

EVANGELIZATION-BASED STRATEGIC PLANNING

**St. John the Evangelist
Columbia, Maryland**

Agenda

- Who we are as a Parish – Vision, Mission
- Each Archdiocesan-Based Goal includes:
 - Critical Success Factor (CSF)
 - Addressing Barriers
 - Supporting Strategies
 - Action Steps
- Questions Welcome

Our Vision

St. John intentionally brings diverse communities together. Through our prayers and Liturgy, active engagement, expanded service for the underserved and purposeful action against injustice, we imitate Jesus Christ by creating a welcoming environment for all.

This means that SJERC will be:

- *An intentionally diverse, yet united parish*
- *A community of actively engaged parishioners*
- *An environment of service for the underserved*
- *A beacon of hope that fights injustice*
- *A place of welcome for ALL*

Our Mission (Sacred Purpose)

To celebrate the joy in loving/following Christ by welcoming and loving all, so that all are inspired to put faith into action and respond to the call to serve others.

This means that SJERC exists in order to:

- *Celebrate the joy of following Christ*
- *Welcome, love and serve ALL*
- *Inspire others to put faith into action*

What SJERC Will Achieve

- Parishioners will become more engaged disciples
- Disciples will engage their hearts through Eucharist & community
- Lives will be changed from the inside-out
- Evangelization will occur through discipleship & service
- Parishioners will become “mission ready” to make more disciples



Liturgy

To fully and intentionally engage in prayer, worship and sacramental life that flow from baptism and reverential participation in the Eucharist – the source and summit of our faith



Liturgy



CSF: Need to create a sense of welcome and increased participation that embodies the diversity of our parishioners.

Addressing Barriers

- Spread out people at Mass decreases participation
- Not enough volunteers
- People doing things by habit, not thinking outside the box
- People leaving right after Mass diminishes community
- Bureaucracy keeps things from being implemented
- Better and more diverse music
- Reach out to the marginalized

Supporting Strategies

- Actively engage diversity in our Liturgy planning and celebrations seeking an even more inclusive community
- Continue to expand our use of technology as means toward equipping the faith experiences of our faith community



Welcome

To practice radical hospitality and welcome as Jesus did, seeking out the disenfranchised and vulnerable and creating a sense of fellowship and belonging that is grounded in love for each other and humble gratitude to God



Welcome



CSF: Better communication and engagement, so that people see diversity, and feel welcomed in our community.

Addressing Barriers

- Website needs to be updated
- Need more volunteers (impacts all goals)
- Appreciation for volunteers not always done well - essential culture change
- Measures undefined
- Need special Masses for teens/children to gear the homily to them

Supporting Strategies

- Cultural event at Oakland Mills to build community
- Design on-board experience for new members of our faith community to seek greater engagement
- Involve parishioners in welcoming



Encounter

To continually experience our own conversion and bring others to experience the same through evangelization, revealing the truth of the Gospel, and witnessing to others how we ourselves have encountered Christ



Encounter



CSF: Bring two campuses together as one parish and get more parishioners to engage new people and connect with them

Addressing Barriers

- Encourage parishioners out of comfort zone to be more intentional about connecting with others
- Offer follow-up opportunities for people to connect after various events & ministry opportunities
- People don't trust each other to share faith
- We seem to ask for things after Mass with tables

Supporting Strategies

- Offer a social opportunity to encourage people to mingle after a Mass
- Enhance prayer opportunities
- Cultivate a habit of praying over and with people in the moment
- Develop a listening culture



Accompaniment

To grow as disciples of Christ and nurture growth in others as we study, share, and live out the teachings of Christ through education, faith formation, and discipleship endeavors



Accompaniment



CSF: Create a culture of prayer.

Find out people's prayer needs and address them.

Addressing Barriers

- Many people are questioning their faith
- Not sure what people and families need
- People who used to be involved in ministries are now not, due to pandemic
- People don't respond to the requests for ministers that sound desperate
- Culture of "What's in it for me?"
- So many ministries that people feel overwhelmed

Supporting Strategies

- Incorporate into all programming a follow-up experience to seek continued engagement in parish life
- Create more opportunities for formation of adults
- Formalize all volunteer coordination to be better stewards of time
- Build up Family Ministry



Sending

To bring Christ to the world, practicing discipleship and encouraging each other through friendship and service as we support the work of the Church, provide for the material and pastoral care of the poor and suffering and advocate for the discernment of vocations in life, especially priestly vocations for those who feel called in this way



Sending



CSF: Members of diverse cultures are uniquely gathered, to recognize themselves in prayer and conversation.

Addressing Barriers

- Immigrants are still struggling in our community
- Racial tensions are high
- Spanish and English-language communities at the parish can be brought together more
- Few members of the parish are bilingual
- People don't respond to desperate pleas for volunteers

Supporting Strategies

- Create outreach to underserved groups
- Decrease the language gap within our parish towards building greater community



Mission Support

To enact wide stewardship of the gifts God has given us, the legacy entrusted to us by those who have preceded us in their faith, and the hope that lies in future generations of the faithful, so that our resources may be channeled to support the mission of disciple-making first and foremost



Mission Support



CSF: Manage the budget so that we can meet our expenses while also honoring our commitment to serve those in need.

Addressing Barriers

- So much going on in the parish that communications are not clear
- There is no tie between stewardship of Time, Talent, Treasure
- Lots of asks for money
- Hispanic Community has different culture of parish financial support
- We do not budget for discipleship
- Flat offertory
- Challenge of sharing space with other faith groups

Supporting Strategies

- Strategically improve our planning and communications seeking to engage greater ownership and volunteerism in parish activities
- Engage the finance committee to consider strategies to improve stewardship
- Invest in ministry formation
- Monitor our progress in implementation of our strategic plan

Liturgy – Action Steps

Priority: Actively engage diversity in our liturgy planning and celebrations seeking a more inclusive community.

- Plan bilingual Masses at least twice a year with bilingual worship aids, musicians from both language communities and alternate hosting
- Increase Hispanic/Latinx representation on Liturgy Committee to make it more inclusive
- Integrate music from around the world into liturgy (e.g. African, Philippines)
- Host a Spanish language/bilingual worship event

Welcome & Sending – Action Steps

Priority: Create Outreach to Underserved Groups

- Listening Sessions to increase diversity in parish leadership
- Increase cultural/ethnic diversity by welcoming all: Hispanic, Latinx, Black, African American, African, Caribbean, Asian...
- Embrace/accommodate community members with disabilities
- Initiate LGBTQ+ Outreach
- Begin a Divorced Outreach
- Strengthen engagement with young adults.
- Actively engage all ages in diversity, including through intergenerational programs
- Invite the Diversity, Social Justice Committees to join Prayerful Discernment to recruit Pastoral Council members

Pastoral Council voted top priority

Encounter & Accompaniment - Action Steps

Priority: Incorporate into all programming a follow-up experience to seek continued engagement in parish life

- Follow-up on funerals with grief ministry by forming groups to share and journey through loss
- Follow up on Sacramental prep by forming groups that support each other
- Gather people after they serve the parish to reflect on how they encountered the Lord in this service
- Can be individual as well as programmatic – seek to make connections
- Reach out to people who are homebound through cards and phone calls
- Host theological reflection workshops
- Re-energize Small Church Communities

Mission Support – Action Steps

Priority: Strategically improve our planning and communications seeking to engage greater ownership and volunteerism in parish activities

- Develop a plan to enhance understanding of stewardship time, talent treasure
- Build a Communications Team to help create spiritual messages for the parish
- Hire a Communications Lead to develop consistent communications for English and Spanish language communities
- Seek Best Practices for social networking, especially within the Hispanic Community
- Develop a long-range plan and budget for technology needs
- Find more opportunities to reach others through online streaming
- When calling people to serve – called from their talents to serve the Lord
- Hire a Chief of Staff to assist with the administrative work of the parish
- Prepare for integration of Archdiocesan transition to new database platform in spring of 2022