



St. John Neumann

Long Range Plan 2017-21

Introduction

In 2014 St John Neumann embarked on the GROW Parish Pastoral Planning Process. The process was offered by the Archdiocese through its Office of Parish Services in conjunction with TeamWorks International and Catholic Finance Corporation. The planning process was a data-driven model designed to help parishes GROW in:

- Clarity of Parish Strengths & Gifts
- Intentionality & Focus
- Implementation of Best Practices
- Long-Term Parish Viability

Parish data was collected and parishioners were surveyed. TeamWorks International was impressed by the number of responses from St John Neumann - the largest number from any parish that had taken the survey. Revised Mission and Vision statements were set in place to guide our next steps in the planning process.

In 2015 the GROW results were summarized and made available to the parish. The "snapshot" of the parish at the time the survey was administered was very favorable. There was generally a positive attitude about the parish and overall satisfaction. However, the GROW data did identify four strategic focus areas for improvement:

- Communication
- Youth Engagement
- Pastoral Care of Homebound, Sick and Elderly

- Parishioner Involvement

In developing the 2017-21 Long Range Plan the Parish Pastoral Council and the Parish Committees are tasked with identifying its key components and the goals and strategies to achieve the plan. The survey recognized the exceptional work that is being accomplished by the Committees and Ministries already serving the Parish Mission and Vision. The Long Range Plan strives to support that exceptional work. Additionally, each committee must examine their part in moving the long range plan forward in the key areas of improvement. A strong component of the Long Range Plan is the relationship Committees have with one another and their intentional efforts to be cooperative in achieving the strategic plan by 2021.

ST. JOHN NEUMANN CATHOLIC CHURCH - VISION

We are a unified Catholic community grounded in Sacred Scripture and centered in the Eucharist. We live our faith by:

- *Keeping our faith relevant in action,*
- *Welcoming and caring for all within the arc of life in our parish community,*
- *Fostering engaged participation,*
- *Communicating effectively, and*
- *Sustaining our spirit of generosity.*

MISSION STATEMENT

*We call each other to an active sacramental life of loving Jesus Christ and serving others through **generosity, worship, formation, and justice.***

2017-21 LONG RANGE PLAN

Strategic Focus Areas for Improvement:

Communication

We seek to define a plan to improve open transparent communication with parishioners, among parishioners, the extended local Catholic community and with the broader community at large by:

Suggested recommendations:

- Developing a central coordinated point of contact accountable for all communication vehicles serving the needs of the parish (mailings, newsletters, weekly bulletins, website and social media);
- Enhancing the effective use of electronic methods of communication (SJN website, weekly E-blast, social media etc.) for routine information and program highlights;
- Branding SJN communications, without exception;
- Utilizing local public media announcements for “good news” at SJN;
- Adapting the parish website to improve its user friendliness and search potential;
- Integrating pulpit reference to parish life activities as appropriate and warranted.

Parishioner Involvement

We seek to plan strategies to promote wider parishioner involvement in the mission and vision of the parish by encouraging and supporting volunteer “time and talent” in the work of Parish Committees and Ministries by:

Suggested recommendations:

- Developing an effective, focused and refined volunteer ministry recruitment process;
- Improving New Parishioner Registration to make it interactive and welcoming and develop a follow-up process so new parishioners are contacted shortly after registration to ensure their needs are being met and their gifts are being utilized in appropriate ministries.
- Establishing ways to nurture the spirit of volunteering;
- Increasing the diversity of volunteers: age, gender, ethnicity;
- Encouraging gracious invitation combined with gratitude for service;

- Setting an environment for effective and efficient meeting times that improves communication, defines accountability and reduces meeting fatigue.
- Implementing a performance measurement and review process for all Committee/Ministry activities with the intent to tell our story, adjust our efforts, demonstrate progress, identify accountability and gain wisdom from experiences.

Youth Engagement

We seek to develop programs that encourage enthusiastic youth participation in the parish and make young peoples' faith, specifically their Catholic identity, more relevant to their lives by:

Suggested recommendations:

- Increasing the visibility of youth activities in our parish (i.e. online videos, presence at Donut Sunday, and website presence, etc.);
- Emphasizing the role of youth service in existing parish ministries or new ministry opportunities specifically for youth;
- Offering specific prayer and worship services for youth and their parents, with youth in appropriate roles during the services/masses;
- Developing a follow-up program for youth after Confirmation to keep them involved and interested in their faith;
- Investigating new ideas and collaborative efforts with other parishes regarding youth activities/involvement;
- Empowering parents to embrace their role in the faith development of their youth (i.e. invited speakers, links to existing websites, or distributed information);
- Improving efforts to attract all youth to parish youth events regardless of their public or private school attendance.

Pastoral Care of Homebound, Sick and Elderly

We seek to identify and respond to the needs of an increased aging population in our parish with services that address the most vulnerable, the homebound, sick and elderly by:

Suggested recommendations:

- Communicating to the parish at large the resources available to serve the needs of this segment of the parish within our Parish Ministries;
- Developing new resources that address the changing needs;

- Developing timely and effective methods for identification of individuals needing pastoral care services;
- Improving coordination of services to these individuals among staff and ministry volunteers;
- Developing effective recruiting and training of "field" volunteers for services to this segment of the population.

St John Neumann Committees Aligned with Key Components of the Long Range Plan

Worship

We seek to assist the Pastor in the parish celebration of the Eucharist and in planning meaningful worship services that truly welcome all and effectively proclaim Christ present among us in Word and Sacrament by:

Suggested recommendations:

- Bringing liturgical practices in line with canonical rubrics and policy;
- Maintaining and strengthening the Music Ministry Program by fostering a diverse parish population to participate at weekend masses and other prayer services;
- Continuing to provide liturgical music that turns the heart and mind toward the mystery of the liturgy;
- Welcoming new Liturgical Ministers to meet the needs of our worship services;
- Continuing to recruit and train lay presiders for the off-site services at care facilities;
- Streamlining the scheduling for Liturgical Ministries to enhance participation;
- Updating training guidelines for Liturgical Ministers;
- Maintaining a viable Eucharistic Adoration program;
- Recruiting and training more altar servers, Eucharist Ministers and volunteers for Liturgy of the Word for Children to meet the needs of the scheduled masses.

Pastoral Care

We seek to provide comfort and support services to all those experiencing loss, grief, illness and life's transitions by:

Suggested recommendations

- Strengthening the funeral coordination and luncheon program to meet the growing need of the aging parish population;
- Continuing to offer programs and on-site support groups for caregivers, chemically dependent individuals and families, children experiencing loss, individuals with cancer and new mothers;
- Continuing to offer health specific educational sessions, materials and screening;
- Recruiting and training more volunteers for Communion to the Homebound;
- Continuing to coordinate the parish Prayer Line;
- Continuing to collaborate with area churches in coalition programs.

Faith Formation

We seek to provide a wholistic life-long faith formation program centered on formal Catholic catechesis and experiential learning from preschool through adults by:

Suggested recommendations:

- Providing engaging, relevant programming for all ages;
- Strongly encouraging parental engagement in the faith formation of their children;
- Recruiting and training catechists at all levels;
- Integrating at some level with Adapted Formation;
- Building flexible catechist teams to adapt to changing parish demographics among school age parishioners;
- Evaluating current Faith Formation programs, adult opportunities and summer youth programs to maximize opportunities for spiritual growth among parishioners and appropriate utilization of staff and volunteers;
- Maintaining a strong Rite of Christian Initiation for Adults Program (RCIA);
- Seeking collaborative relationships with other Committees and Ministries.

Justice and Charity

We seek to provide opportunities for parishioners to deepen their knowledge of Catholic Social Teaching and engage in social ministry experiences that invite parishioners to loving service to those in need both locally and globally by:

Suggested recommendations:

- Educating the parish about Catholic Social Teaching and related current issues;
- Providing experiences that broaden and deepen parishioner involvement in various Justice and Charity ministries;
- Integrating Justice and Charity Ministries within the entire life of the parish;
- Engaging in partnership relationships locally and globally that allow St John Neumann parish to transform the world through our faith and justice and charity work;
- Evaluating the social justice ministries to focus on areas for improvement and strategies to address changing needs;

Family and Community Life

We seek to support Christ-centered marriages and families of the parish by planning activities for fellowship and spiritual growth by:

Suggested recommendations:

- Establishing a strong volunteer core to lead and execute family and community life activities;
- Training activity leads in use of facilities, i.e. kitchen, cantina etc;
- Reviewing all ministries for relevance to parish mission and vision, duplication of effort with other organizations and ongoing viability based on volunteer availability and budget needs;
- Seeking to promote self-supporting activities when possible;
- Continuing to sponsor events/programs that focus on preparing for marriage and sustaining marriages;
- Strengthening an annual parish event for all ages that promotes parish spirit and provides the opportunity to raise funds for parish programs.

Finance and Business Practices

We seek to encourage a culture of giving of the treasure we have received to provide a sound financial status for the parish with operating resources that meet our needs.

Facilities Management

We seek to plan for maintenance of our current facilities in order to foster an open welcoming community of believers in an environment that is safe, inviting and accommodating to all who choose to attend.