

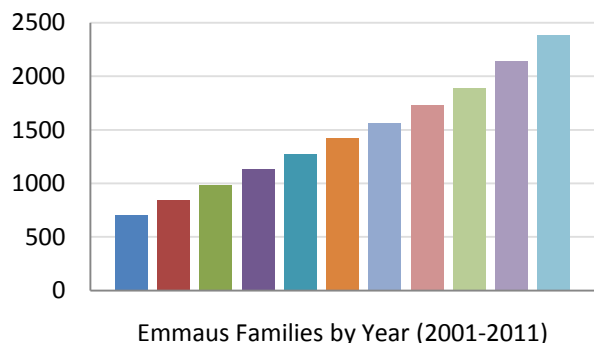
# Emmaus Catholic Parish Strategic Plan 2011-2015



**The Emmaus Catholic Parish 2011-2015 Strategic Plan sets forth five-year goals and priorities for the parish.** It reflects the overarching mission of the parish, supports current parish needs and expected growth, and guides annual resource planning activities.

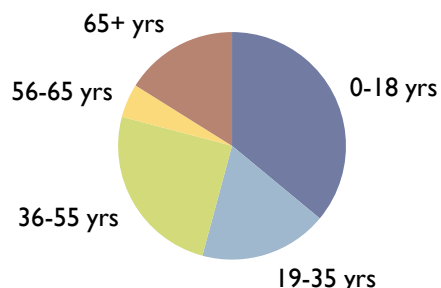
As a large parish experiencing rapid growth, Emmaus faces key challenges in achieving its mission and managing its financial, volunteer, and facilities resources in this recession.

**Parish Growth Trend**



*Steady growth in the number of Emmaus families is expected to continue. (Aug 2011)*

**Parish Demographics by Age Group**



*Parishioner age group demographic data helps to guide decisions on facilities and programs. (2009)*

The plan has been developed by a strategic planning committee appointed by the pastor, consisting of pastoral council members and staff. It addresses the period 2011 through 2015 and will be reviewed and renewed annually.

The planning process began in March 2010 and has followed an inclusive, repeatable, enriching, and Holy Spirit-led approach. The parish mission, strengths, challenges, priorities, and best-practices research led the committee to a structure of six long-range goal areas.

The diverse parish membership and community were engaged early and throughout the process. Inputs were gathered during various sessions, including a parish-ministers session, parish-wide sessions, parish staff reviews, and joint pastoral/finance council meetings, as well as many ad hoc discussions.

During a parish-wide gathering, parishioners reviewed the goal areas and current strengths, discussing the most critical areas and gaps. There was general agreement on the proposed priorities and assessment of current performance.

The parish staff and councils have utilized the plan in the development of 2011/2012 parish objectives.

The strategic plan is a living document and will be reviewed and renewed annually.

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## Emmaus Strategic Plan Goal Areas

- Catechesis
  - Pastoral Care
  - Liturgy & Worship
  - Evangelization and Outreach
  - Parish Administration & Management
  - Stewardship, Welcoming & Leadership
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## Catechesis

***“Catechesis is nothing other than the process of transmitting the Gospel, as the Christian community has received it, understands it, celebrates it, lives it and communicates it in many ways.”***

(General Directory for Catechesis)

**Catechesis Goal #1:** Develop and implement an approach to the religious education of children and youth that emphasizes: 1) parents as primary teachers of the faith, and 2) the family home as the primary context of faith development.

**Catechesis Goal #2:** Encourage and assist parishioners of all ages to increase their “scriptural literacy” by strengthening basic knowledge and understanding of the scriptures as the origin of Catholic teaching, the essence of communal worship, and a wellspring of prayer and spirituality.

**Catechesis Goal #3:** Ensure that adult faith formation and catechesis remain a priority, assisting parish adults of all ages and stages of life to become more committed disciples of Jesus, to deepen their Catholic faith, and to engage in fruitful lives of service.

## Pastoral Care

***The ministry of pastoral care is a compassionate presence in imitation of Jesus’ care of people who were hurting and in need. It nurtures growth toward wholeness, provides guidance in decision-making, and challenges obstacles to positive development.***

**Pastoral Care Goal #1:** Increase awareness of pastoral care assistance offered by parishioners and staff. Ease access for those in need within the parish, the diocese, and the community.

**Pastoral Care Goal #2:** Provide training and ongoing support for leaders in the pastoral care ministry.

**Pastoral Care Goal #3:** Identify and respond to primary areas of need within the parish, enhancing programs as resources allow.

## Liturgy & Worship

***“Every liturgical celebration, because it is an action of Christ the Priest and of His Body which is the Church, is a sacred action surpassing all others; no other action of the Church can equal its effectiveness by the same title and to the same degree.”***

(Sacrosanctum Concilium 7)

**Liturgy & Worship Goal #1:** Research, develop and implement means, in conformity with good liturgical practice in the Roman Catholic Church, to make the Sunday worship experience the central focus of parishioners’ Christian spirituality, with a primary goal of helping each to make practical applications of this in daily life.

**Liturgy & Worship Goal #2:** Develop and implement strategies and programs to revitalize and increase participation in the liturgy and the celebration of mass, through recruitment and training of liturgical ministers.

**Liturgy & Worship Goal #3:** Research and provide catechetical resources and programs to enhance the appreciation and the participation of parishioners of all ages in the sacramental life of the church (i.e., baptism, reconciliation, etc.).

**Liturgy & Worship Goal #4:** Research and implement programs to ensure that ethnic and cultural values are brought into the celebration of the Sunday liturgies as appropriate for building both an appreciation and understanding of our diversity, and a stronger sense of the parish as one community of faith.

## **Evangelization & Outreach**

*Invite all to share the good news of Jesus Christ, especially through social justice education and the practice of the corporal works of mercy.*

**Evangelization & Outreach Goal #1:** Develop and implement means to make evangelization part of all of parish life, incorporating it into each element of strategic planning and each supporting ministry.

**Evangelization & Outreach Goal #2:** Develop and implement processes and programs of catechesis, hospitality, welcoming, and outreach in ways that make evangelization a foundational element of parish life.

**Evangelization & Outreach Goal #3:** Develop and implement programs of catechesis and formation to enhance parish social ministry as a principle means to respond to the call to follow Jesus in the ways of charity, justice, and peace, in the life and ministry of the parish, and in the daily life of the family and community.

**Evangelization & Outreach Goal #4:** Evaluate needs and establish outreach efforts for the Emmaus community and the community-at-large.

**Evangelization & Outreach Goal #5:** Develop and implement programs of catechesis and formation, in accord with Church teaching as guided by the bishops in the document “Faithful Citizenship,” that help parishioners to be informed and to participate in the political process in order to shape a society more respectful of the life, dignity, and rights of the human person.

**Evangelization & Outreach Goal #6:** Working with diocesan and community organizations, research, develop, and administer opportunities for increased involvement in social teaching and action.

## **Parish Administration & Management**

*Enhance and implement parish management practices to support the needs of our growing parish.*

**Parish Administration & Management Goal #1:** Maintain and enhance management practices and systems that proactively foster a parish environment of success, both spiritually and practically.

**Parish Administration & Management Goal #2:** Develop and implement parish policies and procedures that ensure the practice of the highest ethical standards for the safety of vulnerable individuals, exceeding the diocesan requirements for training and compliance.

**Parish Administration & Management Goal #3:** Develop and utilize multiple communication channels to enable parish-wide awareness of key information, activities, and successes. Foster open interaction and engagement with the parish, supporting language requirements as appropriate.

**Parish Administration & Management Goal #4:** Review and renew the long-range plan on an annual basis, using the plan as a foundation for development and prioritization of annual objectives and budgets.

**Parish Administration & Management Goal #5:** Seek, attract, retain, and enable an engaged ministry leadership team comprised of highly-qualified staff and volunteers.

**Parish Administration & Management Goal #6:** Plan and manage parish facilities that support the near-term and long-term needs of a growing parish.

**Parish Administration and Management Goal #7:** Develop and implement practices that fold Queen of Angels Chapel seamlessly into the systems, structures, and community of the overall parish.

## **Stewardship, Welcoming & Leadership**

***Create a parish lifestyle of generosity of time, talent, and treasure by encouraging participation in all aspects of parish life, including ministries, service to others, and financial support.***

### **Stewardship, Welcoming, & Leadership Goal #1:**

Develop and implement programs and processes that ensure sustainability of ministries, through discernment, formation, mentoring, and the empowering of leaders.

### **Stewardship, Welcoming, & Leadership Goal #2:**

Research and develop means of support for the practical and spiritual needs of all parishioners within this growing and demographically-changing parish.

### **Stewardship, Welcoming, & Leadership Goal #3:**

Research and implement programs and strategies to increase participation in parish ministries and activities.

### **Stewardship, Welcoming, & Leadership Goal #4:**

Recruit, train, and support competent staff and lay leaders.

### **Stewardship, Welcoming, & Leadership Goal #5:**

Research and implement strategies and processes to increase membership, participation, and contributions to assure the support of long-range financial needs.

### **Stewardship, Welcoming, & Leadership Goal #6:**

Implement programs of catechesis and learning to bring staff and parishioners to a greater understanding of and commitment to good stewardship of parish land, donations, projects, and service opportunities.

## **Emmaus Parish Mission**

**To Love God** by working to put faith into action and seeking to know God better.

*"You shall love the Lord your God with all your heart, with all your mind, with all your soul, and with all your strength." Matthew 22:37*

**To Love One Another** by seeking to increase involvement in small groups and to enable growth in congregational relationships.

*"A new commandment I give you, that you love one another as I have loved you." John 13:34*

**To Love Our Neighbors** through encouragement of involvement in outreach and in addressing the needs of the wider community.

*"You shall love your neighbor as yourself." Matthew 22:39*

*I want to thank the members of the strategic planning committee who worked hard for over a year to put together this comprehensive plan for the next five years of the life of our parish. I also offer my thanks to all who attended listening sessions and shared with us your insight as well as your hopes and dreams for the parish. This plan now gives us much needed direction for the future of our vibrant and spirit-filled faith community.*

*Rev. Samuel L. Hose, Pastor*