

Saint Joseph Catholic Parish

Four Year Vision Plan

To fulfill the dream of Saint Joseph Catholic Parish to offer a third Sunday Mass due to parish growth by the Feast of Corpus Christi, Sunday, June 23, 2019 to coincide with the 200th anniversary of the parish.

“Without a vision, the people perish.” Proverbs 29:28

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Introduction

The Leadership Team was tasked with creating a four year vision plan for the parish. To begin the process, our parish vision, purpose, and values needed to be defined. Next, three pastoral priorities were identified to help serve the parish in its mission. We then analyzed our areas of strength and growth opportunity for five foundational ministries which would assist in creating our parish vision plan. The vision plan consists of eight goals supported by various tasks and specific timelines. The following plan has been designed over the past year with input from the parish survey, resource material, team members, pastoral leadership, and most importantly, our parishioners. The vision was drafted with the words from Scripture echoing in our minds that “without a vision, the people will perish”. Proverbs 29:28.

Saint Joseph Catholic Parish Vision, Purpose, and Values

Vision:

As a welcoming Catholic community, we will promote spiritual enlightenment, encourage discipleship, and inspire hope.

Purpose:

Our parish purpose is to embrace our reverence of God and our Catholic traditions to inspire and encourage every person to a deeper lived faith.

Values:

1. Faithful Tradition

- ❖ Deeper personal relationship with God.
- ❖ Deeper Sacramental life including Spirit-filled events, retreats & missions
- ❖ Expand Prayer Teams
- ❖ Expand Religious Education to all ages
- ❖ Practice tithing
- ❖ “Ministry Eternal”
- ❖ Magisterial obedience to the Church

2. Community

- ❖ Engaging
- ❖ Encouraging
- ❖ Living lives of compassion
- ❖ Welcoming
- ❖ Inviting every member to participate in ministry

3. Initiative

- ❖ Being creative
- ❖ Being resourceful
- ❖ Being open / receptive to new ideas
- ❖ Being innovative

4. Evangelism

- ❖ Live as disciples
- ❖ Live by example
- ❖ Be knowledgeable of faith, traditions & scripture
- ❖ Be Spirit-filled in courage & strength
- ❖ Show compassion
- ❖ Give encouragement

Saint Joseph Catholic Parish Three Pastoral Priorities

1. Encourage vibrant worship, strong sacramental life, and creative Catholic formation.
2. Grow God's Kingdom through discipleship and evangelization.
3. Energize outreach ministries.

Three Pastoral Priorities: Achieves, Avoids, Improves

Achieves:

1. Vibrant Worship and strong Sacramental Life
2. Creative Catholic Formation – Small groups for bible study, church doctrine, testimony, prayer; Parish missions, retreats, seminars
3. Active Outreach – Homebound Ministries; Social & Hospitality Ministries
4. Grow God's Kingdom through Discipleship/Evangelization
5. Protect our faith

Avoids:

1. Straying from our faith
2. Not growing in our faith & relationship with God
3. Not acting out our faith through service
4. Not living/preaching our faith through evangelization

Improves:

1. Uniting us in the Trinity
2. Educating/strengthening us in our faith formation
3. Living our faith through ministry in the church & community
4. Sharing our faith with believers and non-believers

Card Sort Exercise: Top Two Selections*

- We tend to be more reactive rather than pro-active and goals-driven.
- We don't innovate and continuously improve the way we do things.

Saint Joseph Catholic Parish Five Foundational Ministries

1. Sacraments & Worship

Going well: Mass available six days/week; Rosary before each Mass; Expanded times for Reconciliation; Weekly Perpetual Help Devotions; Expanded times for Eucharistic Adoration; Expanded events for Exposition; Stations of the Cross twice on Lenten Fridays; Set-a-Fire; Life in the Spirit; Jubilarian Mass/Reception; Grade School/High School Graduation Masses; Active Prayer Teams.

Growth opportunities: Music ministry (youth/folk choir, adult/resurrection choir, cantors); Increased/dynamic participation; Parish Missions; Parish Retreats; Parish Seminars; Welcoming Team; Communication Team; Further expansion of Eucharistic Adoration hours; Confessional.

2. Education & Formation

Going well: Formal Religious Education Program – Pre School thru 8th grade; Religious Education via Jordan Youth Group – 9th thru 12th grade; Religious Education via Young Adult Group – ages 18 thru 30+; Catholic Grade School; Education/Formation Commission created late 2014; Called & Gifted Workshops initiated late 2014.

Growth opportunities: Pre School Formation; Religious Education for adults; Men/Women/Couple Faith Groups; Bible studies; annual Alpha Course; Expand RCIA; Catholic Grade School student growth; Communication Team.

3. Governance & Finance

Going well: Knowledgeable business manager; Improved financial organization; Increased adherence to Archdiocesan By-laws; Initial stages of campus asset assessment; Cemetery Fund; CARE Fund; SJSTAP Fund; Other committee/organization funds; Labor Day Festival; School Auction; Lenten Fish fries.

Growth opportunities: Tithing; Parish Capital Improvement Fund; Campus building & equipment maintenance; Campus building improvement history & purchase plans; Campus Equipment improvement/purchase history & purchase plans; Create & maintain campus asset summary; Catholic Grade School student growth.

4. Social Services & Outreach

Going well: Transportation assistance; Home visits; annual Angel Tree project; annual Coat Drive; annual Warm Up for Winter project; Support Heartbeat of Monroe; Praying Hearts Ministry (prayer shawls); Support Monroe County “Spirit of Giving” & “Warming Shelter” programs; Funeral luncheons; active Knights of Columbus; active Knights of Columbus Ladies Auxiliary.

Growth opportunities: Welcoming Committee; Expand Homebound Ministry; Social/Hospitality Ministries (individuals, families in need, multiple purposes); Communication Team.

5. Vocation & Evangelization

Going well: Evangelization Team established; Life in the Spirit events; Vocations Committee; Traveling Vocation Chalice; Celebrate Priesthood/Vocations Sunday; Vocation prayer within Rosary; Knights of Columbus Vocation Program.

Growth opportunities: Seminars to increase knowledge of Bible/ Church doctrine/ Church practices for evangelization; Seminars to demonstrate evangelization opportunities/witness techniques; Create a “Come Home” invitation strategy; Learn Matthew Kelly invitation approach (nurture friendships, pray for people trying to reach, share your own story, invite friends to Church); Missions; Retreats; Communicate/reinforce to young adults (“I think you would make a great priest/brother/sister”).

Saint Joseph Catholic Parish Eight Goals

Goal #1 Encourage “Every Parishioner is in Ministry”.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Conduct Time/Talent Survey w/existing ministries.	Leadership Team	10/2015	10/2015
b) Input six ministry articles in the church bulletin/web site/etc.	Stewardship Team	1/2016	9/2016
c) Discuss ministry during one weekend homily	Fr. David	5/2016	5/2016
d) Discuss “Every Parishioner is in Ministry” during weekend Masses - Active signup during Mass with reception in cafeteria	Stewardship Team	10/2016	10/2016
e) Quantify increase in parishioner ministry.	Stewardship Team	12/2016	12/2016
f) Create a “farm system” to feed in new people to lead/support services.	Stewardship Team	1/2017	5/2017

Goal #2 Strengthen and expand Catholic Formation Process.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Initiate/maintain a “Come Home” parish strategy @ Christmas & Easter.	Parish Council	12/2015	ongoing
b) Conduct an annual Alpha program (1 st year timing).	Educ/Form Team	2/2016	3/2016
c) Quarterly seminars on Evangelization opportunities/techniques.	Evangelization Team	2/2016	ongoing
d) Initiate/maintain small group Bible Study Team for Men.	Educ/Form Team	3/2016	ongoing
e) Initiate/maintain small group Bible Study Team for Women.	Educ/Form Team	9/2016	ongoing
f) Increase the number of students in elementary religious education by 10%.	Educ/Form Team	9/2016	5/2017
g) Initiate/maintain small group Bible Study Team for Couples.	Educ/Form Team	3/2017	ongoing
h) Initiate/maintain a high school religious education program.	Educ/Form Team	9/2017	ongoing
i) Initiate/maintain Catholic formation classes for adult parishioners.	Educ/Form Team	2/2018	ongoing

Goal #3 Lead & encourage participation in Retreats.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Encourage participation in two external retreats in SE MI/NW OH annually	Worship Team	1/2016	ongoing
b) Create “internal” retreat themes/format/program/speakers/logistics	Worship Team	1/2016	12/2016
c) Lead one “internal” retreat on parish campus annually.	Worship Team	1/2017	12/2017
d) Lead two “internal” retreats on parish campus annually.	Worship Team	2/2018	ongoing

Goal #4 Create & maintain Campus Maintenance & Improvement Plan File.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Create a maintenance & cleaning file per building	Finance Team	11/2015	12/2015
- Maintain files (living document)	Finance Team	1/2016	ongoing
b) Create a history & future improvement file per building	Finance Team	1/2016	2/2016
(Electrical, plumbing/fixtures, painting, roof, windows, heating, flooring, etc.)	Finance Team	3/2016	ongoing
- Maintain files (living document)			
c) Create an equipment maintenance, history & future improvement file	Finance Team	3/2016	4/2016
- Maintain files (living document)	Finance Team	5/2016	ongoing
d) Create maintenance/operational file of campus grounds	Finance Team	5/2016	6/2016
(Drain tiles, septic tanks, parking lots, sidewalks, outside lighting, etc.)			
- Maintain file (living document)	Finance Team	7/2016	ongoing
e) Create campus asset summary file, as stand-alone document	Finance Team	9/2016	10/2016
- Maintain campus asset summary file	Finance Team	11/2016	ongoing

Goal #5 Encourage Tithing.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Input six monthly tithing articles in the church bulletin/web site/etc. <ul style="list-style-type: none"> - Always highlight initiation of a Parish Capital Improvement Fund. (\$25K-\$40K major project/year) - Always highlight healthy Parish Savings Account / Rainy Day Fund. 	Stewardship Team	3/2016	8/2016
b) Discuss tithing during one weekend homily.	Fr. David	6/2016	6/2016
c) Present Dave Ramsey’s “Family Peace” financial planning guidelines. <ul style="list-style-type: none"> - Two seminars; one in June, one in July. 	Stewardship Team	6/2016	7/2016
d) Discuss parish giving / tithing during weekend Masses. <ul style="list-style-type: none"> - Our need to give, not parish’s need for money. - Pass out/collect commitment cards; reception in cafeteria. 	Stewardship Team	9/2016	9/2016
e) Quantify 20% collection increase in offertory collection.	Stewardship Team	11/2016	10/2018

Goal #6 Energize Internal Outreach to Parishioners.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Identify existing internal outreach services & provide effectiveness rating.	Christian Service	1/2016	3/2016
b) Identify three new internal outreach services based on needs, surveys, etc.	Parish Council/ Christian Service	4/2016	4/2017
Complement Pope Francis' Year of Mercy.			
<ul style="list-style-type: none"> - <u>Corporal Works of Mercy</u>: Feed the hungry, Give drink to the thirsty, Clothe the naked, Harbor the "harbor less", Visit the sick, Ransom the captive, Bury the dead. - <u>Spiritual Works of Mercy</u>: Instruct the ignorant, Counsel the doubtful, Admonish sinners, Bear wrongs patiently, Forgive offenses willingly, Comfort the afflicted, Pray for the living and the dead. 			
New services discussed during Leadership Meetings or Jan/Feb 2015 survey.			
<ul style="list-style-type: none"> - Welcoming Committee - Ministry for Shut-Ins - Resurrection Choir (retiree choir for funerals) - Youth Choir for worship services & "special needs" events 			
c) Activate selected three new internal outreach services.	Parish Council/ Christian Service	12/2016	4/2018

Goal #7 Energize External Outreach to Local Community and Beyond.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Identify existing external outreach services & provide effectiveness rating.	Christian Service	3/2016	5/2016
b) Identify three new external outreach services based on needs, surveys, etc. Christian Service	Parish Council/ Christian Service	5/2016	5/2017
Complement Pope Francis' Year of Mercy (see notes in Goal #6).			
New services discussed during Leadership Meetings or Jan/Feb 2015 survey.			
<ul style="list-style-type: none"> - Erie Food Closet - God Works! - Luna Pier Outreach 			
c) Activate selected three new external outreach services.	Parish Council/ Christian Service	1/2017	5/2018

Goal #8 Increase / expand Devotional Activities.

<u>Tasks</u>	<u>Lead/Lead Group</u>	<u>Start Date</u>	<u>Finish Date</u>
a) Identify rosary intention before rosary & in Prayers of the Faithful	Worship Team	10/2015	ongoing
b) Expand Eucharistic Adoration Hours 24 hours (one day) per year.	Worship Team	1/2016	ongoing
c) Expand days/times for Life in the Spirit events	Evangelization Team	1/2016	ongoing
d) Facilitate two Parish Missions annually.	Evangelization Team	1/2016	ongoing
e) Increase participation in existing / new prayer teams	Worship Team	3/2016	3/2017

Appendix: Leadership Team

The St. Joseph Catholic Parish Four Year Vision Plan was prepared by the Leadership Team.

The Leadership Team's purpose is to motivate and inspire members of councils, commissions, and all parishioners so that we may be a healthy and holy parish, a parish that is vibrant and youthful, and a parish that is filled with disciples that follow Jesus and love His Bride the Church. The Leadership Team was formed in September 2014 by Fr. David Cybulski.

Leadership Team members:

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