
St. John Neumann Catholic Church Strategic Plan

May 2007

We have worked in cooperation with the Pastor, the Parish Council, the Parish Staff and the parishioners at large to develop a Strategic Plan that will provide a road map for the Parish. This Plan is intended to create opportunities for the Parish to develop a sense of community, to help each of us grow in our faith and that of our families, to facilitate open exchange of information and to achieve the defined vision of the Pastor for the Parish in communion with the Holy See.

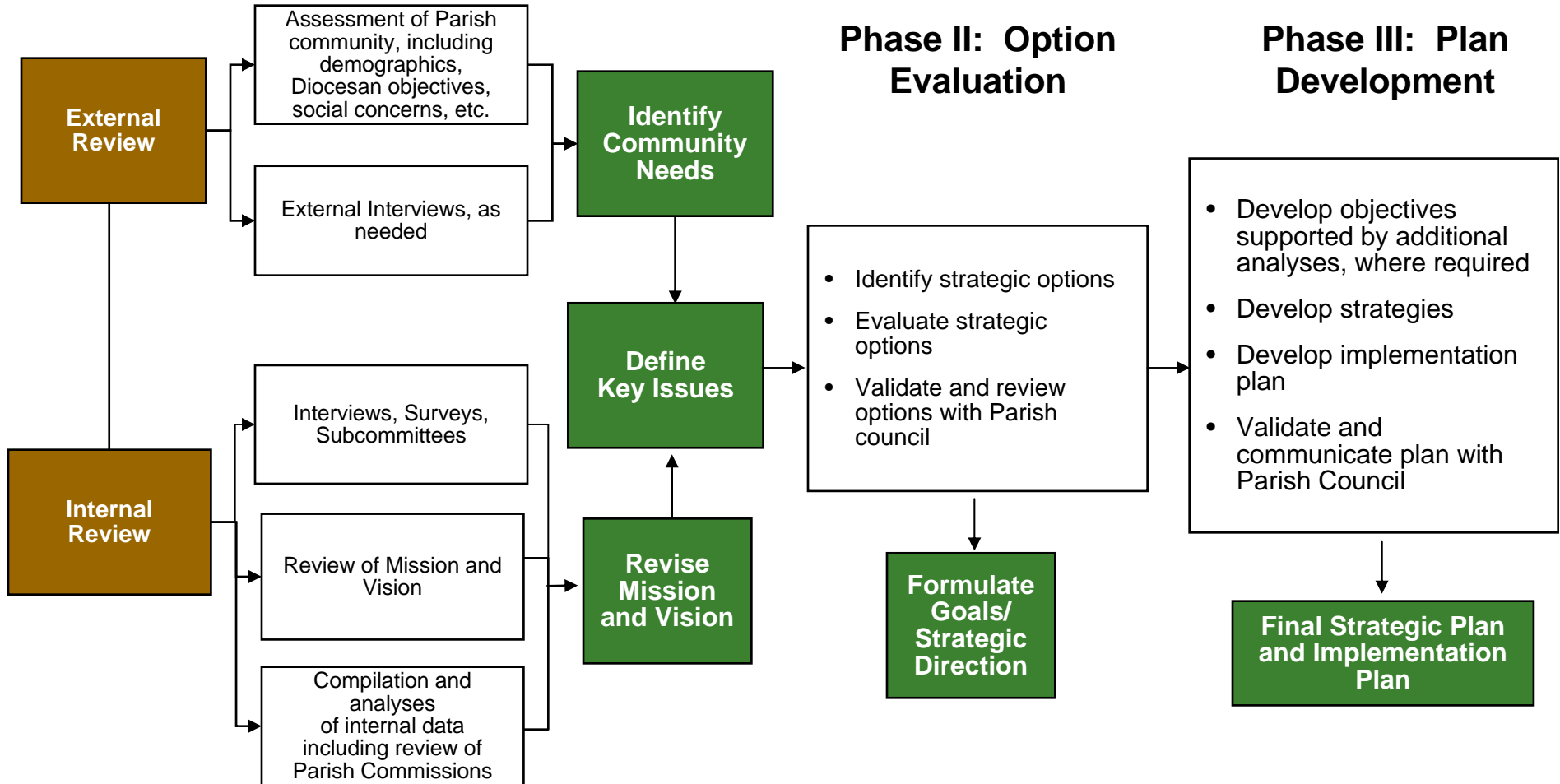
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Our Approach to Strategic Planning

Approach to the SJN Parish Plan

Phase I: Analysis



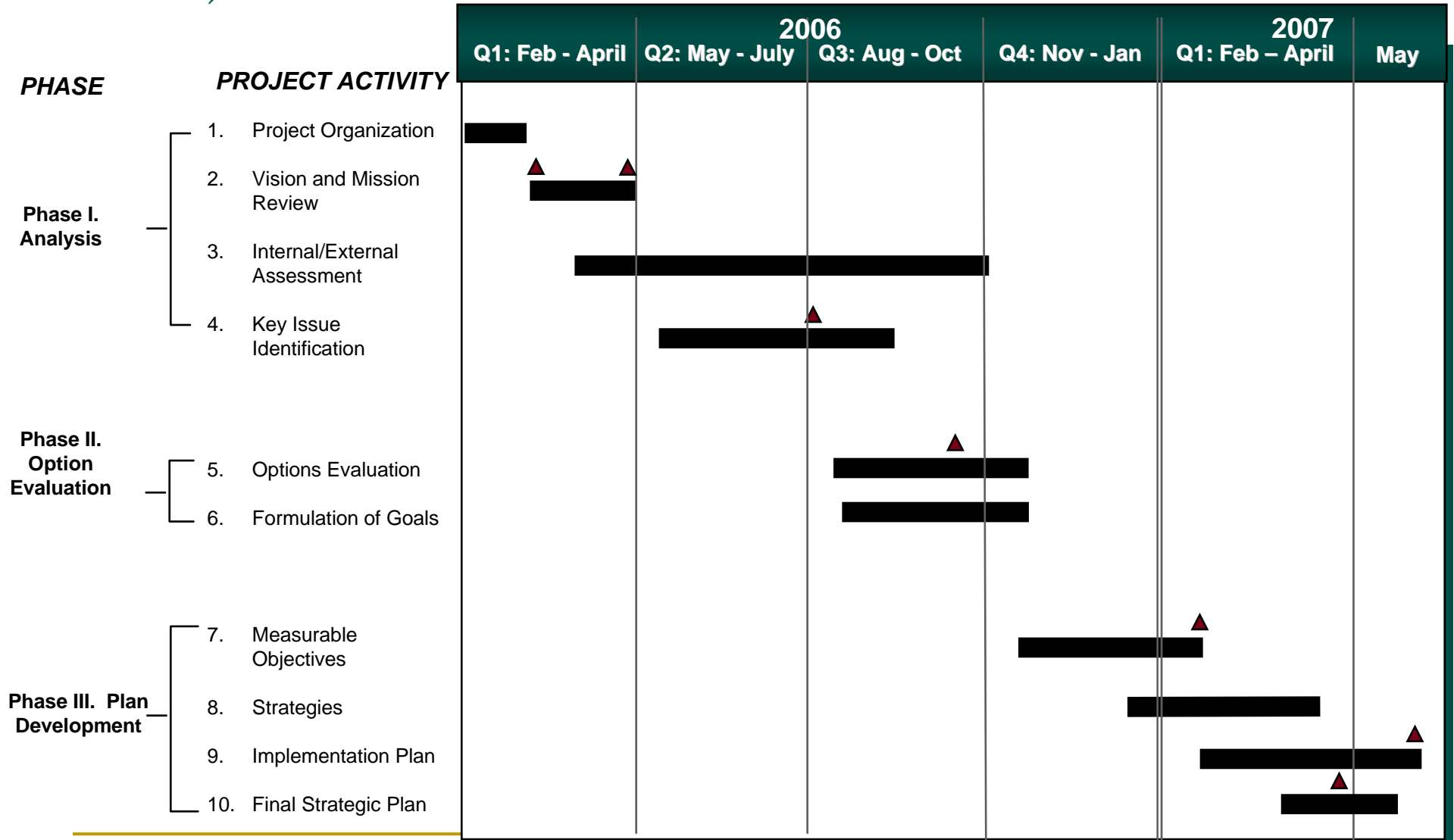
Strategic Planning Process

- ✓ Developed a Plan of Action
 - ✓ Created a Charter
- ✓ Created Vision and Mission Statements
 - ✓ Interviewed Parish Members
 - ✓ Interviewed Parish Priests
- ✓ Interviewed Parish Council Members
 - ✓ Interviewed School Administration
 - ✓ Surveyed Parish Members
- ✓ Completed and Analyzed Interviews and Surveys
- ✓ Completed Objectives, Goals and Strategies
 - ✓ Completed Demographics



Wrote Final Plan

Project Schedule



▲ Parish Council Review

Mission and Vision Statements

Mission and Vision Statements

Mission Statement:

The mission of St. John Neumann Parish is to build up the kingdom of God in the name of Jesus Christ through the gift of the Holy Spirit by the proclamation of the gospel and in the evangelical service that flows from this Good News.

Vision Statement:

As members of Christ's Body, St. John Neumann Parish will live the Gospel through worship, prayer, evangelization, teaching and service while guarding the deposit of faith as handed on to us by the Apostles and their successors.

Strategic Plan

Priority Areas

Strategic Goals

Spirituality



Continue to be open to and spread the Good News who is Jesus Christ

Fellowship



Expand participation in faith-based social activities to new and existing Parish members

Communication



Provide open, two-way communication channels for timely and easily accessible information to parishioners

Spirituality

Spirituality

Goal: Continue to be open to and spread the Good News who is Jesus Christ

Objectives:

- Offer more spiritual retreats and improve accessibility for all parishioners
 - Provide more opportunities for the sacrament of Penance
 - Continue to emphasize Adult education opportunities and discussion group participation
 - Encourage groups to develop home based bible/scripture study
 - Increase parental involvement in children's religious education
 - Improve the quality of education for religious educators
 - Inspire prayer among our parishioners
-

Spirituality

Objective: Offer more spiritual retreats and improve accessibility for all parishioners

Strategies:

- Vary times and locations
- Provide timely, detailed information for sign up
- Advertise in the parish bulletin, online and newsletter
- Provide contact person to coordinate, publicize and solicit inputs

Spirituality

Objective: Provide more opportunities for the sacrament of Penance

Strategies:

- Vary days and hours
- Advertise other parishes' Penance schedules
- Conduct more Penitential services (similar to Christmas and Easter)
- Provide Penitential services before or after CCD classes for students and parents

Spirituality

Objective: Continue to emphasize Adult education opportunities and discussion group participation

Strategies:

- Emphasize possibility of cooperative exchange with other parish adult education activities
- Survey for topics of interest
- Create Q&A topics online/website for adult education with interaction of SJN Catechetical Team

Spirituality

Objective: Encourage groups to develop home-based bible/scripture study

Strategies:

- Incorporate with church calendar
- Advertise in the bulletin, on line and in the news letter
- Establish core group to initiate group development
- Use Q&A section of the website for clarification of discussion issues with interaction of SJN Catechetical Team (refer to Communication strategies)

Spirituality

Objective: Increase parental involvement in children's religious education

Strategies:

- Set formal check points / goals for children's religious education
- Increase parent teacher CCD meetings throughout the year
- Develop a parent guide/handbook
- Offer refresher courses for parents

Spirituality

Objective: Improve the quality of education for religious educators

Strategies:

- Implement Diocesan faith formation program for teachers
- Establish a mentor/shadow program for new teachers
- Create a mid-year and end-of-year feedback process for teachers and programs

Spirituality

Objective: Inspire prayer amongst our parishioners

Strategies:

- Teach and increase prayer through Mass and the Rosary
- Increase parishioners' understanding of Eucharistic adoration and participation in weekly Sunday Mass
- Encourage prayer group development and participation
- Advertise prayer group meetings in the bulletin, online and in the newsletter
- Provide weekly scripture readings to encourage family to discuss at dinner (e.g., kitchen table Gospel)

Fellowship

Fellowship

Goal: Expand participation in faith-based social activities to new and existing Parish members

Objectives:

- Create an environment that provides easier access to activities and expands participation
- Create a participatory environment for parishioners who may only be in the Parish for a short duration because of their employment, dual residency, or other reasons
- Create a more welcoming environment for new and existing parishioners
- Sustain participation in activities and ministries by making changes that accommodate Parish demographics, both in age and other needs

Fellowship

Objective: Create an environment that provides easier access to activities and expands participation

Strategies:

- Coordinate child and teen programs and activities to run in conjunction with adult activities, i.e. at same locations and times
- Solicit adequate parental help in youth activities relative to the frequency and demands of these activities (e.g., at least one day per month)
- Create a committee responsible for obtaining and retaining volunteers for all activities and providing needs assessments for volunteers. This would include personal contact with parishioners as well as publishing volunteering opportunities and making new volunteers feel welcome and appreciated
- Establish liaison with Knox Catholic High School to give them volunteer opportunities to fulfill service requirements
- Stagger activity meeting times to accommodate various work schedules
- Create better awareness of Faith-in-Action activities by publicizing through websites, bulletin or other methods

Fellowship

Objective: Create a participatory environment for parishioners who may only be in the Parish for a short duration because of their employment, dual residency, or other reasons

Strategies:

- Create opportunities for activities of short duration and easy transition/delegation to several volunteers, instead of depending on a few
- Change the environment to allow for more rotations of responsibilities and sharing or delegating of responsibilities with new volunteers
- Publish a yearly calendar with recurring events & volunteer opportunities. Also include in welcome packages

Fellowship

Objective: Create a more welcoming environment for new and existing parishioners

Strategies:

- Create a committee in charge of welcoming and mentoring new parishioners. This would include home visits to new parishioners, tours of the Parish buildings and detailed information on Parish ministries and activities
- Plan social events (breakfast, dinner, etc) for new members of the Parish attended by Father Dowling, Father Bede, the Deacons, parish council members or ministry leaders
- Assign greeters at the door before Mass
- Recognize new parishioners in bulletin and on the website

Fellowship

Objective: **Sustain participation in activities and ministries by making changes that accommodate Parish demographics, both in age and other needs**

Strategies:

- Create a women's group that encompasses prayer, social action activities and fellowship activities
- Establish a club for senior citizens, encompassing social & faith-based functions, medical and other topics of interest
- Create groups for young and middle-age adults, targeting twenty and thirty-year-olds, such as "theology on tap" get-togethers, play groups for kids and moms, singles activities, etc.
- Create social needs groups for helping disabled and infirmed members of the Parish and their caregivers, help with funeral meals and arrangements, and help for those suffering loss of loved ones

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Fellowship

Objective: **Sustain participation in activities and ministries by making changes that accommodate Parish demographics, both in age and other needs**

Strategies, *continued*:

- Consolidate committees running social action and fellowship activities and make the committee responsible for monitoring the scheduling of activities to avoid scheduling conflicts, and to continually appeal to Parish members for new ideas and community needs
- Continue support for current and new youth activities
- Perform annual needs assessment for youth activities both new and existing
- Maintain emphasis of youth, focused on spiritual exercises, service projects and works of mercy
- Create a church-affiliated Girl Scout program

Communication

Communication

Goal: Provide open, two-way communication channels for timely and easily accessible information to parishioners

Objectives:

- Restructure the weekly bulletin to emphasize Parish priorities and focus areas
- Establish email group lists for the Parish and for each ministry
- Increase number of parishioners accessing website
- Establish a schedule of regular updates of Parish activities and communicate to parishioners with opportunities for parishioner feedback

Communication

Objective: Restructure the weekly bulletin to emphasize Parish priorities and focus areas

Strategies:

- Move “static” information to end of bulletin or refer to website
- Develop a section for volunteer needs, specifying those that are “family friendly” activities or youth related activities
- Post the Mission and Vision statements on front page of the bulletin and on website
- Utilize clip art, blocking, and other user-friendly tools
- Develop a guide or table of contents for the bulletin
- Develop a “welcome corner” section of bulletin and website to welcome new parishioners
- Consider an advertising page at the back of bulletin to reduce cost of printing bulletin

Communication

Objective: Establish email group lists for the Parish and for each ministry

Strategies:

- Put email registration information in bulletin for parishioners to complete and drop at the office. Include checklist of interested ministries
- Add a function on the website for interested parishioners to register for email communication
- Add an email address line to the registration forms for new parishioners
- Solicit a volunteer to help set up email groups and serve as a resource for ministry leaders

Communication

Objective: Increase number of parishioners accessing website

Strategies:

- Collaborate with ministry email communications to include links to the website
- Establish an interactive portion to the website such as a chat room or topic forum (to be developed at a later time after consultation with pastor)
- Encourage use of diocesan website for “Ask a Priest” and/or follow diocesan model for SJN
- Update the overall look of the web site and improve ease of navigating the site
- Include detailed descriptions about the ministries of the Parish, including contact information and notification of all meetings
- Create a section for parishioner anniversary dates and special milestones
- Include a reminder in the bulletin to visit web site

Communication

Objective: Establish a schedule of regular updates of Parish activities and communicate to parishioners with opportunities for parishioner feedback

Strategies:

- Communicate building committee updates on a regular basis (monthly)
- Publish more detailed financial information (quarterly)
- Distribute ministry information (contact names and descriptions) twice a year
- Include a monthly calendar of parish activities in bulletin
- Distribute a general Parish-wide survey every three years
- Provide a “Contact Us” feature for each ministry on the web site that will allow parishioners to send an email to ministry leaders and receive responses

Implementation Plan