

A Letter From The Pastor and Strategic Plan Pastoral Committee

Dear Sisters and Brothers In Christ:

St. Joseph is a vibrant Parish. Our vision statement reads:

"We, the Catholic Community of St. Joseph, are committed to following Christ in faith and love through the sacramental tradition of the Catholic Church."

In March 2014, the parish of St Joseph engaged in implementing a Five-Year Strategic Pastoral Plan. The plan consisted of six pastoral focus areas with growth and action items to achieve goals and objectives in each area. In adopting the Plan that year, we stated that we would work together to move our Parish forward.

With help from Parishioners and all who have worked on the Strategic Plan, a great deal has been achieved in the two years since we embarked on this journey. We are happy to report those areas of progress in the enclosed Goals and Objectives Summary. As you will find, we have had many accomplishments!

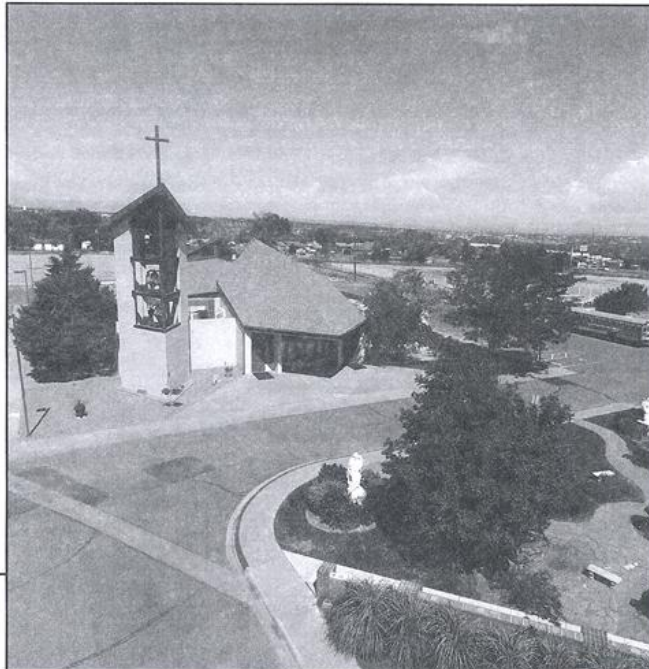
The St. Joseph Five-Year Strategic Pastoral Plan has served us well, moving us forward as a Parish Community. But we have more to do. As we continue with the plan, we need to determine which focus areas are next to receive attention and get started.

We welcome your continued help and commitment to our Parish. All questions and comments are appreciated and welcomed.

Sincerely,



Father Joseph Vigil
Pastor
and the Strategic Plan
Pastoral Committee



The Church Of St. Joseph Five-Year Strategic Pastoral Plan Accomplishments — 2014 - 2016

I

I. Renovation of the Religious Education Center, Grounds and Church

Objective 1: Enhance parish infrastructure to increase capacity to address adult and youth faith formation and enrichment.

Strategy 1.1: Develop a volunteer list of individuals willing to work on church property enhancement and give them the go-head and resources to make improvements

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| 1) Continued development of the Prayer Garden | Completed |
| 2) Community Garden | Ongoing |
| 3) Gazebo | Completed |
| 4) Preparation for and construction of a Bell Tower | Completed |
| 5) Sprinkler System Repair/Upgrade | Completed |
| <i>Strategy 1.2: Assess the need for/install new air conditioner for the church</i> | Completed |
| <i>Strategy 1.3: Upgrade lighting for the church</i> | Completed |
| <i>Strategy 1.4: Assess/acquire a new sound system for the church</i> | Completed |
| <i>Strategy 1.5: Assess new heating system for the church offices (Determined adequate)</i> | Completed |

Objective 2: Develop and implement plans to improve the physical environment of the church properties to provide a worship and teaching environment that is conducive to participation by and for all parishioners.

Strategy 2.1: Continue to make the church site more attractive and accessible

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| 1) New Carpeting | Completed |
| 2) New Tile around Baptismal Fount | Completed |
| 4) Form a Weed Spraying Committee | Ongoing |
| 5) Demolish Garage | Completed |
| <i>Strategy 2.2: Complete the renovation of the Religious Education Building</i> | Completed |
| <i>Strategy 2.3: Assess possibility of a handicap/wheelchair area in church (Determined adequate)</i> | Completed |

II

II. Secure Parish Financial Health

Objective 1: Commit to the effective sharing of the financial resources of parishioners by investing all of ourselves in the sustainability of our parish community.

Strategy 1.1: Develop a plan to have the parish debt free by 2023

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| 1) Focus on selling the parcel of land west of McDonald's Restaurant | Completed |
| 2) Negotiate selling price/complete real estate transaction with McDonald's for their parcel | Completed |
| <i>Strategy 1.2: Generate additional revenue by maximizing use of our rental facilities by preparing a marketing packet that contains all necessary information, forms and fee information</i> | |
| 1) Research marketing packets being used by other facilities, begin collecting information needed to populate said packets and complete layout, design, copy and printing | Ongoing |

Objective 2: Establish a viable communications process that will better explain and increase understanding of the Parish finances to include the budget, income and expenditures.

Strategy 2.1: Publish financial reports & make them available via the Bulletin/Parish Council

Strategy 2.2: Explore parish needs that might benefit from fund raising activities

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| 1) Make a determination of the most pressing parish needs and the resources to accomplish | Ongoing |
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Objective 3: Identify and communicate alternative forms of giving.

Strategy 3.1: Continue the \$10 Buck Sunday collections to pay off the St. Daniel's loan

Strategy 3.2: Raise required monies to pay off the DMF annually

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| 1) Parishioners, rather than Father, make requests at masses | Ongoing – Completed for 2014, 2015 & 2016 |
| 2) Visibly recognize pledges/gifts received | Ongoing – Completed for 2015 & 2016 |

Objective 4: Cultivate a culture of timely acknowledgment of all gifts.

Strategy 4.1: Acknowledge the gifts/donations within 7 working days of receipt of gift

III

III. Establish A Focus On Faith Formation

Objective 1: Provide opportunities to lead parishioners into a deeper focus on a personal relationship with Christ Jesus.

Strategy 1.1: Present a 3-night Lenten Mission

Strategy 1.2: Identify opportunities for parental involvement in religious education programs

Strategy 1.5: Foster an environment where parishioners become lay leaders

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| 2) Host annual Ministry Fair | Ongoing |
| 3) Create and offer a development program for ushers | Ongoing |

Strategy 1.6: Prepare a training course for lay leaders of the parish

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| 1) Ongoing/Annual training sessions for all Ministries | Ongoing – Completed for 2015 |
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III (Cont.)

Objective 2: Enhance participation in Mass, Devotions, Eucharistic Adoration and the Sacraments.

- Strategy 2.1: Develop goals for each year of Religious Education for K-12 students* Implemented
- 2) Begin a new program for Confirmation 1-8 Ongoing
- Strategy 2.3: Conduct RCIA retreats* Ongoing
- Strategy 2.4: Establish an effective lay-centered ministries program through servant leadership*
- 1) Expand food drives for St. Vincent De Paul Ongoing — Completed for Fall/Winter 2014, 2015 & 2016
- 2) Continue to involve County students in conducting food drives Ongoing — Completed for Fall/Winter 2014, 2015 & 2016
- Strategy 2.5: Improve utilization of volunteers*
- 2) Develop strategy for involving the Confirmation youth in ministries (lector, choir), projects (homeless backpacks, school supplies) and dinners (Spaghetti, Fish Fry, Tuscany) Ongoing – Completed for Fall/Winter 2014, 2015 & 2016

Objective 3: Assess and enhance/implement specific programs to reach out and welcome back into the church inactive Catholics or those who participate infrequently.

- Strategy 3.1: Assess current focus of the parish and change as needed* Ongoing
- Strategy 3.2: Conduct Adult Faith Formation*
- 1) Bible Study starting with the Gospel of John Ongoing — Completed for Sept 2014 - Mar 2015 & Sept 2015 - Sept 2016
- 2) Conduct annual RCIA Classes Ongoing — Completed for Sept 2014 - Mar 2015 & Sept 2015 - Sept 2016
- 3) Form a new group, the “Men of Joseph,” as care givers for the Parish and its parishioners Established & Ongoing
- 4) Offer classes for Adult Confirmation In Process
- 5) Host a Catechists Enrichment Day or Retreat In Process
- 6) Offer monthly Baptism classes Ongoing
- Strategy 3.3: Incorporate recitation of the Rosary*
- 1) Recitation of the Rosary before Mass once per month Ongoing
- 2) Recitation of the Rosary before daily Mass once per month Ongoing
- 3) Encourage Religious Education participation Ongoing
- Strategy 3.4 Provide service opportunities that are spiritual and educational*
- 1) See all three items under Strategy 3.2 Ongoing

Objective 4: Create an Evangelization Ministry to serve as a resource to parishioners.

- Strategy 4.1: Explore different/enhanced worship opportunities for our youth and parish community* In Progress for 2017
- 3) Hosting middle school & high school retreats Ongoing — Completed for 2015 & 2016
- 4) Vacation Bible School Ongoing
- 6) Help teens attend the NCYC Ongoing
- Strategy 4.2: Conduct youth masses*
- 1) Recruit youth to participate in the Mass liturgy and as musicians, lectors and ushers Ongoing
- Strategy 4.3: Provide a financial plan to maintain staff leadership*
- 1) Determine the budget needs to maintain the Religious Education program Ongoing
- Strategy 4.4: Include staff religious leaders, lay members, speakers, volunteers and community to lead people into a deeper focus on the Catholic faith*
- 1) Encourage parent involvement in Religious Education, especially Confirmation Ongoing – Completed for 2014, 2015 & 2016

Objective 5: Establish the parish as a focal point of Christian discipleship so that we enrich our Community.

- Strategy 5.1: Create new Vision, Mission and Core Values for the Parish* Completed
- Strategy 5.2: Explore providing a bi-lingual mass for our parish community (Determined Unnecessary)*
- Strategy 5.4: Provide funding to support social justice speakers (Determined Unnecessary)*

IV

IV. Build A Welcoming Community

- Objective 1: Establish a Marketing & Communications Committee to be a resource to the parish and its ministries; support them in achieving the vision, mission, core values and the Five-Year Strategic Pastoral Plan.**
- Strategy 1.1: Select a lead parishioner to establish the committee* Completed

Objective 2: Establish the parish as a focal point of Christian discipleship so as to enrich our community in a vibrant, welcoming and faith-filled manner.

- Strategy 2.3: Utilize media sources to publicize and highlight all parish activities.*
- 1) Send info items to parishes in the Diocese Ongoing
- 2) Communicate info to civic and community groups Ongoing
- 3) Forward media releases to local outlets Ongoing
- 4) Check community calendars prior to planning to ensure there is no direct competition Ongoing
- 5) Establish Facebook pages for Parish events/activities Ongoing – Parish Page established in 2015; Tuscany in 2016

IV (Cont.)

Objective 3: Create a welcoming environment through our ministries so that the community feels included regardless of their faith.

Strategy 3.1: Conduct a wine tasting and art event

1) Establish a committee and host the event Ongoing – Completed 2014 & 2016 Events

Strategy 3.2: Continue the annual Festival and Spaghetti Dinner fund raisers

1) Establish the committees and host the events Ongoing – Completed 2014, 2015 & 2016 events; 2017 in planning stages

Strategy 3.3: Host a St. Joseph Table

1) Establish a committee and host the event Ongoing — Completed 2014, 2015 & 2016 events; 2017 in planning stages

Objective 5: Communicate effectively & cultivate attitudes and practices of inclusivity and hospitality towards all.

Strategy 5.2: Continue to emphasize & develop the rich ethnic traditions of the St. Joseph Parish community

1) Conduct a "Blessing of the Fields" Ongoing – Completed for 2014, 2015 & 2016, 2017 in planning stages

2) Recognize the Parish's history in new stained glass windows in the Parish Hall Completed

3) Support existing activities as delineated in Objective 3 of this section Ongoing

Strategy 5.3: Further develop the Liturgical Ministries Committee (Committee establish) Ongoing

V

V. Improve Participation In Parish Activities

Objective 1: Show care and commitment for all parish activities by sharing the gift of time with service to each other and to the parish.

Strategy 1.1: Develop a list of parishioners to invite to utilize their gifts & talents in leadership of the Parish

1) Identify parishioners to invite to serve on the various Strategic Plan Committees – Finance, Building & Grounds, Faith Formation and Marketing/Communications Ongoing

Objective 2: Establish a communications process to assist new and existing parishioners to understand their role in maintaining spiritually active and sustainable parish activities.

Strategy 2.2: Use "From the Pastor/Deacon" letters in the bulletin to communicate these items Ongoing

Objective 3: Document and communicate parish activity needs for volunteers to the entire parish using new and existing media outlets.

Strategy 3.1: Coordinate parish activities with local and civic religious groups (See IV, Strategy 2.3) Ongoing

Strategy 3.2: Effectively use the website to communicate joint efforts so that parishioners and the community can easily find out about parish activities, events and needs Ongoing

Objective 4: Attract and involve youth in the parish by promoting participation opportunities in various activities.

Strategy 4.1: Procure a youth activities bus/vehicle Completed

VI

VI. More Closely Integrate Parish and Community Activities

Objective 1: Use communications & marketing mechanisms to deliver parish activities to our external community.

Strategy 1.1: Develop a method of integrated "cross" communications between parish social organizations (e.g. Festival, Spaghetti Dinner, Knights of Columbus, Council of Catholic Women and Youth)

1) Coordinate efforts and apply only once for the liquor licenses needed for the Festival, Spaghetti Dinner and Tuscany Wine Tasting Ongoing – Completed for 2016

Objective 3: Encourage parish ministries to invite non-parishioners to established activities.

Strategy 3.1: Use local civic events and activities of other religious denominations as opportunities to share upcoming events and information relevant to ministries at St. Joseph's

1) Information sharing happenings include participation with 4-H groups, the local food banks, the community garden, Care & Share and the school supply and homeless backpack giveaways Ongoing

Objective 4: Encourage parish ministries to sponsor "new" events to which the external community is invited.

Strategy 4.1: Utilize the website and Facebook to communicate new and joint efforts so that parishioners and community members can easily find out about St. Joseph functions and educational offerings (See IV, Strategy 2.3)

Ongoing

