

St. Joseph's Parish Pastoral Council Pastoral Plan

Rev: 04/14/2015

I. Purpose

The St. Joseph's Parish Pastoral Plan is hereby established to identify the goals and objectives of our Parish as a reflection of the needs and desires expressed by parishioners. It is intended to provide advisory assistance to our Pastor and to convey guidance and direction to the various Parish councils, committees, and staff personnel.

II. Scope

Although the Pastoral Council should/will involve itself in a range of items involving near-term and long-term issues, the Pastoral Plan is intended to stimulate discussion regarding the general direction the Parish could/should be heading over the next several years, generally within the next 3-5 year timeframe. Any and all items of interest to the Parish and its members are open for consideration. Concentrated focus will be directed toward those items/issues identified as goals in this plan.

III. Mission

As a Parish within the Catholic Diocese of Monterey it is the mission of St. Joseph's:

- to gather the people into community
- to proclaim the Word
- to celebrate the Sacraments of life
- and to do justice for the sake of the Kingdom

IV. Vision

St. Joseph's is a spiritual home that welcomes everyone through a strong sense of hospitality and outreach as well as support for and participation in programs of social assistance. We are a home where lifelong learning is valued and promoted beginning with the catechesis of the young and continuing through ongoing adult learning as well as small groups devoted to regular Scripture study. Our home is a place where Christ is recognized, celebrated and adored through a life of prayer centered on the regular celebration of the Sacraments, particularly through the experience of Eucharist. Our energies and focus are continually directed to the future of Parish programs and ministries and to the vitality of the facilities and resources needed for their support.

V. Guiding Principles

The following principles or values serve to guide the Pastoral Council in all its proceedings:

- Prayerfulness – maintain openness to God's guidance
- Stewardship – apply managerially and fiscally responsible judgment
- Integrity – maintain the highest moral standards
- Honesty – conduct affairs in a truthful, fair and genuine manner
- Trust – inspire faith and confidence in all deliberations
- Transparency – be open and forthright in all actions
- Consultation – seek and utilize stakeholder input
- Communication – effectively communicate with all stakeholders

- Respect – value input from all

VI. Stakeholders

The Pastoral Council wishes to be responsive to the needs and concerns of its many stakeholders and intends to employ all suitable methods of communicating, both formally and informally, with individuals and organizations. The following are examples of Parish stakeholders: St Joseph's parishioners, employees, volunteers, ministries and programs together with the Office of the Diocese of Monterey.

VII. Goals and Objectives

The goals of the Pastoral Council are classified into five categories: education, community, spirituality, fellowship and financial responsibility.

- Education:
Attain an educational structure that not only recognizes and meets parishioner requirements but continually adapts to both internal and external adjustments and changes.
Objectives:
 1. Explore potential or additional programs for such groups as children, young adults (i.e., ages 17-25), young parents (e.g., bible study), seniors and non-attending parents of religious education children.
 2. Continue and expand other adult education.
- Community:
Embrace the concept of community within the Parish population.
Objective:
 1. For parishioners to engage in experiences of community such as Liturgy, hospitality and social events.
- Spirituality:
Intensify the spirituality of the Parish through formal and informal experiences available to the entire Parish population.
Objectives:
 1. Parish retreats for target groups of parishioners (in-house and off-site).
 2. Liturgical calendar retreats (such as Advent and Lent).
 3. Small, faith sharing groups.
- Fellowship:
Enrich fellowship and hospitality through all segments of Parish circles.
Objective:
 1. Support organizations and sponsor social gatherings.
- Financial Responsibility:
Support the Finance Council in their efforts to achieve a robust fiscal position that sustains priority programs and ministries.
Objective:
 1. Maintain open and effective communication between the Pastoral Council and the Finance Council via the Finance Council liaison.

VIII. Action Plans

Action plans are intended to encompass the specific processes and practices needed to implement various elements of the Pastoral Plan. Action plans should be regularly reviewed and revised as necessary.

Finance Council Long Range Business Plan

The Finance Council is responsible for developing, implementing and maintaining the Long Range Business Plan in accordance with the guidance and counsel set forth in this Pastoral Plan.

Building Committee Facilities Plan

The Building Committee is responsible for developing, implementing and maintaining the Facilities Plan to include all existing Parish buildings and grounds as well as proposed modifications and additions to campus structures and resources in accordance with the guidance and counsel set forth in this Pastoral Plan.

Other Action Plans

The Pastoral Council may suggest any additional action plans from existing Parish committees or groups that would support and strengthen attainment of the pastoral goals expressed in this plan.

IX. Critical Success Factors

The Pastoral Council's critical success factors are as follows:

- Aid and assist the Pastor.
- Respond promptly and appropriately to parishioner needs, requests and concerns.
- Address the principal areas of education, community, spirituality and fellowship.
- Maintain continuous and harmonious relationships with all areas of concern.

X. Performance Measures

Performance measures to be used by the Pastoral Council include:

- Periodic surveys of parishioners to determine levels of satisfaction with the life of the Parish.
- Periodic reports from established Parish Councils and Committees.
- Periodic feedback from Parish staff.
- Periodic reports from Pastoral Council committees.

XI. Implementation

To implement the Pastoral Plan:

- Disseminate Pastoral Plan.
- Hold gatherings with the Parish to discuss goals and objectives.
- Pastoral Council committees commence work.
- Pastoral Council periodically monitors and evaluates the Pastoral Plan:
 - a. Evaluate in light of stated goals and objectives.
 - b. Evaluate events and activities.