



**PARISH FIVE YEAR PLAN
2010-2015**

Updated April, 2010

ST. JOHN NEUMANN
5 YEAR PLAN
ISSUE 2.3

MISSION STATEMENT

FOUNDED on the teachings of Jesus Christ,
NOURISHED by the hospitality of the Californ Christian
Communities,
FORMED with a commitment to Social Ministry, and,
STRENGTHENED by the Holy Spirit
The Catholic Community of St. John Neumann
is a jubilant people
on a continuing spiritual journey of hope:
TO CELEBRATE AND DEEPEN our faith
TO SHARE our unique gifts, talents and treasures
TO CHERISH all life
TO LIVE in openness, acceptance and love.

Background

The Catholic Community of St. John Neumann (CCSJN) was established by Bishop Theodore McCarrick in 1982. The new parish was one of the first established in the newly formed Diocese of Metuchen. The Rev. J. William Mickiewicz was appointed its first pastor and remains its vibrant leader as this first five year plan is updated. The Pastoral Council, of which Father Bill is a member, is responsible for maintaining and updating the parish plan.

During its formative years, the new parish, nestled in the northwestern countryside of Hunterdon County bristled with enthusiasm, and drew upon the support of the entire local Christian Community.

In 20 years the parish grew out of the dreams of a handful of local families into an active Christian Community of over 500 families and has now stabilized at approximately 324 families. Under Fr. Mickiewicz's leadership, the Community grew rapidly, and attracted members far beyond traditional Parish boundaries. Families interested in St. John's spiritual experience and its heavy emphasis on Social Ministry were drawn to the Community. During the early years, the community developed a long term building plan and successfully implemented a capital campaign for phases 1 and 2.

By the end of its first 20 years, the Parish had matured. Membership stabilized and physical facilities were substantially in place by the spring of 2003. (Church Center, Parish Office building, Pastor's residence)

In the spring of 2004, and in response to the changing environment and community needs, including the changing role of the laity, Fr. Mickiewicz formed the Governance Planning Group which developed the Covenant. The Pastoral Council was subsequently created, designed to operate in a manner similar to the original planning board of 1986-1987, which continued to function during the building of the church center. The purpose of the new council would be to reflect on pastoral matters, to define priority pastoral goals, and to discern the long term objectives of the parish. The Pastoral Council was officially commissioned on Pentecost Sunday 2005. *Details on the roles and responsibilities of the Council are outlined in a separate parish document called the Covenant.*

The Pastoral Council selected the development of a 5 year plan as its first major undertaking. By the beginning of 2006, the Council began the plan development process. The process included substantial research, gathering data both internally and externally. It sought a broad base of input from Council members, staff, individuals active in lay ministries, and the Parish membership. The planning process was completed and the plan was adopted in the summer of 2006, just one year following the formation of the Pastoral Council, and just prior to the 25th anniversary of the Parish's formation.

This document is intended as a road map for the Community. It is not static. It must be continuously reviewed and updated annually to meet the needs of the Community.

With the help of the Holy Spirit, this 5 year plan will guide CCSJN into the future. It will provide a vehicle for every parishioner to understand and influence the direction of the Community. More importantly, each individual can decide how best to adapt one's individual stewardship to the changing needs of the CCSJN.

Organization of this Plan

I. This plan is organized in a manner to present key strategies and objectives in an understandable format. The strategies are organized to follow **8** basic areas of CCSJN Parish life:

Worship & Spirituality
Formation
Social Ministry
Connxions
Stewardship
Finance
Property Maintenance
Leadership

II. There are **5** appendices to the Plan. These appendices were developed as part of the information gathering process, and were completed prior to the selection of key strategies and objectives.

The 5 appendices are:

- A. CCSJN areas of Parish life
- B. Current environment – reflects current conditions which impact our planning needs and implementation. It describes conditions in the global and local Church, the social environment, and the Califon Community in which we reside.
- C. SWOT analysis
This section provides a consensus view of the Community's Strengths, Weaknesses, Opportunities and Threats.
- D. Assumptions
This section provides a brief list of assumptions which will impact the planning period. This Plan is geared to address the anticipated Environment created by these assumptions.
- E. A variety of information was collected to understand the current situation and to support the need for selected strategies and objectives.

III. Pastoral Council members serve as liaison to one of the 7 areas of Pastoral Life. The intent of this role is to engage in collaboration with staff and ministries in order to foster ownership of the parish within the entire CCSJN.

The processes of listening, communicating, and updating the 5 year plan implementation is at the core of the Pastoral Council's activities. There is an annual plan review, with presentation by members of the Pastoral Council, staff and laity responsible for the ministries within each area of Parish Life. Recommendations for consideration by the Pastoral Council and any issues that surface will be addressed during this process.

Relationship of Goals, Objectives and Strategies

For each goal, one or more objectives and strategies will be presented in the following document. A goal is defined as the desired result to be achieved by the end of the planning period. Objective is defined as a measurable target, against which progress can be measured. A strategy is a specific action or task which builds support for the goal and objectives. The individual or group responsible for implementation is identified, along with targeted completion dates.

Overarching Goals

The Parish Five Year Plan contains many goals that appropriately cover all aspects of parish life. There are six, however, that are general in nature and are described as “Overarching Goals”. They provide guidance for all the others. The Overarching Goals also define the character of St. John Neumann and provide a sense of priority and urgency for their accomplishment.

Overarching Goals

1. To acknowledge that we are a Eucharistic people called to ministry and service, celebrating the presence of Christ in our midst, especially at Liturgy.
2. To formalize the Parish planning process by developing a Five Year Plan that keys in on the seven essential elements of our parish life.
3. To promote a genuine sense of ownership among all parishioners including our teens and children.
4. To foster within our parish community the use of the Shared Wisdom concepts of inclusion, active listening, open and honest communication and shared decision making in all ministries.
5. To nurture key concepts of Vatican II including an appreciation of the scriptures, the support of ecumenism, a call to serve the greater community, and active engagement in celebration.
6. To embed within all of our ministries, but especially our social and fund raising activities, an effort to build and strengthen personal relationships and a sense of community.

AREA OF PARISH LIFE

Worship & Spirituality

Start

Complete

Responsibility

Goal 1: Promote general increased sense of Community involvement and ownership of our Parish liturgies.

Objectives

1. Evaluate and improve parishioner's welcoming one another to liturgy.

Strategies:

A. Promote greeting one another at the beginning of Mass.

Pastoral Council

2. Evaluate and improve all existing liturgical ministries.

Pastoral Council

Strategies:

A. Continue recruitment, training, and formation of all liturgical ministers: Altar Servers, Lectors and Ministers of the Eucharist.

On Going

Marilyn Wickel

B. Reformulate A Liturgical Committee

Pastoral Council

Goal 2: Promote the sense that we grow in holiness together.

Objective

1. Evaluate current strategies and develop opportunities for spiritual growth through liturgy for parishioners of all ages.

Pastoral Council

AREA OF PARISH LIFE

Formation

Goal 1: Establish a process of faith development based on stages of growth, from seeking information, to experiencing formation, to moving into a state of transformation.

Objectives:

1. Develop learning opportunities for children, teens and adults to provide them with the essential information to become fully informed and committed Catholics.

Strategies:

- A. Children and parents: Improve the Parish family catechesis program.
- B. Teens: Evaluate the possibility of recruiting a volunteer or salaried youth minister, possibly on a shared basis.
- C. Continue to offer opportunities for adult participation in education.
- D. Adults: Expand participation in adult groups to discuss Scripture themes, Vatican II concepts, and current issues in the Church. (possible sub committee)

2. Develop spiritual experiences for the formation of children, teens, and adults.

Strategies:

- A. Children: Continue and enhance the prayer and spiritual component of the catechetical program.
- B. Teens: Continue retreat component of Confirmation program.
- C. Adults: Develop retreat experiences and days of recollection.

<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
On Going		Rose Fay
Pending		Pastoral Council
On Going		Rose Fay
		Pastoral Council
On Going		Rose Fay
On Going		Rose Fay
Pending		Pastoral Council

AREA OF PARISH LIFE

<u>Formation (continued)</u>	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
3. Develop transformative opportunities for deeper engagement in parish community life.			
Strategies:			
A. Children: Continue to provide age appropriate community service projects.	On Going		Rose Fay/Earl Roberts
B. Teens: Continue to offer service opportunities to broaden appreciation of needs. Catholic Heart Workcamp.	On Going		Mary Connolly
C. Adults: Develop a process to implement the Shared Wisdom concepts of inclusion, active listening, open and honest communication-and shared decision-making in all parish groups and committees.	On Going		Pastoral Council
D. Foster leadership training opportunities for administration, pastoral ministry, and teaching.	On Going		Pastoral Council
E. Continue to connect PC with ministry chairs through PC Liaison Role to improve and broaden transformation of a deeper pastoral life and community	On Going		P.C Members and ministry chairs.
Goal 2: To foster participation of adults in Catechesis (Religious Education).			
Objective:			
1. Support the Religious Education Board who Vision, and consult with the Catechetical Leader.	On Going		Rose Fay

AREA OF PARISH LIFE

<u>Social Ministry</u>	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Goal 1: Promote a better understanding of the need for peace and social justice.			
Objective:			
1. Develop a means to inform and educate parishioners as to how to advocate for peace and social justice.	On Going		Earl Roberts
Strategies:			
A. Develop a plan to connect worship with social action and justice.	Pending		Earl Roberts
B. Develop and encourage parishioner participation for all programs.	Pending		Earl Roberts
Goal 2: Develop ministerial programs to meet the needs of our parish and the greater community.			
Objective:			
1. Develop a plan to increase and strengthen participation in existing and newly developed social ministries among all parishioners, including our teens and children.	On Going		Earl Roberts
2. Explore new opportunities to answer our Vatican II call to serve the greater community.	On Going		Earl Roberts
Strategies:			
A. Include anecdotes, descriptions, and experiences in the bulletin.			
B. Have individuals/families/groups give witness during Mass about specific programs.			
C. Improve the format for getting information to the Parish about social ministry activities.			
D. Develop and encourage parishioner participation.			

AREA OF PARISH LIFE

Connxions (continued)

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
D. Develop a process or program to contact those who are not attending Mass and contributing to the parish community. This would involve the development of a team that would then define a non-intrusive process to accomplish this task.			Earl Roberts
E. Registration and Welcoming of new families.	On Going		Earl Roberts
F. Vitality Coffees	On Going		Earl Roberts
G. Greeters – resurrect the ministry of Greeters	On Going		Earl Roberts
H. Encourage various ministries to continue hosting periodic refreshments after Mass.	On Going		Earl Roberts/PC

AREA OF PARISH LIFE

Stewardship

Goal: Foster a sense of ownership among all parishioners through Stewardship.

Objectives:

1. Encourage everyone to volunteer for some activity, ministry or service by donating their time and/or talent.

Strategies:

- A. Expand the Stewardship Committee and expand its role to match parish needs to volunteers to coordinate and create a committee under the direction of a parish staff member to the matching of parish needs to volunteers.
 - B. Maintain a communications process to encourage parish volunteerism.
 - C. Engage all committee chairpersons and leaders in maximizing the parish talent available by identifying and appointing a volunteer coordinator.
 - D. Update Parish directory every 2 years
2. Sponsor a parish or mission in an underdeveloped area of the US or internationally in order to increase our outreach ministries to expand our global horizons.

Strategies:

- A. Continue to support a Parish or mission in the U.S or internationally.
 - i. St Mary Coburn, Va
 - ii. Fair Trade
 - iii. 10000 Villages

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A.	On Going		Stewardship
C.	On Going		Stewardship
D.	On Going		Stewardship
2.	On Going		Stewardship
A.	On Going		Stewardship

AREA OF PARISH LIFE

Finance

Goal 1: Build the parish’s financial strength and stability.

Strategies:

- A. Explore new approaches (reserve fund and/or endowment) to cover unforeseen expenses of the physical plant..
- B. Develop a specific plan to eliminate Parish debt and create a community stewardship plan that will ensure that the parish is fully able to meet all of its financial obligations, including support for the council and other ministries.
 - 1. Work with existing Finance Council to assist.
 - 2. Work with the Fundraising Committee to review current approaches and new opportunities in light of this objective.
- C. Expand financial stability by increasing participation in Automated Giving Program.
- D. Create sources of income and expense control measures to fund new ministries.

Start

Complete

Responsibility

On Going

Finance/Budget

Property Maintenance

Goal 1: Ensure that our facilities meet the needs of the parish and its ministries, and that the physical plant is appropriately maintained.

Objectives

- 1. Update the master site plan through 2021.
- 2. Review of the annual property maintenance plan.

Pending

On Going

Property Maintenance

Property Maintenance

AREA OF PARISH LIFE

Leadership

Goal 1: Accelerate the development of leadership skills and leaders required to meet the changing needs of the Parish.

Objectives:

1. Strengthen the Pastoral Council.

Strategies:

- A. Identify and Encourage new Pastoral Council members.
- B. Follow-up on Stewardship Questionnaire for future leaders showing interest in selected Ministries.
- C. Encourage individual members to attend workshops, seminars, etc. on effective Pastoral Councils and bring back information to the Council as a whole.

Start

Complete

Responsibility

On Going

Pastoral Council

On Going

Pastoral Council

On Going

Pastoral Council

2. Educate parishioners as to their role as leaders within our local church community.

Strategies:

- A. Communicate to parishioners, the potential impact of the shortage of priests on the SJN Community.
- B. Evaluate the changing roles of the pastor, diaconate, and laity.
- C. Recruit and support candidates for the diaconate.
- D. Provide professional training of future leaders for Ministries.
- E. Develop a program promoting leadership in all areas of the parish.
- F. Educate Parish on changing leadership needs and the changes supported by Vatican II.
- G. Incorporate Vatican II & Shared Wisdom consensus model concepts into all ministries

On Going

Pastoral Council

On Going

Pastoral Council

On Going

Pastoral Council

On Going

Pastoral Council

On Going

Pastoral Council

On Going

Pastoral Council

On Going

Pastoral Council

Appendix A

WORSHIP and SPIRITUALITY

- Liturgy
- Ordained ministries (priesthood and diaconate), homily, lay ministry roles such as lector, Eucharistic ministers, altar servers, moderators of children's liturgy, music, choirs, bell choir, special events choirs
- Sacramental celebration – Baptism, Eucharist, Confirmation, Reconciliation
- Children's Liturgy
- Spirituality, Retreats, Personal development, Spiritual direction, Small group faith communities, Prayer ministry

FORMATION

- Religious education for children
- Religious education for adults
- Youth ministry
- RCIA

SOCIAL MINISTRY

- Food distribution, food pantry, Genesis/Soup kitchens
- Nursing Home, card ministry
- Blood Drive
- Giving trees, Sponsor child, Eucharist visitation
- Social justice, Prayer ministry, Prison ministry
- Right to Life
- Interfaith Hospitality Network

CONNEXIONS

- Welcome New Parishioners
- Inviting Catholics Home (ICH)
- Companions

STEWARDSHIP

- Time and Talent Commitments
 - Fair Trade
 - Parish Volunteers

FINANCE

- Financial Matters
 - Ordinary expense; Capital expense (major improvements); mortgage reduction
- Fundraising
 - Annual Auction, Craft Fair, Tricky Tray, Italian Night, St. Patrick's Day Dinner, Golf Outing, Shop-Rite and A & P Dollars

PROPERTY MAINTENANCE

- General maintenance (grounds keeping, buildings)
- Master Plan updates, revisions, additions (Church)

LEADERSHIP

- Pastor
- Pastoral Council
- Office personnel
- Ministry leaders

Appendix B

Current Environment

The world Catholic Church, as is the case with most organized religions, is in a state of tremendous change. Critics would say the Church is in crisis while supporters say that the Church, like the societies it serves, must undergo continual revitalization and change, and that current challenges are simply reflective of that process.

Some of the more evident challenges facing the church include:

- Drop in ceremonial attendance
- Post modern resistance to authority
- Confusion and disagreement over Church teaching
- Unprecedented social demands
- The impact of the Second Vatican Council
- Reaction to the child abuse scandal
- Shortage of new religious vocations
- The role of homosexuals in the Church
- Difficulty in attracting and retaining young people
- The role of women in the Church

In a global society where fast and dramatic change is common and accepted by many, but not all, turmoil is evident. In such an ethnically and religiously diverse nation, debate rages over every facet of Church teaching and doctrine.

The Diocese of Metuchen with its close physical proximity to New York, has always been rich in diversity and in the challenges it raises. Notwithstanding the environment in the Diocese, St. John Neumann Parish sits within a somewhat isolated area of the state. The areas history and traditions are primarily rooted in Western European, Protestant, Christian tradition. Income and educational levels are higher than the more populated areas of the state. Small communities are common place. American families lead a very busy lifestyle. Spiritual activities compete head on as some families struggle to meet the demanding material, social and recreational expectations of our Society.

Parishioners are attracted to St. John Neumann from far outside it's official geographic boundaries. They are attracted by its spiritual, yet responsive, focus on Church doctrine. Because of the way St. John Neumann Parish was formed, there is a strong sense of ecumenical values and a focus on social needs in the area.

As evident by the current environment with the St. John Community some of the major issues and concerns facing the local community are:

- Education
- Activation; both of the youth and mature adults
- Broad based acceptance of ownership responsibility by the laity
- Dealing with each other in an open, accepting manner
- Spiritual development

Appendix C

S W O T (Strengths, Weaknesses, Opportunities, Threats)

Strengths

- Pastor ministers in a very personal way
- Pastor focuses on spirituality
- There is an active Pastoral Council
- Social Ministry activities are strong
- There is a strong focus on Social needs.
- Strong focus on vibrant liturgies
- Facilities Maintenance Program

Weaknesses

- Lack of responsive communication
- Lack of youth involvement, youth programs, and youth involvement in adult ministries
- Future planning limited by financial uncertainty
- Indifference
- Activation of New Parishioners
- Acceptance of responsibility
- Cultural sense of entitlement

Opportunities

- Increase lay leadership
- Look at the total Health and Well Being of the Church
 - Staff and Lay --- run the day to day operations
 - Priests --- handle the ministerial duties and administrative
- Increase awareness and implementation of Vatican II teachings
- Increased sense of ownership among parishioners
- Increase CCSJN awareness to new parishioners
 - Ministry Fair
 - New Parishioner coordinator
- Strengthen skills of staff

Threats

- Decline of Vocations to the Priesthood
- Decline of faith and spiritual perspective
- Lack of funding and reserve for ongoing capital maintenance
- Decline of youth involvement
- Decline of active parishioners

Appendix D

ASSUMPTIONS

Financial

1. The existing parish debt will be paid off:
Options By 2013 (6.15% Promissory Note – Wachovia Bank)
2. Current giving rates will remain stable
3. New sources of income will be required to support current and projected needs

Membership

1. Parish Membership, currently 324 families will:
Options Remain stable
 grow by 10% (ie. 2% per year)
 decrease by 10% (ie. 2% per year)
2. Without a specific plan to change current participation rates, volunteer rates will decline.
3. Retention and activation of current and new parish families must be strengthened

Leadership

1. With the retirement of Fr. Mickiewicz by end of planning period, St. John Neumann may be sharing a pastor with another parish.
2. Leadership voids need to be assumed by laity, deaconate, professional staff, lay staff and ministerial staff.

Spirituality

1. In absence of a specific initiative, attendance at Mass and other liturgical activities, attendance will decline 10%
2. Activation of High School Youth needs to be strengthened
3. Adult education will be required to facilitate changes required within the Church

Facilities

1. Updated facilities Master Plan will be completed
2. Quality of existing facilities must be preserved

Additions Required for:

Connxions

Formation

Social Ministry

Stewardship