

St. James Pastoral Plan:

Motto:

“Invite, ignite, and inspire to live like Christ!”

“¡Invita, enciende, e inspira a vivir como Cristo!”

Mission Statement:

We are a parish family that loves people from all walks of life and stages of their faith; encouraging all to grow as Christ’s disciples... living the Gospel through liturgy, action, and truth.

Somos una familia parroquial que amamos a las personas de toda raza y etapas de su fe; animando a todos a crecer como discipulos de Cristo, viviendo el evangelio a traves de la liturgia, las acciones, y la verdad.

Pastoral Plan:

I. Liturgy and Spiritual Life

Spirituality is a loving, connected relationship between Jesus, others and oneself.

Liturgy is our act of worship to God that also fosters, encourages, and nurtures the people within the parish community. Both happen through a variety of opportunities for parishioners to worship, express, share, and live out their faith.

As they prayed, the place where they were gathered shook, and they were all filled with the Holy Spirit and continued to speak the word of God with boldness. (Acts 4:31)

Objectives:

1. Encourage prayer and spirituality within and outside of the parish.
2. Offer real world examples of how to engage in Christian spirituality.
3. Help people to develop a personal and communal relationship with God.
4. Help people to be mindful and comfortable in prayer and their conversations with God
5. Help people to connect spirituality with discipleship.
6. Teach and model spirituality at each person’s own pace.
7. Assess current programs and activities for the development of the spiritual life among parishioners.
8. Include and open up people to the fullness of the Catholic spiritual experience and life.
9. Include and involve the universal aspect of the worldwide church
10. Have a variety of authentic Catholic spiritual practices so that people will have a spiritual experience they can connect with.
11. Foster scriptural reverence and life integration.

12. Emphasize the spiritual significance of Catholic ritual and practice of the faith.
13. Promote, especially at Mass, a correct, consistent, faithful, participatory, and inspired liturgy.
14. Promote, especially at Mass, reverence, consistent and relevant messages, beautiful experiences, engaged participation, and a warm and welcoming experience.

Strategies:

A. Encourage spiritual development by:

1. Inviting the whole church to prayer.
2. Making prayer experiences available, visible, and coordinated. Examples include adoration, men's book group and prayer, 21 days of prayer, 40 days for life, small faith communities, etc.
3. Having better coordination of spiritual groups to reflect the overall spiritual mission of the parish.
4. Considering generational tailoring when implementing spiritual practices.
5. Offering real world examples of how to engage in Christian spirituality.
6. Being able to articulate and offer testimony (Fr. Zani pilgrimage) on spiritual experiences and invite others to participate in it.
7. Discovering how to overcome struggles in the spiritual life.
8. Providing spirituality workshops on how to pray through the day, offering ideas, and connecting daily life experiences with prayer or prayer intentions.
9. Talking about the different ways to pray
10. Emphasizing the relational, conversational, and spontaneous aspects of prayer
11. Presenting books, teaching, homilies, small groups, resources, retreats,
12. Partnering with local abbeys,
13. Invitation by leaders to step out and try something.

B. Teach the universal aspect of spirituality in the Church by:

1. Including and opening up the fullness of the Catholic spiritual experience and life.
2. Identifying and providing good resources.
3. Communicating the universal aspect of church.
4. Providing media, workshops, and information on the spirituality of the Pope.
5. Presenting the spiritual teaching in classics, movements, and councils over the ages.
6. Looking at cultural blessings that enhance our faith
7. Finding ways to connect spirituality to outreach in the community

C. Train and form parish in the liturgy by:

1. Having trainings and workshops for liturgical ministries
2. Have an efficient organization or system of liturgical ministries
3. Have educational materials available
4. Using online and social media, Facebook page, podcasts, media companies, etc.
5. Maintaining an effective system for helping parishioners with liturgical needs. Focusing on service. Training staff, volunteers, and parishioners so they know how to problem solve. Having volunteer development and training.
6. Hosting a ministry fair and having a recruitment month.
7. Communicating with and encouraging others in ministries and liturgical opportunities

D. Celebrate the Mass and liturgical celebrations well by:

1. Maintaining liturgical items so that they remain in good condition
2. Budgeting appropriately to finance good and beautiful liturgy
3. Offering teaching Masses, healing Masses, reconciliation services, adoration, praise and worship nights, concerts, pilgrimages, Lenten practices, and devotionals.

Ministries/Individuals Responsible for Implementation:

Pastor, Pastoral Associate, Coordinator of Liturgy

2. Education

A strong faith formation program for all ages is the basic foundation that enables a parish to know, love, and serve the Lord and His people.

And what you heard from me through many witnesses entrust to faithful people who will have the ability to teach others as well. (2 Timothy 2:2)

Objectives:

1. Present the faith in a way that is orthodox and accurate.
2. Present the faith in an attractive, trusting, honest, compassionate, inviting, and appealing way.
3. Provide children's and youth ministry in an effective and comprehensive way.
4. Partner with St. James school.
5. Form children and youth to be able to maintain faith in a secular and often hostile culture.
6. Make use of the best of today's methods of message delivery including outreach, new media, and personal testimony.
7. Educate all parishioners to become more involved in learning, teaching, and living out our Catholic faith.
8. Search for ways to implement family-based catechesis and faith development.
9. Provide the necessary tools and resources to encourage lifelong faith formation and development.
10. Help parishioners to be able to give a reasonable and enticing explanation for their faith.
11. Work to catechize potential, new, and missing generations in the basic teachings of the Church.
12. Offer the Christian message to neglected or forgotten groups such as veterans, the homeless, addicts, migrants, those of various sexual preferences, the incarcerated, etc.
13. Coach and walk with people as they learn and offer mentoring
14. Challenge the areas of all of our lives that need conversion and change.

Strategies:

1. Discerning the educational needs of the parish and implementing an effective plan to meet those diverse educational needs.
2. Considering different cultural faith expressions and educate the parish about them.

3. Searching for creative yet faithful avenues to captivate and educate the people.
4. Keeping an outward looking perspective with ministries to appeal to outsiders while making it easy for new people to get plugged in.
5. Putting Jesus and the Gospel as an essential component at parish functions.
6. Offering encouragement, support, resources, training, and retreat opportunities to leaders.
7. Helping people to be able to talk, teach, and express what they know. Having a component in functions and classes that help people to know how to share.
8. Offering family faith formation with break out sessions for kids, adults, teens, etc.
9. Having first communion groups come together once a month or quarterly so the kids can connect and meet one another.
10. Including a home component that is combined with group connection and interaction.
11. Getting the school back into the mix of the parish.
12. Educating those outside the pews by offering educational opportunities off site and by creating and sending teams.
13. Utilizing proven resources such as Formed, Alpha, Best Lent Ever, etc.
14. Offering a mission, event, or function encouraging parishioners to invite outsiders to come.
15. Offering a preaching series (Advent or Lent) with talks after Mass and addressing particular educational topics in the Mass.
16. Providing good communication through the bulletin, Facebook, website, reader boards, etc. to communicate and spotlight the key people and ministries.
17. Assessing and evaluating the process and content on a periodic basis.

Ministries/Individuals Responsible for Implementation:

Religious Education Coordinator, Youth Minister, Pastor, Education Commission

3. Stewardship

Stewardship is a spiritual awareness that all we are and all we have flows from God's grace. In return, we serve as caretakers of our spiritual and worldly blessings by offering our time, treasures and talents.

"As each one has received a gift, use it to serve one another as good stewards of God's varied grace." (1 Peter 4:10)

Objectives:

1. Promote a deeper conversion of the heart that leads to stewardship as a way of life.
2. Encourage and develop parishioners through stewardship to be more committed to the faith.
3. Counter the inward-looking consumer mentality so that we work together for the sake of Christ and his Kingdom.
4. Help others to develop their particular gifts, ministries, and skills.
5. Help parents to nurture their children as stewards of the faith and the Gospel.
6. Expand the understanding and opportunities for stewardship.
7. Help the parish to receive God's gifts gratefully, cultivate them responsibly and share them lovingly in justice with others.

8. Have the church and its ministries funded and supplied by stewardship to make the parish less fragmented by fundraising and recruitment of volunteers.
9. Give of our time, talent, and treasure comprehensively to the parish, diocesan programs, and the universal Church.
10. Show respect for creation and the social responsibility we all share.

Strategies:

1. Communicating where people's resources go and why it matters.
2. Moving the stewardship mindset of the parish from "giving money" or "charity" towards ownership, investment, and a shared vocation.
3. Including all three aspects of time, treasure, and talent as a holistic understanding of stewardship for the sake of Christ's work in the world.
4. Considering cultural differences to giving and fostering stewardship even if they are not the same across cultures.
5. Bringing the various groups into the mindset of stewardship and communicate proper stewardship in areas outside of Mass: for example, at dinners and events.
6. Using the bulletin and encouraging people by asking for help individually.
7. Including stewardship in homilies and connecting to ministry and mission.
8. Having a yearly offertory drive (time, treasure, talent) and pledging process.
9. Communicating with and helping parishioners to consider, plan out, and set up their investment, trust, will, and giving wishes.
10. Having a point person at each Mass to help plug others into service opportunities and assist leaders in finding new people to tap.
11. Offering programs and information that continually remind the parish to be engaged in the different areas of stewardship: time, talent, and treasure.
12. Attending stewardship conferences and providing educational opportunities that focus on stewardship as an essential aspect of Christian life and leadership development.
13. Pointing out the fruit of stewardship by giving testimony and pointing out the successes such as RCIA, SIP, Higher Calling, Corresponsibilidad, etc.
14. Following up on programs and information.

Ministries/Individuals Responsible for Implementation:

Pastor, Pastoral Associate, Office Manager, Administrative Council

4. Outreach and Justice and Peace

As followers of Christ, we are called to promote the values of our faith by working toward a more just and peaceful society. This ideal should be promoted in our families, church, local area, country and world. We are also especially called to respond to and serve those most in need and most easily forgotten.

You have been told what is good, and what the LORD requires of you: Only to do justice, to love goodness, and to walk humbly with your God. (Micah 6:8)

Objectives:

1. Promote Gospel based peace and justice through our words and actions.
2. Address social injustices.
3. Work to promote a more peaceful society.
4. Help the disadvantaged by reaffirming and acknowledging the dignity and image of God found in each person.
5. Advocate for just treatment of the earth and its resources.
6. Use our gifts and resources to help others in need.
7. Utilize Catholic Social Teachings to discern parish implementation of peace and justice priorities.
8. Start where people are at, help to lift them up, and walk with them to form long term stability and self sufficiency in the people whom we serve.
9. Keep our values in the forefront of our decision making process so that we are not engulfed by the consumerism and materialism of the world.
10. Educate parishioners on different aspects of social justice and outreach.
11. Enable active participation from the parish with the work of charity, mercy, justice and peace.
12. Help people within our own community by connecting and communicating issues with people and resources who can assist.
13. Help with recovery issues.

Strategies:

1. Fostering an ideal of giving of oneself and participating in Gospel morals and values rather than merely giving money and being a positive force for the formation and practice of Gospel based truth, morality and outreach.
2. Understanding that the work we are doing is directed toward the glory of Jesus and his Gospel.
3. Being willing to step out in faith to promote Gospel values and teachings related to justice and peace even when it is not popular to do so.
4. Giving special attention to those who have no advocates and are easily forgotten in our society such as the homebound, ill, elderly, disabled, and marginalized.
5. Making sure that the dignity of each and every human person will be respected and considered so that programs, projects, and agendas will not become more important than the ultimate wellbeing of parishioners and non-parishioners.
6. Working to address and overcome desensitizing tendencies and apathy toward many of the most blatant abuses of the basic principles of Catholic Social Teaching.
8. Advocating principles that draw people in through a positive, loving, and generous way that encourages participation.
9. Communicating Church teaching on justice and peace issues in conjunction with the universal Church, the Archdiocesan Office of Justice and Peace, as well as other useful resources.
10. Preserving and appreciating the multi-cultural aspect of our church community.
11. Educating, training, mentoring, identify resources to help people to know how to step out, represent St. James, and get active.

12. Using teaching opportunities that naturally exist in the homilies, religious education programs, outreach groups, and fundraising to call parishioners to a more just and peaceful world.
13. Having booklets or resources available for certain topics.
14. Incorporating parish tithing to promote and support peace and justice goals.
15. Responding to Peace and Justice Issues on a parish level through our parish Peace and Justice Committee.
16. Responding to community needs by partnering with other agencies and resources so that together we can put our resources toward the greater communal good.
17. Focusing on issues of abuse, domestic violence, homelessness, immigration issues, life issues, addiction, mental illness, drugs, etc.
18. Offering language classes, helping with cultural mentoring such as absenteeism in schools, dating differences, etc. Helping newer migrants to get the support they need to succeed and having experienced parishioners helping newcomers.
19. Having mission work and volunteering opportunities available.

Ministries/Individuals Responsible for Implementation:

Pastor, Pastoral Associate, Peace and Justice Commission

5. Evangelization

An essential aspect of Jesus' teaching is that our faith in him is something to be shared and spread. The Good News of the event of Jesus' life, death, and resurrection is truly good news for all people. Those who follow Christ are, as an essential aspect of their faith, called to proclaim it to all the world. We do this beginning with ourselves, then going out to our own families, and finally to all those within our sphere of influence. We do so with words as well as actions in imitation of Jesus.

"Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, until the end of the age." (Matthew 28:19-20)

Objectives:

1. Create disciples and apostles who know that evangelization is part of their mission as baptized Catholics.
2. Use our motto: (Ignite, Invite, and Inspire) as our overall method of evangelization.
3. Proclaim the faith to current members, fold newcomers into the Church, and give them both the tools they need to be formed and sent to continue the mission.
4. Present the faith and offer evangelization in a manner that is natural, comfortable, joyful, attractive, and inviting.
5. Present the faith in a manner that gets past the false stereotypes of bad or ineffective evangelization.
6. Help people to see the value of a loving relationship with God.
7. Encourage people to see God and the Gospel as the better option to a fulfilled and joyful life as opposed to seeking fulfillment in relativism, secularism, and materialism.

8. Help people to realize that God and the Gospel is positive, relevant, and applicable to their life experience.
9. Help those who are Catholic to be networked and connected to come and walk with one another.
10. Help families become strong and live out their faith through their prayer, worship, and action.
11. Fight inward kingdom building and promote outward looking ministry.
12. Restore relationships with God and each other according to God's desire.
13. Pray for people and with people when appropriate.
14. Have evangelization as an essential element of our Mass

Strategies:

1. Promoting a culture of personal invitations so that those within our sphere of influence may come to know something about the Gospel and the Church and be invited to participate in it. Implementing this ideal throughout the various groups and organizations in the parish.
2. Looking at how we operate from a perspective of an outsider: is this intimidating, scary, or will I be put on the spot?
3. Incorporating themes of evangelization into our various parish groups.
4. Encouraging and harnessing our greatest resource (people) to accomplish the work of evangelization.
5. Teaching how to offer testimony (telling of one's story) so that more parishioners will naturally and appropriately do so.
6. Training parishioners on how to live outwardly such as making the sign of the cross, monthly challenges, praying before meals, etc.
7. Encouraging prayer groups, retreats, conferences.
8. Offering ongoing revitalization to leaders and existing groups.
9. Using the modern tools at our disposal to get the message of Christ and his Church out into the world around us including media, internet, and appropriate marketing.
12. Use outward initiatives such as the St. Paul Evangelization, advertising and promotion, doing visits, youth evangelization trips or work, Alpha, Theology on Tap, Facebook, etc.
10. Greeting systematically before and after Mass.
11. Offering a system of feedback to find the needs of the parish and what's important to the people. Put out a question box.
13. Offering transitional events that help bridge the gap for newcomers so that they have ease of entry as they come to know the Gospel and the church. Making sure that there is a component of evangelization in our social and charitable events.
14. Have some specialty advertising such as clothes, pens, badges, etc.
15. Having a strong RCIA process to assist evangelization in those who are coming to be Catholic.

Ministries/Individuals Responsible for Implementation:

Pastor, Staff, and All Parishioners

6. Families and Relationships

A parish should be a place that welcomes visitors as well as longstanding parishioners. People should be respected, accepted, and cared for by reflecting Christ's own hospitality and love for all. Special concern and attention should be paid to the family.

What we have seen and heard we proclaim now to you, so that you too may have fellowship with us; for our fellowship is with the Father and with his Son, Jesus Christ. (1 John 1:3)

Objectives:

1. Give opportunities to socialize through events, functions, and groups.
2. Encourage parishioners to reach out to and welcome other members.
3. Create a friendly and polite atmosphere among groups within and outside of the Mass and implement the characteristics of sacred Christian hospitality.
4. Provide a variety of social opportunities for multicultural and multigenerational parishioners.
5. Evaluate facilities and functions with an eye to family needs and inclusion.
6. Help restore relationships with God and each other.
7. Make sure people don't fall through the cracks and that all are valued and integrated.
8. Work to get people involved and motivate them to stay involved.
9. Help foster relationships within the parish in a way that brings people together, forms friendships, and supports each other in their faith.
10. Use service opportunities to help people connect while they are working toward a common Gospel based work, mission, or goal.
11. Emphasize how the process of deepening our faith can be applied to marriage and family.
12. Provide families with tools to nurture relationships using Catholic teaching and experiences of God in a way that blesses and deepens the love of the family.
13. Help support practicing Catholics with non-practicing family members as well as encourage them to draw their families into the faith.
14. Teach people how to pray together as a family outside of church.

Strategies:

1. Offering retreat opportunities and enrichment throughout the year.
2. Offering teachings and resources that relate to family issues.
3. Teaching and offering ways for families to serve together.
4. Having multigenerational prayer instruction, workshops, and opportunities so families will learn to pray together.
5. Taking 15 minutes after Mass to do a teaching (for example: praying as a family).
6. Promoting functions and activities through parish leaders actively inviting others.
7. Offering a summer retreat series or teaching series.
8. Meeting in a park or other outside venues (for example: Summer with the Saints).
9. Utilizing media such as the Facebook page, website, Catholic Sentinels, etc.
10. Offering small gifts and handouts to foster Christian life.

Ministries/Individuals Responsible for Implementation: Clergy, staff, Parish Leaders

7. Physical Plant

Our facilities and plant need to be functional and maintained to foster the needs of worship and education.

Unless the LORD build the house, they labor in vain who build. Unless the LORD guard the city, in vain does the guard keep watch. (Psalm 127:1)

Objectives:

1. Discern, develop and maintain the structural needs of a growing faith community.
2. Adjust and adapt current facilities to meet current needs.
3. Develop a plan for future building needs and uses

Strategies:

1. Making use of land and buildings to most efficiently and effectively meet our current and future needs.
2. Keeping an active maintenance committee to oversee and prioritize projects and
3. Maintaining current facilities.
4. Discerning, identifying, and selecting individuals who are able to help out in planning, maintaining, and revising the physical plant to meet the needs of the present and future.
5. Working toward the next campaign to provide a new building for offices and classrooms, a larger multipurpose building, and a field for activities.
6. Providing a detailed and time specific plan with the next campaign based on statistics and predicted future use.
7. Creating a plan of implementation to assist in the future challenges of the physical plant.

Ministries/Individuals Responsible for Implementation:

Pastor, Pastoral Associate, Maintenance Committee, Administrative Council