

Our Lady of Perpetual Help Catholic Church Strategic Plan:

- Outlines 8 strategy areas with defined goals
- Will guide our Parish through the next 5 years
- Is the product of extensive analysis, discernment, and discussion
- Was developed based on the unique characteristics of OLPH and its extraordinary parishioners
- Will be used as a tool to help our Parish community continue to thrive

Each strategy area has a liaison on the Pastoral Council or staff who is responsible for ensuring steady progress toward the defined goals, and who will work with existing and new committees to implement the plan.

The success of the Strategic Plan depends on your participation as a parishioner!

There are many opportunities for your involvement.

Choose the area that interests you most, and email to SrKass@olph.net or contact the parish office to let us know where you can help..

STRATEGY AREAS:

1. Liturgy
2. Leadership
3. Communication
4. Staff and Human Resources
5. Evangelization
6. Finance
7. Education
8. Facilities

If you have additional ideas in one or more of the areas, please put them in writing and return it to the office or email Sr. Kass.

Our Lady of Perpetual Help's Strategic Plan: 2013-2018

Approved and adopted by Father Joseph Cosgrove and the 2012-2013 Pastoral Council, May 2013

1. Liturgy

Through the arts, active participation and our diversity, worship at OLPH affirms faith and guides the parish to a richer encounter with the living Jesus Christ

Environmental arts

Goal: To employ the full spectrum of art and music to enhance the parishioners' worship experience.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Purchase decorative banners for Lent, Easter, Pentecost, Advent, Christmas	Explore using natural elements to decorate the church during the Lenten season	Purchase Marian banners for Holy Day use		
Purchase altar clothes in Advent purple, Lenten purple, red, white and green				
Use flowers from outside garden areas and donations from parishioners during summer months				

Participation in ministries, especially the youth

Goal: To encourage active participation of all parishioners, especially youth, in the liturgical ministries.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Encourage First Communicants to become involved as Altar Servers.	Work with the Life Teen group to provide a Youth Mass during Lent	Replace Ritual Song books		
Encourage Confirmandi to become involved as ushers, lectors and Eucharistic Ministers		Purchase new altar server albs and cinctures		

Training

Goal: To foster a program of training for Spanish and English-speaking liturgical ministers.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Schedule at least one training session for English-speaking ministers	Provide training sessions for specific ministries (lectors, Eucharistic Ministers, etc)	Continue to train new ministers	Provide a retreat and recommissioning for ministers	
Schedule at least one training session for Spanish-speaking ministers	Train ministers to lead Sunday Celebration in the Absence of a Priest			

Bi-Lingual liturgies

Goal: To expand opportunities for Spanish and English liturgies to grow in communion.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Schedule bi-lingual Stations of the Cross on two of the six Fridays in Lent	Schedule a bi-lingual Mass on Pentecost			
Provide a bi-lingual Mass on major Holy Days	Explore offering a bi-lingual Mass each weekend			

Parish Life

By 2018, our church will have capitalized on and recognized the strengths, talents, loyalty, time, and gifts of all of OLPH's parishioners and staff

2. Leadership

Goal: To strengthen the processes by which the council and committees participate in life and leadership of the parish.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Develop a list of parishioners to invite to utilize their gifts and talents in leadership.	Insure that leadership hears parishioners' voices.	Make minutes of the Council meeting available on parish website.		

Goal: To identify, recruit and prepare future leadership of the parish.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Identify areas of parish life needing leadership.	Insure parish leaders are equipped for the task (e.g. attending Mid-Atlantic Congress...)	Identify high school students with leadership ability.		
Recruit leaders (or co-leaders) for identified areas.		Provide opportunities for youth to lead		

3. Communication

Goal: To identify and employ the most effective methods of disseminating needed information (e.g. web, print)

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Create a small committee to insure these goals are achieved.	Utilize word of mouth, printed bulletin, announcements and flyers, notices in the Catholic Review and local press, websites and other media.	Study the effectiveness of current communication methods		

Goal: to ensure a consistent and integrated flow of information within the parish, diocese and broader community

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Use local civic events and activities of other religious denominations as opportunities to share upcoming events or relevant ministries at OLPH.	Coordinate parish activities with suitable activities of local civic and religious groups.	Effectively use our web presence to communicate joint efforts so that parishioners and community members can easily find out about them.		

4. Staff/Human Resources

Goal: To establish a developmental training program.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Provide opportunities for the parish staff to be trained in basic office technologies.	Insure staff attendance at MAC Conference	Monitor staff effective use of technology		

Goal: To empower the staff to be innovative.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Establish a staff process review to establish who is doing what and why.	Utilize the results of the process review to improve efficiency in the office.			

5. Evangelization

Goal: To create a more welcoming environment for new and existing parishioners

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Create a committee in charge of welcoming and mentoring new parishioners	Plan social events for new members of the parish to meet the staff, pastoral council and ministry leaders.	Initiate parish visitations to new parishioners		
Recognize new parishioners in bulletin and on the website				

Goal: To develop outreach to estranged and returning Catholics.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Create a committee to develop a strategy to achieve this goal.	Conduct a parish visitation to all registered members	Host several "welcome home" events for e-stranged Catholics		

6. Finance

Goal: to identify a single point of responsibility to direct fundraising efforts for the parish

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Explore parish needs that might benefit from fundraising efforts.	Form a subcommittee to lead fundraising efforts.	Host parish listening sessions regarding projects		
Categorize parish needs into small and large projects.	Establish a plan for fundraising			

Goal: to identify a person to prepare grants and Foundation Applications

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Explore parish needs that might benefit from fundraising efforts.	Identify projects for grant/foundation funding	Gather supporting documentation for grants		
	Secure a parishioner willing to lead the grant effort.			

Goal: to be transparent and accountable for all funds to the parishioners.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Insure the publication of the annual finance report to the parish by September.	Prepare semi-annual finance reports to the parish (September and March)	Host information sessions on the parish budget		

Goal: to insure lay participation on the Finance Committee by rotating membership

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Develop a list of at least 5 parishioners to recruit for the Finance Com. with an eye to securing 3 per year	Secure sufficient overlapping of membership to insure continuity of parish history.	Provide on-going training for members of Finance Committee		

7. Education

Through education OLPH provides increased opportunities of the members of the parish to deepen their faith in Christ, understanding of our Catholic beliefs and living faith.

- Goal: to offer ongoing faith formation and educational opportunities for adult parishioners

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Promote RCIA attendance by any interested parishioner.	Continue to use <i>Catholicism</i> video series. Offer bible study based on a Catholic resource.	Initiate a summer Faith Sharing Group		

Goal: to provide adequate formation to our parishioners, with a continued process of formation that lasts throughout the life of the parishioner.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Establish a means of evaluating programs.	Implement evaluation and use information to adjust programs.	Provide seminars on the Catechism and the Bible		

Goal: Recognize the needs of our Hispanic families to allow us to reach both the children and their parents in their preferred language

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Plan a Hispanic cultural event (eg La Posada)	Invite Hispanic family members to all Religious Education events through invitations written in Spanish. Examine the feasibility of a weekly bi-lingual bulletin.	Secure a Hispanic translator at parish events.	Hire a Spanish-speaking staff member.	

Goal: Increase parental involvement in children's religious education

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Encourage parents to complete STAND program	Host a parent meeting before first day of Religious Ed to explain the year's curriculum for each grade level.	Continue parent meetings prior to start of Religious Education classes		
Starting in the fall, Introduce "learning scripture"	Encourage parental reinforcing of each week's religious education teaching.	Provide support so parents are equipped to help their children.		

Goal: Set formal check points/goals for children's religious education

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Develop goals for each year of Religious Education grades 1-8.	Evaluate students' knowledge of material covered.	Evaluate text books and make changes as needed		
Post topics covered for each grade on parish website.	Invite feedback from parents or guardians via written or phone survey.			

Goal: Increase parent teacher Rel. Ed. Meetings throughout the year.

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Schedule a meet and greet for parents and teachers at the beginning of the school year.	Identify opportunities for parental involvement in religious education program (e.g. volunteer as classroom assistant)	Add an educational element to parent-teacher meetings.		

Goal: To continue to evolve Youth Ministry to effectively reach a greater percentage of our young parishioners

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Conduct Youth Social events in spring and summer	Increase involvement of young adults in leadership team.	Host Life Teen Mass on Sunday evenings		
Explore Life Teen Mass and Life nights	Recruit adults for Life Teen team			

Goal: To facilitate integration and joint fellowship between youth of different heritage—Hispanic and Anglo

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Form a committee of Hispanic and Anglo teens and adults to explore possibilities	Increase involvement of Hispanic young adults in leadership team	Begin to blend both Hispanic and Anglo participation in Life Teen.		

Goal: To identify different approaches for faith-study and faith-sharing for young adults with an eye toward encouraging involvement in Faith Formation programs (e.g. podcasts, bulletin inserts)

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Explore programs used in other parishes	Involve and highlight young children and their parents in some Sunday Masses as a way of celebrating families.	Recruit a teen or young adult to assist with podcasts		

Goal: Facilitate the renewal of learning for our volunteer catechists, as well as continue to replenish the corps of volunteers

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Gather feedback from Catechists regarding training and tools needed to strengthen their ability to teach & to manage their class room	Explore free resources available at the Diocesan level to assist with Catechist training.	Host at least one training program for elementary, middle and high school catechists.		

8. Facilities

In order to provide sufficient facilities for ministry needs, the facilities for the parish need constant and ongoing evaluation.

Expansion

Goal: to implement the building plan to meet the needs of our parish

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Conduct a thorough review of rectory and church structures. List areas needing attention.	Review building plan against existing structure to determine best order for executing the Master Plan.	Initiate minor repairs in rectory and church structure		

Utilization of Current Facilities

Goal: To create a spiritual environment in the classrooms and cry room

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Gather artists and visionaries to design enhancements to classrooms, cry room and outside property	Put together a plan for gradual enhancement of areas designated	Secure volunteers and begin upgrading of classrooms/cry room		

Goal: To develop a plan for the church property to enhance the spiritual environment

Year 1 - 2013	Year 2 - 2014	Year 3 - 2015	Year 4 - 2016	Year 5 - 2017
Form a committee to work on this goal	Conduct a cost analysis of plan	Gather volunteers to work on church property enhancement		
Solicit input from the parish for the plan	Develop implementation phases			