

2018-19 Strategic Plan

Our Mother of Sorrows Parish and
Saint Michael's Parish
Johnstown, PA

VISION STATEMENT

“Our Catholic Faith Community is a beacon of Christian life in Johnstown, where all are Welcomed and Ignited to become Intentional Disciples of Jesus Christ.”

MISSION STATEMENT

We are a Catholic Church located in Johnstown, PA with the mission to Befriend all people, churched and unchurched, welcoming all to Explore their own journey through a personal relationship with Jesus Christ and to Grow as a community of intentional disciples with a lifelong zeal.

STRATEGIC PRIORITIES -- 2018-2021

ANNUAL OBJECTIVES – 2018-2019

CALENDAR YEAR GOALS

I. STRATEGIC PRIORITY I: WELCOMING ALL – “Community”

- A. Annual Objective: OUTREACH. To reach out to, invite and welcome into OMOS and St. Michael’s the “non-traditional” groups in our area, such those who may feel overlooked by the Church and to let everyone in the community know that they are welcome here.
- B. Annual Objective: SUNDAY EXPERIENCE. To create more spiritual impact in the Sunday Experience at OMOS and St. Michael’s so that everyone who comes in on Sunday can and does participate at a deeply spiritual level.
- C. Annual Objective: EVENTS. To create a structure for and schedule of events such as liturgy discussions, education and social experiences that are related to and reflective of the Catholic experience.
- D. Annual Objective: HOSPITALITY. Expand the Sunday hospitality ministry to facilitate our parishioners becoming engaged in activities so that we are connected with and ministering to one another.
- E. Annual Objective: YOUTH. To create an environment for our youth that is welcoming and accepting such that they continue their spiritual journey and serve as models for the continued vibrancy of the Church.

II. STRATEGIC PRIORITY II: IGNITING ALL – “Mission”

A. Annual Objective: EVANGELIZATION: Incorporate a component of Evangelization into every event and the daily life of Our Mother of Sorrows and St. Michael’s Parishes.

III. STRATEGIC PRIORITY III: FORMING INTENTIONAL DISCIPLES – “Holiness”

A. Annual Objective: DISCIPLESHIP: To encourage each person to be open to the Spirit, actively seeking to discover God’s purpose for their lives and proactively living their mission.

Quarterly Goals

Strategic Priority: WELCOMING ALL

Annual Objective A: OUTREACH. To reach out to, invite and welcome into OMOS and St. Michael's the "non-traditional" groups in our area, such those who may feel overlooked by the Church and to let everyone in the community know that they are welcome here.

Quarterly Goals: 3rd & 4th Quarters 2018

| ne | Desired Outcomes | Measure of Success | Completion Date | Responsible | Status |
|--|--|---|--|--------------------------------|---|
| ONE ACTIONABLE "THING" | <i>Specific, measurable, attainable, relevant, trackable ACTIONS (Verb-Noun).</i> | <i>What is the "State-Change"?</i> | <i>Time-phased and "Do-Able"</i> | <i>Who has the ball?</i> | <i>Complete In-Progress On Hold Until "X"</i> |
| 1. Recruit a Director of Pastoral Affairs. | To oversee the operations and management of the Parish and assure the full and proper implementation of this Plan. | This plan is a living document and focus. | Each deadline as stated | Father Mark & Leadership Team | |
| 2. Offer a Mass experience at in a non-traditional, community-based location. | To provide a Catholic Mass experience to the community-at-large. | To get out of the church & into the community. | At least once by 8/31/19 | Father Mark | |
| 3. Create a campaign of social media and TV commercials including and IMC Plan. | To showcase the "good news", energy and activities within the OMOS and St. Michael's Parishes to the community-at-large. | Increase in membership; increased name recognition. | Complete Plan by 12/1/18; implementation in 2019 | John McGrath Amy Bradley | |
| 4. Create a collaboration initiative with other churches in the area through concerts, book clubs and other shared events. | Reduce the isolation of the OMOS and St. Michael's Parishes and the Catholic Community at-large in Johnstown. | At least one event in CY 2018-2019. | 8/31/19 | Parish Council John Skelley | |
| 5. Encourage "volunteer teams" (with matching apparel) to work at local charitable events. | Coordinate with Leadership Team for event direction & integration in annual calendar of events. | Through CY 2018-2019 | Ongoing & continuous | Julie Sheehan Mary Ed | |

Quarterly Goals

Strategic Priority: WELCOMING ALL

Annual Objective B: SUNDAY EXPERIENCE. To create more spiritual impact in the Sunday Experience at OMOS and St. Michael's so that everyone who comes in on Sunday can and does participate at a deeply spiritual level

Quarterly Goals: 3rd & 4th Quarters 2018

| Action Item | Desired Outcomes | Measure of Success | Completion Date | Responsible | Status |
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| ONE ACTIONABLE "THING" | <i>Specific, measurable, attainable, relevant, trackable ACTIONS (Verb-Noun).</i> | <i>What is the "State-Change"?</i> | <i>Time-phased and "Do-Able"</i> | <i>Who has the ball?</i> | <i>Complete In-Progress On Hold Until "X"</i> |
| 1. Develop methods to assure we know who our new people are: cards, badges, welcome message and kits & etc. | Assure that all new members and visitors receive a personal welcome to the Parish and a personal connection to the Church. | Metrics ID'd by 3/31/19 | Methods in place by 1/1/19 | Anne DiFrancesco Cathy Vigna Audrey Schafer | |
| 2. Assure the church infrastructure can support the future programming changes. | Develop a data-gathering team– what do we need to know? What are the sought-after improvements and what are the costs? | Team in place by 1/1/19; Presentation of recommendations | 6/30/19 | Ken Salem Music Director Director of Pastoral Affairs Tony Campagna | |
| 3. Develop a year-long message series based on 4-to-6-week topics. | Implementation of Message Series. | Broad Parish Participation & Discussion | 10/1/18 | Father Mark & Message Series team | |
| 4. Develop a transportation disability plan. | Create Working Group to complete detailed needs analysis. | Recommendations Prepared & Presented to Leadership Team | 6/30/19 | Parish Council John Skelley | |

Quarterly Goals

Strategic Priority: WELCOMING ALL

Annual Objective C: EVENTS. To create a structure for and schedule of events such as liturgy discussions, education & social experiences that are related to and reflective of the Catholic experience.

Quarterly Goals: 3rd & 4th Quarters 2018

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| 1. Establish a facilities and capital team. | Develop a data-gathering plan to determine what has been done to date and what is planned. | Team Formed by 1/1/19 | Recommendations Presented by 6/30/19 | Ken Salem Tony Campagna Music Director Director of Pastoral Affairs | |
| 2. Develop events based on message series. | Connect the lives of the Parishioners with the Good News of the message series; create social and networking opportunities. | At least one (1) event for EACH message series throughout the CY | Begin 10/1/18 & continue through CY 19 | Director of Pastoral Affairs & Message Series Team | |
| 3. Utilize communication technology to improve the coordination of volunteer efforts. | Volunteer efforts and opportunities that are widely-advertised and fully-staffed with different Parishioners; Getting new people involved. | Work Group in place by 12/31/18 | Technology solutions recommendations by 3/31/19 | Director of Pastoral Affairs | |

Quarterly Goals

Strategic Priority: WELCOMING ALL

Annual Objective D: HOSPITALITY. Expand the Sunday hospitality ministry to facilitate our parishioners becoming engaged in hospitality activities such that we are connected with and ministering to one another

Quarterly Goals: 3rd & 4th Quarters 2018

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| ONE ACTIONABLE "THING" | <i>Specific, measurable, attainable, relevant, trackable ACTIONS (Verb-Noun)</i> | <i>What is the "State-Change"?</i> | <i>Time-phased and "Do-Able"</i> | <i>Who has the ball?</i> | <i>Complete In-Progress On Hold Until "X"</i> |
| 1. Identify ways to measure how well our volunteer Sunday experience efforts are working. | A high level of comfort and predictability that our efforts are working & that all parishioners feel welcomed & accepted. | Monthly review and reflection | 8/31/19 | Cathy Vigna Audrey Schafer Jess Smith | |
| 2. Ensure that each church event has a welcoming orientation. | Develop and implement a formal policy on welcoming activities and messages. | Each event is organized & staffed with a welcoming activity | Policy by 3/31/19; Implementation thereafter | Father Mark Director of Pastoral Affairs Jess Smith | |
| 3. Funeral support. | Develop a funeral support hospitality effort by working with the existing hospitality and funeral ministries teams. | Each funeral has a visible and active show of parishioner support | Plan by 1/31/19; Implementation thereafter | Diana Tyger Anne DiFrancesco Jeanne Pastorek Father Mark Jess Smith | |
| 4. New parishioner follow-up. | Develop a personal outreach effort so that a person contacts parishioners after baptisms, wedding, funeral & etc. | Work Group established by 12/1/18 | Recommendations by 3/31/19 | Mary Beth Cartwright Joyce Dailey | |

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| 5. More Hospitality Ministers | 1. Create 10 more hospitality Ministers through personal invitation efforts by existing Hospitality ministers | 10 new HM trained and assigned | Advent season 2018 | Cathy Vigna Audrey Schafer Parish Council John Skelley | |
| | 2. Create a kiosk in back of the church with questions for new arrivals | | | Anne DiFrancesco | |

Quarterly Goals

Strategic Priority: WELCOMING ALL

Annual Objective E: YOUTH. To create an environment of welcome and acceptance for our Youth so that they continue their spiritual journey and serve as models for the continued vibrancy of the Church

Quarterly Goals: 3rd & 4th Quarters 2018

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| 1. Create meeting space. | Create "Youth Space" in the school or church that allows for specific youth-related programming & outreach. | A youth-specific prayer, teaching and reflective space | 10/1/18 | Ken Salem LaDonna McCrary Joyce Dailey Cathy Vigna | |
| 2. Conduct outreach in youth programs that are connected to the adult programming. | Establish a committed youth outreach team. | A robust and effective youth ministry | 10/1/18 | LaDonna McCrary Father Mark | |
| 3. Create events. | Create Youth Oriented events such as retreats, movie nights, family picnic, Stackhouse Park walks, & etc. | Quarterly events led by Youth Ministry | Quarterly beginning 4 th QTR 2018 | LaDonna McCrary Shannon O'Reilly | |

Quarterly Goals

Strategic Priority: IGNITING ALL

Annual Objective A: Evangelization. Incorporate a component of Evangelization into every event and the daily life of our Parishes.

Quarterly Goals: 3rd & 4th Quarters 2018

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| 1. Encourage more participation. | Track Participation in evangelization events: Alpha, Cursillo, Small Groups, Prayer Events, Etc. | Methods to measure & track participation | 12/31/18; ongoing quarterly reports thereafter | Karen Hoffman Julie Sheehan | |
| 2. Coordinate the Alpha Program to the Diocesan Arise! Program. | Assure congruity with and support of the Diocesan program while at the same time continuing the Alpha efforts. | Strong Parish Participation in both programs | 12/31/18; ongoing quarterly reports thereafter | Tony Campagna Karen Hoffman Julie Sheehan | |

Quarterly Goals

Strategic Priority: FORMING INTENTIONAL DISCIPLES

Objective A: DISCIPLESHIP. To encourage each person to be open to the Spirit, actively seeking to discover God’s purpose for their lives and proactively living their mission

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| 1. Develop a “personal ask” program to build the various ministries. | 1. Father Mark meets each leader of each ministry to explain the importance and methods of “the Ask.” 2. Each ministry members will ask one new member to join their ministry. | 4 th QTR 2018; ongoing quarterly reports thereafter | 12/31/19 Progress check | Father Mark Ministry Leaders | |
| 2. Identify leaders (the “self-starters”) who can facilitate the involvement of others. | Create a means by which this plan becomes “self-sustaining” through the committed efforts of a “tipping point” of dedicated leaders and “do-ers” in the parish. | 4 th QTR 2018; ongoing quarterly reports thereafter | 12/31/19 Progress check | Director of Pastoral Affairs Leadership Team | |
| 3. Assure continuous spiritual growth in the Parish. | Create a professional development program for leaders that encourages spiritual growth. | Work group convened by 12/31/18 | Program presented by 3/31/19 | Father Mark | |