resources for parents of children attending RE classes to supplement the instruction at home.	Catechists, Children’s Faith Formation Coordinator.	Fall 2009
Investigate providing prayer groups for children that meet after 5:00 pm.	Children’s Faith Formation Coordinator and volunteers	Fall 2011
Evaluate current RE and Sacrament preparation materials for content, ensure materials are challenging and contain the fundamentals of the faith.	Children’s Faith Formation Coordinator, Youth Ministry Coordinator	Fall 2010
Provide Children’s Liturgy during Sunday 5:30pm Mass	Volunteers with the support of the Liturgy Coordinator.	Fall 2012
Ensure special needs kids continue to have access to Religious Education.	Children’s Faith Formation Coordinator	Ongoing

**Priority #4: Continue to support a comprehensive youth ministry program that builds community and encourages more church and spiritual involvement**

Objective	Responsible Party	Timeframe
Strive for a better integration between Spanish-speaking and English-speaking youth groups. Ideas include: music, games, Eucharistic Adoration, and playing sporting events together.	Youth Ministry Coordinator, youth and adult leaders	Fall 2009
Continue the work in strengthening the fellowship time for the middle school and high school youth group. For example: Implement Teen Adoration once a month with a social gathering afterwards (pizza, etc.)	Youth Ministry Coordinator, youth and adult leaders	Advent 2009
Have a sustained, committed service project for 7 <sup>th</sup> /8 <sup>th</sup> grade involvement on a monthly basis for all 9 months	Youth Ministry Coordinator, School Principal.	Spring 2010
Plan 1 to 2 special Youth Group Masses during the year - bring all 3 groups together for this.	Youth Ministry Coordinator, Liturgy Coordinator & Music Coordinator	Summer 2010
Explore providing additional opportunities for youth retreats (i.e. not just for Confirmation)	Youth Ministry Coordinator	Summer 2010 and ongoing
Expand Theology of the Body in our teen classes as a basis for chastity.	Youth Ministry Coordinator	Fall 2009
Provide education for catechists	Children’s Faith Formation Coordinator	Starting Fall 2010
Revitalize RE through a re-evaluation of the model used for RE and Youth Ministry	Children’s Faith Formation Coordinator, Youth Ministry Coordinator	2009-2010 School Year.
Grow RE & Youth Ministry attendance by at least 10% each year	Children’s Faith Formation Coordinator, Youth Ministry Coordinator	Fall 2009

**Priority #5: Establish a comprehensive Young Adult Ministry at St. Matthew**

Objective	Responsible Party	Timeframe
Explore ways of creating programs aimed at young adults.	Pastoral Council, Youth Ministry Coordinator, Adult Faith Formation Coordinator.	June 2013

**Priority #6: Reach out and share our faith with non-Catholics and non-practicing Catholics**

Objective	Responsible Party	Timeframe
Elaborate a program to reach out to non-Catholics and not practicing Catholics to help them connect with Jesus Christ and his Church.	RCIA Team	Spring 2010

***Christ the King – Service & Stewardship***

By his obedience unto death, Christ communicated to his disciples the gift of royal freedom, so that they might "by the self-abnegation of a holy life, overcome the reign of sin in them". Moreover, by uniting our forces, we are called to remedy the institutions and conditions of the world when the latter are an inducement to sin, that these may be conformed to the values of the Gospel and the norms of justice.

We are all called to cooperate with our pastors in the service of the ecclesial community, for the sake of its growth and life. This can be done through the exercise of different kinds of ministries according to the grace and charisms, which the Lord has been pleased to bestow on them.

**Priority#1: Enhance our current Social Justice & outreach ministry through education and practice**

Objective	Responsible Party	Timeframe
Create and maintain a Justice and Dignity Committee to lead the parish in the education and practice of the social justice teachings of the Church	Dignity & Justice Coordinator, Pastor.	Fall 2011
Offer activities where children can actively participate as a concrete example of how to help others	Volunteers and Dignity & Justice Coordinator.	Fall 2012
Create a "services needed" section in the bulletin inviting parishioners to help out others	Staff	Fall 2009
Offer family oriented activities and education, like a monthly calendar of family service projects for the year, etc.	Youth Ministry Coordinator, Dignity & Justice Coordinator, and Pastoral Council	Spring 2010
Continue to build the Prison Ministry	Fr. Peter Arteaga and volunteers	Fall 2009
Provide education on the 7 principles of Catholic Social Teaching as well as Church's stance.	Dignity & Justice Committee with the Support of the Coordinator.	Fall 2012
Make Social Justice and Catholic Social Teaching resources/information readily available (web sites, etc.)	Dignity & Justice Coordinator	Fall 2010

## Priority#2: Establish a Parish Wellness Ministry

Objective	Responsible Party	Timeframe
Evaluate the feasibility of a Parish Nurse Ministry <ul style="list-style-type: none"> <li>Available as a resource</li> <li>Visit homebound parishioners who can't make it to other health services.</li> </ul>	Coordinator of Peace and Dignity, Pastoral Council and volunteers	Fall 2011
Explore the possibility of establishing a partnership with another organization so we can provide counseling for our parishioners	Pastoral Council and Pastor.	Spring 2012

### Community

"A parish is a definite community of the Christian faithful established on a stable basis within a particular church; the pastoral care of the parish is entrusted to a pastor as its own shepherd under the authority of the diocesan bishop." It is the place where all the faithful can be gathered together for the Sunday celebration of the Eucharist. The parish initiates the Christian people into the ordinary expression of the liturgical life: it gathers them together in this celebration; it teaches Christ's saving doctrine; it practices the charity of the Lord in good works and brotherly love.<sup>7</sup>

Since, like all the faithful, lay Christians are entrusted by God with the apostolate by virtue of their Baptism and Confirmation, they have the right and duty, individually or grouped in associations, to work so that the divine message of salvation may be known and accepted by all men throughout the earth. This duty is the more pressing when it is only through them that men can hear the Gospel and know Christ. Their activity in ecclesial communities is so necessary that, for the most part, the apostolate of the pastors cannot be fully effective without it.<sup>8</sup>

## Priority#1: Ensure our Sunday liturgies are a welcoming experience for all

Objective	Responsible Party	Timeframe
Establish a greeter's ministry at all English Masses.	Liturgy Coordinator, Pastoral Council through a Sub-Committee.	Fall 2010
Make it a priority to welcome visitors at the beginning of the Eucharist.	Priests and Liturgy Coordinators.	Fall 2009
Educate parishioners to be proactive in greeting and meeting new people on Sundays.	Priests, Pastoral Council through a Sub-Committee.	Spring 2010

## Priority#2: Make certain the process of joining the St. Matthew community is accessible, consistent and friendly.

Objective	Responsible Party	Timeframe
Create and sustain a Parish Life Committee to promote activities that would bring together the members of the parish.	Pastoral Council, Parish Life Coordinator.	Spring 2010
Put the registration forms in the Church and office.	Parish Secretary	Fall 2009

<sup>7</sup> Source: Catechism of the Catholic Church, 2179

<sup>8</sup> Source: Catechism of the Catholic Church, 900

Objective	Responsible Party	Timeframe
Create a welcome packet of ministries & resources for placement in the Church and/or inclusion with the registration form	Parish Staff	Fall 2009
Update the registration process to: 1. Ensure follow-up with new parishioners (phone call, card, etc.) 2. Create a list of people willing to perform follow-up phone calls to each of the registration forms. Those wishing additional info after an initial contact can be put in touch with a "mentor" (see above). 3. Ensure forwarding of interests/responses from registration form to appropriate ministry or group	Pastoral Council through a sub-committee. Parish Secretary, and Parish Life Committee once formed.	Spring 2010

**Priority#3: Integrate new parishioners into the overall activities and life of the community.**

Objective	Responsible Party	Timeframe
Provide an informational catalog of Parish Community programs/classes with a description of class and schedules.	Pastoral Council and Church Staff	Fall 2009
Provide a web page with a Listing of Parish Community programs/classes with a description of class and schedules	Webmaster	Jan 2010
Recommend continuation and growth of new specific groups so that individuals have the opportunity to get to know one another in smaller settings. One example is the senior dinner.	All group leaders	Ongoing
Perform a feasibility study of offering a small "welcome" item to new parishioners. This may be a small gift certificate from one of the local merchants, tickets to parish Fall Festival/Dad's BBQ/Music Concert, possibly a small icon or bumper sticker.	Pastoral Council through a sub-committee	Spring 2010
Reach out to non-active Latino/Hispanic Catholics by visiting them.	Spanish Charismatic Group	Fall 2010



# St. Matthew Catholic School Strategic Plan 2009-2014

Dear Families of St. Matthew School and Parishioners,

With a great sense of community and gratitude, this strategic plan has set in motion a vision for St. Matthew Catholic School. A strong tradition of academic excellence and Christ-centered learning has contributed to the solid foundation of St. Matthew over the past nearly one hundred years. It is this tradition and a hope for the future that brought together so many talented stakeholders-administration, staff, parents, alumni, council members, and parishioners- over eight months to discuss and review the core values of St. Matthew and its vision for the future. We are grateful to all of those volunteers who took part in the discussion and writing of the strategic plan.

Together, the community of St. Matthew will use the Strategic Plan as a framework to guide us on this journey to educate our students in a Christ-centered environment where they will be challenged to achieve their potential with their God-given talents. Our graduates will continue to be Christian role models who communicate effectively; are responsible citizens; and who desire to be lifelong learners.

The specific goals and action steps of the Strategic Plan are presented in this publication. There are several strategies for each goal that are published along with the Strategic Plan in its entirety with the Parish Plan.

We would like to give special thanks to all of those who worked on the Strategic Planning Task Force and on the Goal Committees. Your commitment to excellence is evident in the outcome of the St. Matthew Strategic Plan.

In Christ,

Jeannie Ray-Timoney, Principal

Fr. Juan José González, MSpS, Pastor

## **St. Matthew School**

### **Vision Statement**

*One community growing in Christ*

### **Mission Statement**

*St. Matthew School is a Christ-centered community developing students' academic excellence and spiritual growth.*

### **Philosophy**

*We are a Catholic parish community dedicated to guiding our children to achieve their full potential as Christ-centered people. We recognize the parents and extended family as the primary educators of their children. We emphasize the education of the whole child; spiritually, intellectually, emotionally, socially, culturally and physically.*

## **SCHOOL-WIDE LEARNING EXPECTATIONS**

A St. Matthew Student is a(an):

### **CHRISTIAN ROLE MODEL WHO:**

- Gains a basic understanding of the teachings of the Church.
- Lives, acts and speaks in accordance with Catholic values, faith and morals.
- Respects and accepts differences by trying to see Christ in self and others.
- Courageously lives the Gospel by showing compassion and challenging others to make decisions based upon Catholic beliefs.
- Understands the role of prayer in one's relationship with God.
- Actively participates and assumes leadership roles in liturgical celebrations.

### **EFFECTIVE COMMUNICATOR WHO:**

- Expresses ideas clearly, creatively and effectively.
- Listens actively and respectfully to others.
- Writes in a concise and grammatically correct manner.
- Utilizes current technology appropriately.

### **RESPONSIBLE CITIZEN WHO:**

- Practices compassion and tolerance.
- Takes responsibility for own actions and learns from mistakes.
- Demonstrates community involvement.
- Acts in a safe manner, while showing respect for others in words and deeds.
- Models Christian behavior and good sportsmanship.
- Resolves conflicts peacefully.
- Protects and preserves nature.

### **LIFELONG LEARNER WHO:**

- Recognizes one's own giftedness and learning opportunities.
- Knows the importance of making good, healthy choices.
- Reaches to better understand the world.
- Strives to be a self-motivator.
- Uses all forms of new technology to enhance life skills.

## **ST. MATTHEW CATHOLIC SCHOOL STRATEGIC PLAN 2009-2014**

- 1. MISSION GOAL: Ensure that our mission as a Catholic School is lived to the fullest extent possible.**
  - Foster the faith development of students and their parents.
  - Provide resources for faculty to increase their knowledge of the Catholic faith and deepen their spirituality.
  - Maintain a Christian school-wide behavior standard that upholds respect for and acceptance of every student.
  - Broaden involvement and service.
  - Promote the presence of the Missionaries of the Holy Spirit and other religious and ordained on campus.
  - Establish communication and build relationships to serve our Home school Families of St. Matthew Parish.
  
- 2. PERSONNEL GOAL: Attract and retain the highest quality faculty and staff who live out the school's mission and philosophy.**
  - Add personnel to support teacher effectiveness in meeting the learning needs of some students.
  - Address ways to ensure continuity of personnel.
  - Create a competitive compensation and benefits program for the teachers and staff.
  - Design and fund a professional development plan for faculty and staff.
  
- 3. ACADEMIC GOAL: Present a challenging, comprehensive and relevant curriculum for all students which fulfills the school's mission and philosophy, strengthens Catholic identity, and results in achievement of school wide learning expectations.**
  - Develop an integrated and engaging middle school curriculum, which prepares students for success in high school.
  - Ensure a clear, consistent, sequential curriculum K-8.
  - Develop a variety of ways to enrich students' learning experiences.
  - Expand opportunities for students to improve their study skills and their personal accountability for learning.
  
- 4. TECHNOLOGY EDUCATION GOAL: Take all steps necessary to incorporate technology into learning as appropriate to the students' ages.**
  - Increase technology resources at every grade level.
  - Provide faculty technology training.
  - Provide laptops for all faculty.
  - Forge a stronger relationship between St. Matthew School and local companies, including Intel.
  - Dialogue with local high schools regarding the level of technology proficiency eighth grade students should acquire.
  - Appraise periodically the effectiveness of the school's electronic communications with parents.
  - Maintain a current, user-friendly school website.

5. **ENROLLMENT AND MARKETING GOAL: Reach and sustain capacity enrollment, which reflects the diversity of the parish.**
  - Add a preschool program for 3 and 4 year olds.
  - Establish admission guidelines to ensure success in meeting students' academic needs.
  - Define the recruitment and retention plan for the next five years to reach and sustain capacity enrollment.
  - Budget annually for marketing expenses necessary to obtain enrollment goals.
  
6. **PLANT AND FACILITIES GOAL: Provide school priorities and data in a timely way for the parish's development of the master facilities plan.**
  - Conduct and complete processes to produce a decision regarding future development of the school within the context of the parish master plan.
  - Evaluate annually steps to appraise and, as needed, improve security.
  - Increase energy efficiencies.
  - Make kitchen improvements.
  
7. **FUNDING GOAL: Maintain an affordable tuition level with sufficient financial aid resources, while offering a strong academic program.**
  - Outline a comprehensive plan for development with targeted annual goals.
  - Clarify and communicate the leadership roles within development.
  - Establish electronic record keeping.
  - Expand community relations.

**School Advisory Council (SAC)  
2008-2009**

Brian Curl  
Tana Ganete  
John Hawkins  
Julie Nelson  
Laura Rojas  
Lee Samuelson  
Doug Shumaker  
John Williamson

**The SAC extends its gratitude to the  
Strategic Planning Task Force and the  
Goal Committee Members.**

**Task Force**

Jackie Dunckley  
Jim Healy  
Cassady Kennebeck  
Theresa Kirsch  
John Mikitka  
Jeannie Ray-Timoney  
Sheila Seger  
Nicole Will  
Janie Zapata-Wilson  
Sister Mary Burke

**Mission Committee**

Tania DeSantis, Chairperson  
Beth Butterwegge  
Ann Dvorak  
Adrienne Gallardo  
Fanny Lizier  
Laura Rojas

**Personnel Committee**

Nick De Santis, Chairperson  
Marc Dickinson  
Stan Miller  
Joanne Smith

**Academics Committee**

Tina Markowski, Chairperson  
Mary Coussens  
Jenny Dern  
Mike Dunn  
Mike Wanner

**Enrollment/Marketing Committee**

Donna Satterlee, Chairperson  
John Blackard  
Suzan Hopman  
Pat Rossetti  
Susanne Smith  
Danette VanDomelan

**Funding Committee**

Theresa LaRiche, Co-Chairperson  
Tracy Roe, Co-Chairperson  
Lee Stevens  
Becky Smith  
Janine Wikoff

**Technology Committee**

Rick Nelson, Chairperson  
Christine Lemieux  
Vincent Rayappa  
Mike Hardy  
Ivan Laporte

**Plant and Facility Committee**

Mark Hamburg, Chairperson  
Mike Bailey  
Rafael Dominguez  
Margaret Echeveste  
Ron Kunkel  
Bev Wood