



6/8/2017

Holy Cross Parish Pastoral Plan

3-5 Year Plan



By Holy Cross Parish Pastoral Council

PARISH PASTORAL PLAN (3-5 YEAR)
DEVELOPED BY HOLY CROSS PASTORAL COUNCIL

PRAYER AND WORSHIP COMMISSION

GOAL 1: Parishioners are actively engaged participants in Mass

Objective 1-A: To have full participation during Mass

Strategies

1. Director of Music and Liturgy will provide monthly explanations of a part of the Mass to be posted on website and published in bulletin.
2. Offer presentations for parishioners to learn more about the Mass, such as an in-person walkthrough series.

Objective 1-B: To grow children and adult choirs

Strategies

1. Encourage current choir members once a month to listen for good singing voices in the pews and invite him/her to join.
2. Invite additional parishioners to practice and sing for Christmas and Holy Week.
3. Promote and recruit choir members through a variety of means including the Ministry Fair, bulletin articles, and pulpit announcements.
4. Invite teens to join the adult choir.
5. Once a year host a meal/activity that recognizes those who serve in the choirs.

Objective 1-C: To have sufficient number of properly trained liturgical ministers

Strategies

1. Encourage people already participating in these ministries to personally invite someone new to serve in a liturgical ministry.
2. Promote and recruit new ministers through a variety of means including the Ministry Fair, bulletin articles, and pulpit announcements.
3. Conduct trainings for new members 2-3 times per year.
4. Designate a portion of one 3/4th grade Christian Formation class period to bring the children into the church and demonstrate what an altar server does. Distribute permission slips to sign-up.
5. Develop training manuals and procedures for all ministries.
6. Once a year host a meal/activity that recognizes those who serve in liturgical ministries.

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GOAL 2: Visitors experience Holy Cross as a hospitable, joyful faith community

Objective 2-A: To have sufficient number of properly trained greeters and ushers who serve as ministers of hospitality.

Strategies

1. Promote and recruit new ministers through a variety of means including the Ministry Fair, bulletin articles, and pulpit announcements.
2. Conduct a workshop once a year for all greeters and ushers (new and current) that provides ongoing formation on the ministry of hospitality.
3. Expand understanding of greeters as ministers of hospitality outside the worship space. Emphasis is to be placed on seeking out newcomers, the grieving, the sick, the lonely, and those who need special assistance.
4. Expand understanding of ushers as ministers of hospitality inside the worship space. Responsibilities include inviting new people each week to bring up gifts, seating latecomers and those with special needs, and attentiveness to needs that arise during Mass.

Objective 2-B: To provide a welcoming atmosphere at every Mass

Strategies

1. Include an evaluation of hospitality at Mass using the archdiocesan “Hospitality Quick Hits” card as a regular P&W Commission agenda item.
2. Take incremental steps towards improving hospitality from a stranger’s point of view. Make recommendations to other committees as needed (e.g., building and grounds, maintenance).
3. Prior to Christmas and Easter each year, discuss ways to welcome those who attend Mass only at the holidays.

HUMAN CONCERNS COMMISSION

GOAL 1: Pastoral needs of the community are met with compassion and charity

Objective 1-A: To form a sustainable leadership structure for the Commission that adapts to future cluster configuration

Strategies

1. Fill chairperson vacancy through discernment of current members.
2. Promote and recruit new Commission members through a variety of means including the Ministry Fair, bulletin articles, and pulpit announcements.
3. Meet twice a year with St. Alphonsus and St. John Human Concerns Committees.

Objective 1-B: To have sufficient number of trained pastoral care ministers to meet the needs of the parish community

Strategies

1. Promote and recruit new pastoral care ministers through a variety of means including the Ministry Fair, bulletin articles, and pulpit announcements.
2. Hold training sessions for Communion to the Homebound/Hospital visits twice a year.
3. Purchase or create an easy to follow card for Communion to the Homebound/Hospital visits based on the *Administration of Communion to the Sick* by the USCCB.

Objective 1-C: To expand bereavement ministry to include follow-up

Strategies

1. Promote, recruit, and train Bereavement Follow-Up Team through a variety of means including the Ministry Fair, bulletin articles, and pulpit announcements.
2. Follow-up will include contact with family
 - 1-2 weeks after death by card and phone call
 - 1 month personal visit
 - 1 year anniversary of death by card and phone call
3. Research and compile a list of local resources and referral options for use by Bereavement Follow-Up Team.

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GOAL 2: Parishioners know and give witness to the principles of Catholic Social Teaching

Objective 2-A: To have a volunteer social justice coordinator

Strategies

1. Work with the Human Concerns committees of St. Alphonsus and St. John to create a job description for a cluster-wide volunteer Social Justice Coordinator.
2. Collaborate with St. Alphonsus and St. John's Human Concerns to implement cluster-wide education and formation of Catholic Social Teaching.
3. Meet with Finance Council and request funds in the annual parish budget for formation of Social Justice Coordinator and committee members to attend workshops and training sessions.

Objective 2-B: To educate parish community regarding Catholic Social Teaching

Strategies

1. Systematically educate parishioners about the Seven Themes of Catholic Social Teaching through the bulletin, website, bulletin boards, and printed resources.
2. Make parishioners aware of "Issues and Action" items sponsored by the USCCB related to CST using the parish bulletin, website, bulletin boards, and printed resources.
3. Sponsor a cluster presentation on an issue related to CST during Lent.

GOAL 3: Parish supports and promotes local agencies and ministries that advocate for those in need and the marginalized

Objective 3-A: To grow St. Vincent de Paul of Holy Cross

Strategies

1. Request that SVdP create and implement strategies for growth of membership and report to the Commission. Provide updates on growth at Commission meetings.
2. In the event parish membership does not grow, explore with SVdP the possibility of a cluster SVdP.

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Objective 3-B: To partner with the Sharing Center

Strategies

1. Include a liaison associated with the Sharing Center to give a report of needs and activities to the Commission each meeting.
2. Communicate parish support of the Sharing Center to parishioners quarterly.

EVANGELIZATION AND FORMATION COMMISSION

GOAL 1: Seekers find a home in our parish

Objective 1-A: To provide a structure for seekers to find answers

Strategies

1. Establish and promote small groups.
2. Offer an open question and answer session about the Catholic faith each year after Christmas and Easter.
3. Establish a manned informational kiosk at each worship site.
4. Form an evangelization response team that the parish leader can connect seekers with parish mentors.

Objective 1-B: To make available resources for seekers

Strategies

1. Identify and publish a list of online resources to help those seeking answers.
2. Update parish libraries with useful, relevant resources. Put together a “wish list” of items parishioners can donate.
3. Create a “Did you know...” section in the bulletin and on the parish website of introductory information about the faith.

Objective 1-C: To have a trained RCIA team

Strategies

1. Recruit parishioners to meet with seekers of different life stages.
2. Train a team of parishioners to meet with Inquirers and the different stages of the RCIA process.
3. Promote and offer RCIA under the direction of the pastoral leader.
4. Works towards a Cluster RCIA program with St. Alphonsus and St. John.

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GOAL 2: Parishioners are committed to lifelong faith formation

Objective 2-A: To have qualified, competent catechists of adults to lead adult formation programs, adult Confirmation, family catechesis, and marriage preparation in the Cluster

Strategies

1. Recruit parishioners gifted to serve as catechists of adults.
2. Offer training programs for catechists of adults. Encourage cluster participation.
3. Form a cluster Adult Faith Formation Committee to oversee programs for adults.

Objective 2-B: To increase cluster participation in the “Christian Crew” Youth Group

Strategies

1. Continue to include group announcements in the bulletins at St. Alphonsus and St. John.
2. Have youth provide a witness talk during Christian Formation classes about youth group.
3. Provide an informational meeting to discuss youth group and answer any questions parents and youth might have.

Objective 2-C: To expand opportunities for family catechesis

Strategies

1. Research shifting the Grade K-8 Christian Formation program to a family program.
2. If the decision is made to stay with traditional program, families will meet at least twice a year for large group catechesis.
3. Offer opportunities for social family outings to Catholic events

GOAL 3: Parish has a missionary mindset and culture

Objective 3-A: To form a parish community that is comfortable sharing their faith

Strategies

1. Promote parish-based programs that help people gain confidence in sharing their faith with others.
2. Include witness talks at Mass on a regular basis.

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Objective 3-B: To promote the faith outside of our faith community

Strategies

1. Obtain an appropriate budget for evangelization efforts such as seasonal mailings and promotional materials to the community.
2. Create resources of happenings in the parish and formational materials for those who visit the sick, homebound, or live in assisted living facilities to distribute.
3. Develop a culture of service (e.g., service hours for Christian Formation students, family service activities, and adult service learning opportunities).
4. Build a cluster float and participate in local parades.

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STEWARDSHIP COMMISSION

GOAL 1: The parish has an active Stewardship Commission that supports efforts to build and strengthen a community of discipleship and evangelization

Objective: To form a Stewardship Commission

Strategies

1. Communicate the need for a Stewardship Commission to parishioners.
2. Recruit members.
3. Provide each commission member with a hard copy of the Parish Stewardship Manual. Meet regularly to read and discuss the role of this commission as outlined in the manual.
4. Attend archdiocesan stewardship training sessions and/or have Archdiocesan stewardship staff come to parish.

GOAL 2: Parishioners generously share time, talent, and treasure

Objective 2-A: To develop and implement an annual Stewardship Commitment process

Strategies

1. Promote stewardship as giving from our first fruits out of gratitude to God using bulletin, website, witness talks, etc.
2. Involve all commissions and parish groups so that all ministries participate in Stewardship Commitment Weekend and Ministry Fair.
3. Mail each household annual pledge cards so that parishioners have the opportunity to commit / recommitment their financial resources to the building up of the kingdom of God.
4. Include ministry opportunities with mailed with the financial pledge cards.
5. Ensure that Stewardship Commitment and Ministry Fair follow through is done in a timely manner.

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Objective 2-B: To offer a discernment process that helps parishioners recognize the gifts and talents they have to offer

Strategies

1. Select a process to help parishioners discern their gifts and talents.
2. Form a team to plan and implement process.
3. Develop and execute a parish-wide marketing campaign that promotes participation in the discernment process.
4. Oversee follow-up, evaluate effectiveness, and plan next process.

Objective 2-C: To create a hospitable atmosphere where all parishioners feel welcome to share their gifts and talents

Strategies

1. Involve all parish groups in building a caring, welcoming community.
2. Ensure that each ministry responds to and thanks people who share their gifts.
3. Look for ways to invite people to get involved in ministries throughout the year.
4. Work with commissions and groups to develop ministry position descriptions.
5. Ensure that each group offers ongoing training and formation for parishioners involved in their area of ministry.

GOAL 3: The parish community is mission-driven and plans for a future of financial sustainability and vibrant ministries

Objective 3-A: To have a shared-vision based on a common mission across all ministries

Strategies

1. Hold an annual gathering of parish groups to present mission of the parish, assess current activities, and communicate upcoming goals.
2. Submit minutes of each parish group to overseeing commissions to be reviewed by the Pastoral Council through the lens of our mission.
3. Create a stewardship theme of the month that is incorporated into all parish ministries.
4. Model unity and inclusiveness. Avoid using language of “the other church.”

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Objective 3-B: To serve as good stewards of parish resources

Strategies

1. Collaborate with Finance Council to communicate financial needs and goals with parishioners.
2. Keep parishioners informed of how financial contributions are being used.
3. Work with Buildings and Grounds to develop a proactive plan for upkeep of our buildings, parish grounds, and cemeteries.
4. Include skilled labor and trades in recruitment of volunteers to share time and talent with the parish.