



A Strategic Plan for St. Joseph Parish From Year Two to Year Three

I. St. Joseph Parish is an Authentic Catholic Experience in the Liturgy, in the celebration of the Sacraments, in Faith Formation and Catechesis - all rooted in and inspired by Sacred Tradition.

As a parish, we cherish and celebrate our Roman Catholic faith, making Sunday Worship and other Sacramental encounters with Jesus Christ the source and summit of parish life and faith formation. We are dedicated to handing on the Catholic faith not only in catechetical programs for the young but through ongoing formation in the faith for all.

Year Two Action Steps:

Create a multi-pronged plan to foster understanding of, participation in, and reverence for the Mass through a series of homilies and reflections, faith formation programs and speakers, print and digital resources.

Establish a “Ministry of Hospitality” led by the associate for Mission and Planning combining roles of usher, greeter and staff with a new focus on welcome as people enter weekend liturgy to better evangelize and connect them to the Sunday experience with the larger life of the parish and Church. Make the church vestibules more effective spaces to foster welcoming and evangelizing encounters with parishioners and visitors.

Ensure the Authentic Catholic Experience at St. Joseph meets people and their needs across the lifespan:

- Call more youth and young adults to serve in ministries such as lector, Extraordinary Ministers of Holy Communion, catechesis, CLOW, fellowship, and sacramental and faith formation.
- Expand “VIA” Young Adult ministry to connect young adults in meaningful ways to the Authentic Catholic experience.
- Expand programs for engaged and young married couples related to Catholic faith and experience.
- Expand Funeral Ministry to support families in times of need and help reconnect them to church.

Year Two Results:

With speakers such as Jamie Cortez and seminarian Tyler Kline, as well as digital resources such as Formed.org, we deepened our understanding of our encounter with Christ through sacred tradition. Plans are underway for upcoming parish missions to continue to foster that understanding of

encounter through participation in the Sacred Liturgy and sacraments.

The Ministry of Hospitality is expanding the role of lector and Eucharistic minister to include greeting and accompanying Sunday visitors on their encounter with Christ in the Eucharist. This summer, information kiosks were ordered for the vestibules to be manned by parish leadership and staff for welcome and information before and after each Mass.

With help from the Archdiocese, the director of Family Ministry has developed a new program for marriage preparation in the faith and offered “date nights” and mentoring to support couples in our parish. Our funeral ministry has continued to grow with expanded support for grieving families.

Year Three Action Steps:

With a greater awareness of the sacred encounter in the Liturgy, challenge the assembly to a more engaged participation in the liturgy: in voiced song, prayer, and moving beyond the “smile and wave” before Mass to true greeting, community building, and solidarity through challenging times.

Expand the mission of hospitality at the liturgy from the work of a few to the mission of all in order to foster a parish-wide culture of welcome, encounter, accompaniment and prayer with and for one another.

Through preaching and social media, promote a deeper understanding of what it means to be a Catholic in our modern world, and to accept the call to live a vibrant faith especially when faith is challenged. Use social media resources to share information about our Catholic tradition, posing and answering questions such as “Why do Catholics...” or even “Why be Catholic”?

Expand our focus on digital and other resources like Formed.org to enrich our understanding of Catholic tradition and scripture to help us to deepen our own faith and to respond to challenges to our faith.

Revise the way we recruit and train liturgical ministers to make these ministries more visible and accessible for youth and young adults. Develop a more comprehensive plan to involve parish youth in liturgical music. Train current adult leadership to work and invest in youth who want to get involved.

II. St. Joseph is a Welcoming and Diverse Faith Community: as part of the body of Christ that is the Church, we call together people of diverse cultures and identities, young and old, school and parish, newcomers, inquirers, and lifelong members.

As a large and diverse parish family, we grow in relationship with Jesus Christ through worship, fellowship, shared ministry, and ongoing evangelization, enriching and enhancing our spiritual lives, inspiring hope for one another and the world.

Year Two Action Steps:

Continue efforts to make St. Joseph a unified and culturally diverse community with an event that celebrates the cultural diversity of the parish.

Use the “V Encuentro” program to better understand the needs of the Hispanic Community to more effectively reach out and evangelize them.

Continue to look for ways to engage the students and families of St. Joseph School at St. Joseph Parish and/or their home parishes.

Build on the expanded Sunday Fellowship in Joe’s Cafe with creative alternatives to involve and engage diverse members. Host creative and exciting social and community-building events seasonally that will bring the whole community together.

Continue to grow the Senior Ministry and challenge seniors to find ways to minister to younger members of the parish.

Conduct a parish census in order to better understand who our members are so we can better meet their pastoral needs. Create focus groups and listening sessions along with surveys and other methods to evaluate progress of our strategic plan and effective service to our parishioners.

Find creative ways to identify potential parishioners and discern future plans to invite and evangelize.

Year Two Results:

In addition to the annual Guadalupe and St. Joseph celebrations, the St. Patrick’s celebration was reborn as an inclusive and family-friendly event to great success. The Anglo and Hispanic communities have grown closer through intentional dialogue, bilingual liturgies, family ministry leadership development, shared space and programing. St. Joseph Parish and leaders from our Hispanic community were national leaders of the of the V Encuentro program. Parish and school grew closer with a “Lunch and Learn” event. Family ministry events are now included regularly in the weekly SJS email to school families. Our youth ministry partnered with school parents to host a middle school party. The Senior Ministry flourished with the often “sold-out” monthly “Lunch and Learns” and a sold-out Big Band Night. A new members’ breakfast welcomed and connected

new parishioners to the parish. A survey was designed to get feedback from as many parishioners as possible on our initiatives and progress toward our goals. The building blocks of a parish census and outreach program were laid with significant research into a new database platform for this purpose. Weekly Sunday fellowship has grown to become a consistent gathering place for parishioners.

Year Three Action Steps:

Continue to find ways to engage students and families of St. Joseph School in the parish life of St. Joseph Parish, not only in Liturgy but through additional parish opportunities like service in and outside of the church, Scouts, youth ministry, parish committees, athletics and small groups.

Embrace the ethnic diversity of our parish with a cultural heritage event that highlights our diversity and works to increase diversity in parish leadership and committees.

Bridge our Anglo and Hispanic communities by finding ways to engage members of the Hispanic Community and their leadership in more existing committees and groups in parish life as well as engage Anglo members in the Hispanic community and liturgy.

Led by the new Member Support Associate, develop a process to manage registration and update and collect new data in order to better welcome and orient new parishioners to the various parish ministries that best suit their individual needs.

Continue to develop the technological infrastructure needed to conduct a parish census that can broaden the database so it can ultimately be used to evangelize and communicate more intentionally and effectively with our diverse community.

Create a program for parish leaders to give them the tools they need to become more effective missionary disciples.

Create events and strategies to make non-practicing Catholics and the unchurched feel more welcome and included in our community.

III. St. Joseph is a Spirited and Vibrant Parish, building upon over 160 years of tradition, poised for another century of growth in Faith.

As the mother church of North Baltimore County, we are continually giving birth to and creatively nurturing the faith of the next generation of youth, young adults, young families, and people of all ages. While continuing to support ongoing effective ministries with the senior leaders of our parish community, we are also committed to renewed efforts to invite and welcome new members and to encourage young people to live and express their faith fully and actively.

Year Two Action Steps:

Articulate a consistent vision of faith formation and evangelization from Baptism through adulthood that advances

our authentic Catholic experience. Build our diverse and welcoming community through experiences like small groups and post-Confirmation faith formation.

Identify ways to evangelize Catholics who do not participate regularly.

Expand the small group program. Encourage members to invite their friends and neighbors to small groups and to membership and deeper involvement with the parish.

Grow a more consistent Youth and Young Adult Ministry program in the parish and larger Church through participation in Archdiocesan and national youth ministry programs and events.

Expand our safe environment training (“Shield the Vulnerable”) to include all parish volunteers so young people can serve in all ministries of the parish.

Led by the new Communications Director, articulate and execute a plan for a more consistent and effective use of digital and social media to advance the mission of the parish with new website, FaceBook, SnapChat, Instagram presence and focus.

Engage a more diverse group of parishioners to participate in Parish Leadership, Committees, and Faith Formation.

Year Two Results:

The Orange program was launched and has shaped a consistent Faith Formation curriculum for our young people. One element involves a small group model for youth similar to the one they will hopefully embrace as adults. In addition to ongoing small groups, new small groups were offered for adults in the fall using Living the Word from Formed.org and our parish Christmas Gift, Perfectly Yourself by Matthew Kelly during Lent. Our safe environment training (now Vertus) was expanded to allow more youth to participate across parish ministries, though we have not yet reached our goal of training all adult volunteers. Use of social media has been expanded through more effective use of Facebook and electronic newsletters. Parish leadership has been expanded through a more effective engagement of the parish council and pastorate planning team. Youth Ministry was expanded for middle and high school students through updated programs such as “Bible and Fries.” The parish applied for a grant through Princeton Theological Seminary to vision and plan for the next generation of Youth Ministry and that committee will continue that vision. A better partnership has been established with Scouts and youth athletics.

Year Three Action Steps:

Create intentional relationships and more ways for accompaniment between seniors and young families –such as a “grandparents group,” to help them grow together in the faith in ways that will help inspire senior members of the parish to embrace the mission of handing the legacy of faith to the next

generation in our parish.

Continue to expand our safe environment training (“Virtus”) to include all parish volunteers so all members can better protect our young people and young people can serve in all ministries of the parish.

Challenge and encourage adults of all ages to get involved through ministry and invest in programs for children, youth and young adults. Show them how their gifts, passions and faith are all tools to inspire young people to grow and get involved in parish life.

Create an NPR Storycorps style program where lifelong members share their stories of the parish in ways that could be published through social media online.

Find ways to better engage parishioners experiencing transitions such as military veterans, recent graduates, empty nesters, recently widowed, etc., in the life of the parish.

Execute a plan for consistent and effective use of digital and social media to advance the mission of the parish with expanded website, Facebook and Instagram presence.

Create a system to prioritize parish information and messaging in print and social media so that information can flow to parishioners and community in ways consistent with our mission and vision and mission priorities and not be drowned out by an overload of messages.

IV. St. Joseph Parish is a Beacon of Christian witness and mission in the local community and the Archdiocese of Baltimore.

We stand as humble and merciful witnesses to the Gospel of Jesus Christ and the Catholic Church through service, outreach, and advocacy as a leader in the Archdiocese of Baltimore. The quality of our worship, our formation, and other programming in our community will serve as a model and an invitation to participation in the life of the Church at St. Joseph.

Year Two Action Steps:

Discern and implement the next steps of the Master Plan. Light the Steeple and undertake other initial campus improvements such as signage and improvements to the church vestibules in line with the master plan.

Continue to pursue and develop opportunities for local and international service and outreach by forging partner relationships with, and ministry to, an urban and an international parish.

Create a branding and marketing plan with our new Communications Director to make St. Joseph more visible in the community.

Expand Outreach opportunities to be available to our diverse parish population to include families, youth, and young adults.

Encourage small groups to partner with Outreach Ministries to take part in and create new service opportunities.

Year Two Results:

The master plan has evolved with a schematic design from the architectural firm JRS Architects. Exterior signage and the lighting of the campus and steeple are in process. Registration has been very successful to our revamped Camp Smile and a return to Baltimore and Appalachia workcamps this summer. Our branding process has led to a new logo for stationary, signage and apparel - all guided by our new Style Guide.

Year Three Action Step:

Make our commitment to protection of our youth and other vulnerable populations a model in the Archdiocese that we share publically and proudly.

Develop a service and outreach relationship with parishes, programs and schools in the inner city. Develop strategic partnerships for international mission and service with young adults moving toward an international experience in the summer of 2019.

Increase our visibility in the community through everything from signage and exterior lighting, to name tags and logo apparel. Develop strategic ways to share the mission of St. Joseph with the community to evangelize those in our community.

Continue to grow our online presence, visibility and outreach through our new website and more effective use of social media to share all the good things that are happening in our parish community.

Discern the next steps of our campus vision beyond the schematic design of campus improvements.