

Parish Community of St Joseph
2014 – 2018 Five Year Strategic Plan
December 2013

Our Parish

With heartfelt appreciation and thanksgiving, as parishioners of the Parish Community of St Joseph, we celebrate our birth as a parish over 150 years ago. As we reflect on the wonderful spiritual life which flourishes within our community of believers, we look forward with great anticipation and joy. We have our sight focused on how Jesus Christ is at work in our life and how we can spread His good news within our parish, our communities, and the world in which we live.

In the Spirit of Evangelization

We are called to lift up Christ in our Parish by proclaiming His Gospel and offering Him as a friend to all comers. As Catholic Christians, we are all called to participate in evangelization which seeks to reawaken in all Catholics the call to evangelize. Evangelization seeks effective and creative ways to challenge all Catholics to invite people, whatever their social background, to hear the message of salvation in Jesus Christ so they may come to join us in the fullness of the Catholic faith. In full acceptance of our role as evangelists, our Parish and our Strategic Planning Committee promotes through faithful discipleship, the gospel values in our society and calls all our parishioners to be ministers of welcome, reconciliation and understanding to all people. Our hope is that through the goals set forth in our strategic plan, the spirit of evangelization will draw us all together so, in unity, we may all do the work we are called to do as disciples of Jesus Christ.

In the Spirit of Stewardship

In gratitude to God, we recognize His gifts, nourish them and let them grow in our lives. We share them to the benefit of others, use them to glorify God and encourage everyone to live their lives with an attitude of gratitude. Guided by Scripture, the Catholic steward is a person whose prayer leads to a constant awareness that God is the creator of all blessings in life. He is the origin of life, giver of freedom, and the source of all things. Jesus presented the ultimate gift to God through the gift of His life. We, too, are called to follow in Jesus's footsteps by – Receiving God's gifts gratefully – Cultivating them responsibly – Sharing them lovingly in justice with others – Returning them with increase to the Lord.

Strategic Plan Overview

This five-year Strategic Plan encompasses the period from January 1, 2014 through December 30, 2018. A planning committee including our Pastor, Parish Staff, Parish Council, Parish Finance, and Parish Stewardship took the lead in drafting this plan.

This plan represents a roadmap centered on spiritual initiatives embedded in our call to be evangelists and responsible stewards of Jesus Christ. The plan is intended to provide opportunities for our parishioners and our parish to expand our horizons in service as His disciples.

We view the spiritual life of our parish to be centered in the following areas:

- I. Liturgy II. Life III. Learning IV. Leadership

In summary, as we continue our work as outlined in this strategic plan, we understand our call as Catholic Christians and as members in this Parish Community of St Joseph. As parishioners, we accept and focus our lives on living our Parish Mission statement which reads:

The Mission of St. Joseph is to foster a spirit-filled faith community united in Jesus Christ.
We share who we are and what we have received through our worship of God, the nurturing of faith and outreach in service and justice.

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I. Liturgy

Through liturgy, we express our faith and the way in which we live our faith and celebrate our lives as disciples of Jesus Christ.

Areas of Focus Include:

Daily and Sunday Worship Service	Celebration of the Sacraments	Lay Preachers	Stations of the Cross
Lay Ministries of Musicians, Lectors, Greeters, Soundboard	Prayer Eucharistic Adoration	Regional & Mass Coordinators	

Strategic Initiative 1

In the spirit of reflecting the cultures and demographics of our worshipping community, we strive to create an inspirational liturgical experience through

1. Parish Center screen art;
2. Liturgical music to meet the needs of the diverse parishioners we serve;
3. A prayer filled Mass experience to include Prayers of the Faithful and other appropriate prayers associated with the Mass intention of the day;
4. Mass materials to address our parishioner specific needs to include Spanish Missals, English Missals, song sheets, etc.

Strategic Initiative 2

To create a welcoming parish with hospitality at our core, we strive to

1. Greet and welcome all guests who celebrate with us at liturgy;
2. Create a social space for parishioners to share in fellowship after Mass with coffee, juice, and donuts;
3. Provide for welcome and outside signage appropriate to the liturgical celebration for the season;
4. Be available to interact with all parishioners and guests and answer their questions through our Welcome Desk and Information Kiosks.

Strategic Initiative 3

In the spirit of sending forth our parishioners to live centered in the love of God, we strive to

1. Include as part of our worship service special blessings for anniversaries and youth mission groups;
2. Recognize all Ministry Groups active in our parish with special blessings to touch their ongoing ministry;
3. Provide special scripture screen verses to send us on our way at the end of Mass;
4. Recognize and celebrate the Sacrament of Baptism during Mass;
5. Provide special blessings to send forth our RICA candidates and our Children's Liturgist during Mass.

Strategic Initiative 4

In order to encourage parishioner participation and active ministry work in our parish, we will

1. Communicate opportunities to get involved through bulletin invitations, pulpit announcements, and via our website technology;
2. Provide for training sessions for Lectors, Mass Coordinators, Eucharistic Ministers, Music Ministers and other active ministries;
3. Encourage active music participation at Mass through teaching new music before Mass and using easy and accessible music.

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II. Life

As Christians, we live our lives as disciples of Jesus Christ through justice and care.

Areas of Focus Include:

Social Justice	Pastoral Care	Youth Mission Trips and Outreach	Community Building
Advocacy	PRISM	Community Outreach	Fall Festival
Parish Tithes	Housing & Hunger Initiatives		

Strategic Initiative 1

As a welcoming and accepting Parish, we show reverence and respect for the uniqueness of each person by giving and receiving their gifts, talents, and initiatives as a way to address the needs of the larger community.

Strategic Initiative 2

We are committed to offering vibrant, inspirational, and appropriate parish ministries through

1. Ongoing review of ministries to evaluate a need for them;
2. Continuing to strengthen the current ministries with support and inclusion of Stewardship, Time and Talent;
3. Bringing those ministries that no longer need parish support to an orderly conclusion based on
 - a. Participation
 - b. Stewardship
 - c. Third Party Evaluation

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III. Learning

As Disciples of Christ, we are called to lifelong learning about our Catholic faith. Through the lens of faith, we reflect on our life experiences and how we share our lives with others as Disciples.

Areas of Focus Include:

Faith Formation for children and youth	Sacramental Preparation	PCYI
Lifelong learning, spirituality and service opportunities for adults	Intergenerational programs	
Growth in spirituality and living the Gospel	Training and Supporting Volunteer Lay Ministers	
Service, learning and spiritual formation events for children, middle school and high school youth (examples: retreats and mission trips)		

Strategic Initiative 1:

Offer age appropriate learning opportunities and experiences at levels from early childhood throughout adult life.

- a) Utilize a variety of presentation types to support the varied learning styles of parishioners.
- b) Connect with the larger faith community to enhance and promote our educational opportunities: networking to find inspirations from other communities, inviting others to join us at our events and promoting events at other communities that meet the needs of our parishioners.
- c) Seek feedback from participants and volunteer parish ministers (example: catechists) to revitalize and renew educational opportunities on a regular basis.
- d) Work with teams of parish community members to design, develop and implement faith formation opportunities.

Strategic Initiative 2

Provide catechesis and life-experience appropriate preparation for those seeking reception of the Sacraments. Invite and support their membership in the life and faith of the Church.

Provide opportunities for the community to support those preparing for the Sacraments.

Strategic Initiative 3

Invite spiritual growth through non-traditional learning experiences.

- a) Explore formation options for intergenerational groups such as Parish Missions, Family Retreats, and Learning Centers.
- b) Collaborate among educational ministries to find opportunities to foster reflection in the home, the Domestic Church.
- c) Offer retreat and prayer experiences (including those for Sacramental Preparation) and moments for learning at parish community-building and service events.

Strategic Initiative 4

Ensure a safe environment for all parishioners through the Protection of Children and Youth Initiative.

- a) Provide learning opportunities for members of all ages to learn how to protect children, youth and vulnerable adults and how to provide a safe environment at our parish.
- b) Keep staff and volunteer lay ministers apprised of grounds and facilities concerns in regard to making the parish campuses a safe environment for all.

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Strategic Initiative 5

Train, support, and provide continuing education for parish members who facilitate programs including Catechists, Core Team, Stephen's Ministers and Lenten Renewal leaders.

IV. Leadership

As Parish Leaders, Administrators, and Stewards of our resources, we are called to communicate with our parish, to nurture and develop our staff, to create and maintain a physical worship environment, and to steadfastly manage our financial resources.

Areas of Focus Include:

Parish Communication

Staff Recruiting and Development

Financial Resource Management

Building and Property Management

Strategic Initiative 1

In order to foster a greater understanding of the life of the parish, to provide transparency in administrative and financial matters, and enhance communication, we will

1. Establish a communications committee;
2. Evaluate the effectiveness of the current technology in use by the parish and suggest changes as necessary;
3. Monitor the integration of the new database so that it provides accurate, up-to-date and useful information;
4. Develop and establish new channels of communication, maximize the effectiveness of the current channels and promote greater use of the Parish website as an information source and as a tool for registration.

Strategic Initiative 2

In order to increase parishioner involvement across all demographics, we will

1. Continue to provide a wide variety of community building opportunities to match the varying interests and talent of our parishioners, with a focus on increasing the participation of young adults and families;
2. Solicit feedback from parishioners through the use of surveys and other means of communication to determine any areas of unmet needs, as well as gather new ideas where parishioners can get involved.

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IV. Leadership (Cont'd)

Strategic Initiative 3

In order to strengthen our current leaders and broaden our leadership base for the future, we will

1. Work to recruit new leaders and train for the smooth transition of leadership;
2. Look to have leaders who are reflective of the diversity of our community;
3. Evaluate the leadership positions we have and determine where additional leadership might be needed.

Strategic Initiative 4

In order to be financially solvent, so we can support our parish programs and meet the broader needs outside our parish, we will

1. Continue to work on paying down our building debt quickly;
2. Maintain facilities through ongoing review;
3. Aim to effectively provide our ministries with money to accomplish their goals.

Strategic Initiative 5

In order to facilitate and monitor the implementation of the Strategic Plan, we will

1. Have periodic review of the Strategic Plan led by a team of parish leadership;
2. Begin preparing the next Five Year Strategic Plan in January of 2018, which will take effect in January of 2019.

Strategic Initiative 6

In order to create a guiding vision for the parish, we will

1. Gather parish leadership together on an annual basis for retreat;
2. Offer opportunities for ongoing spiritual renewal for leader.