

Saint Joseph

CATHOLIC CHURCH



PARISH PASTORAL PLAN • 2015-2020

Promulgated on the Solemnity of Saint Joseph, March 19, 2015



Saint Joseph

Thursday, March 19, 2015
Solemnity of Saint Joseph

Dear Brothers and Sisters,

I am excited about Saint Joseph Church and Holy Family Regional School. Since I have been your pastor, I have been very blessed to witness your response to the needs of not only our parish community, but also the wider community. In 2014, we were able to transform part of Saint Francis Hall into two meeting spaces that are being used by our Religious Education program, Holy Family Regional School, and various parish groups. The realization of this took a great deal of planning and sacrifice on the part of many people. Thank you for your generosity.

I am eager to promulgate our Parish Pastoral Plan. We are called by Christ to “make disciples,” and we do so in many ways. Likening ourselves to the farmer in the scriptures who went out to sow seed, we are called to cultivate. Father Richard Donohoe, the Director of Catholic Charities of the Diocese of Birmingham in Alabama, reminded us last year,

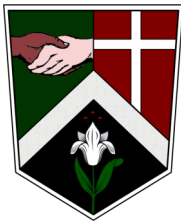
"Where the seed falls, we, as stewards of creation, are called to go out and help the seed mature. If it falls on rocky soil we are called to clear the rocks away, to make garden walls, and to assist the Sower in bringing those seeds to maturity. If it falls on the path, we are called to make that path straight and well defined. If it falls among weeds, we are called to uproot the weeds and encourage the seed in its growth."

This is our call and our challenge. This is what we as a parish want to do. We want to make a plan for the present but a plan that will take us into the future. We have a rich past and a wonderful heritage to pass on to future generations. However, we cannot rest on our laurels. Jesus Christ and His Gospel proclaimed in the Church is needed now more than ever. Drawing upon the 2014 Catholic Charities Appeal theme, "To give is to ultimately receive."

What we must remember is that this will not be the work of only a few people. Implementing this plan will not be singularly my responsibility as pastor, nor will it be the work of our parish staff. The implementation of this plan will be the work of the entire parish community. Leaders will need to step forward and so will people of all ages and backgrounds, each to do their part.

*This is a wonderful day of grace and excitement,
as we implement the Saint Joseph Parish Pastoral Plan*

May God bless and direct us as we move forward with this pastoral plan. May it be the work of many hands and be the investment of the entire parish.



Rev. Joseph P. Lubrano, S.D.S
*Pastor, Saint Joseph Church
and Administrator, Holy Family School*



OUR VISION

We declare ourselves to be guided by a life in a loving and diversified community, a centrality of prayer, a preferential option for the poor, and formation of a spirit of humble service.

PARISH MISSION STATEMENT

We are the brothers and sisters of Saint Joseph Church, called by God and empowered by the Holy Spirit to live the Gospel of Christ in the world. Our mission is to make visible the presence of Christ in the world by being an active part of our local community. Inspired by St. Joseph we journey into the future as a people of faith. This journey invites us to risk everything for the growth of the kingdom of God.

PREAMBLE

Seeking broad consensus that we were moving in the right direction, the Pastoral Council invited comments and encouraged all members of the community to become involved in carrying out our mission as God's people. Between May 2014 and March 2015 further comments and recommendations were solicited and received from membership of the parish in general, the Leadership of Ministries and Organizations, the Pastoral Staff, and finally reviewed by members of the Pastoral Council.



ORGANIZATION OF PLAN

The Mission Statement for the Saint Joseph Church has been in existence since 1952. As the cornerstone of the planning process, it is shown at the outset. While our parish has evolved over the years, our mission remains the same.

The presentation of goals and objectives are organized based on our six Commissions: Spiritual Life, Outreach and Evangelization, Formation, Diversity, Parish Life, and Administration.

In addition, this plan discusses the need to foster and build Leadership and Involvement; and Stewardship of Human, Physical and Financial Resources. Each Commission begins with a short mission statement that sets the stage and follows with Goals and Objectives that will measure progress toward achieving the goals set forth.

Holy Family Regional Catholic School, an integral ministry of the parish community, has a strategic plan that is reviewed and updated annually. The School's strategic plan is coordinated and in compliance with the overall Strategic Plan of the St. Joseph Parish Community. For this reason readdressing the School's strategic plan was not undertaken in this process.

APPROVAL AND RECOMMENDATION

The Saint Joseph Pastoral Council, on behalf of the whole parish community—having sought the support of parishioners and prayed for God's guidance—endorses this Pastoral Plan. With a prayer for each of us to seek a place in the exciting reality of God's work in and through us to our community and our world, we present this plan to Salvatorian Father Joseph P. Lubrano, canonical pastor of Saint Joseph Church and recommend its adoption, distribution, and implementation.

Mr. John V. Filippo
Chairperson, Parish Pastoral Council



SPIRITUAL LIFE

The Mission of the Spiritual Life Commission seeks to bring the faithful into a deeper, more personal relationship with God, with an enriched understanding of our faith through the sacred liturgy. The commission seeks to increase parishioner involvement in the liturgical ministries.

GOAL 1: To increase conscious and active participation in the sacred liturgy.

- A. Liturgical music will be selected and sung “with due consideration for the culture of the people and abilities of each liturgical assembly” (*General Instruction of the Roman Missal*, 40). In an effort to support the faithful in learning music used at Mass, *Lead Me*, *Guide Me* and *Breaking Bread* are the primary hymnals for liturgical worship.
- B. In an effort to provide proper formation for the faithful, we endeavor to prepare the faithful in advance for special liturgies including, but not limited to, Advent and Christmas, Lent and the Holy Week, solemnities, and the various rites of the Church. Possessing a thorough understanding of the rites and prayers, the faithful are enabled to participate in the sacred action consciously and with devotion (*Constitution on the Sacred Liturgy*, 48).

GOAL 2: To emphasize the centrality of the Eucharist.

- A. The Holy Eucharist is “the source and summit of the Christian

life" (*Dogmatic Constitution on the Church*, 11). Because Eucharistic Adoration makes stronger the love of His Perfect Sacrifice, those with pastoral responsibility will schedule opportunities for Adoration.

- B. Ensure the celebration of the Sunday Eucharist is both faithful and vibrant: vibrant in encouraging all of God's People toward the "full, conscious and active participation" (*Constitution on the Sacred Liturgy*, 14).
- C. Continue to reach out to those members who do not regularly attend Sunday Mass, inviting them to become a part of the Eucharistic community.

GOAL 3: To continue the ongoing formation of those in liturgical ministries.

- A. Put into practice annual workshops to prepare those in liturgical ministries to prayerfully and respectfully assist the faithful in meaningful worship.
- B. Through baptism, Christians receive the right and duty to participate in the sacramental life of the Church (*Constitution on the Sacred Liturgy*, 4). For this reason, homilists are encouraged to emphasize this duty to participate in liturgical ministries.
- C. Provide the means for parishioners to join various ministries by making available periodic sign-ups with ministry representatives to answer questions about their respective ministries.

GOAL 4: To foster opportunities for popular piety and devotions.

- A. Provide communal opportunities for piety and devotions to include, but not limited to, the praying of novenas and rosaries. Whether a cleric, a religious, or a layperson, every Christian person is the subject of all popular piety because each is called to "pray without ceasing" (1 Thessalonians 5:17).
- B. People are encouraged to participate in days of reflection/

recollection, the veneration of the Holy Mother of God, veneration of the saints and beatified, and intercessory prayers for the dead through reflections and notices in the bulletin, announcements during the Sunday liturgy, or online.



FORMATION

The Mission of the Formation Commission aims to enrich what has already begun in the home, helping parishioners understand that the entire community has the responsibility for promoting the teaching mission of the Church.

GOAL 1: To provide parents opportunities for growth and ample support to teach and minister to their children.

- A. As “religious awakening takes place in the family” (*General Directory for Catechesis*, 226), throughout this five year period, programs and resources will be offered to parents to support them in their goals as Catholic parents of young children, teens, and young adults.
- B. We will provide seasonal intergenerational catechetical activities to invite parishioners of all ages to learn about their faith and celebrate together, further enriching opportunities for families because faith formation is a lifelong endeavor.

GOAL 2: To increase adult involvement in formation opportunities.

- A. Those with the pastoral responsibility of catechesis will pro-

vide a variety of opportunities for religious formation to include, but not limited to, small groups, home study, informal Sunday gatherings, and parish missions.

- B. In addition to planning programs around the various catechetical focuses of the universal Church, surveys will be employed to determine parish formation interests to plan programs.

GOAL 2: To provide formational materials that promote unity in diversity.

- A. The parish will maintain programs that incorporate respect and acceptance in an effort to aid in accepting, embracing, and welcoming those from other places or cultures.
- B. We will continue to provide materials and resources to families in their native languages in an effort to show that we are willing to respond in practical ways to the Gospel mandate "to proclaim the gospel to all" (Mark 16:15).



OUTREACH AND EVANGELIZATION

The Mission of the Outreach Commission is to promote an encounter with Christ through fellowship, and to inspire commitment to the life and social justice issues of the Church in keeping with concept of the parish being "a loving community humbly reaching out in service."

GOAL 1: To emphasize the Christian responsibility of service to others.

- A. The Christian faithful are called to be disciples to serve and have the duty to do so. The communication of parish outreach programs and the opportunities of evangelization will

occur regularly through print and online media, particularly the bulletin, pamphlets, the parish website, displays, and/or during the Sunday liturgy.

- B. The Christian faithful will encourage and support the growth of new Outreach programs while continuing to acknowledge that the personal ministries are important to the life of the whole community.
- C. Member organizations involved in outreach will build fellowship and raise awareness of the goals of outreach, evangelization, and social justice through quarterly gatherings. Monthly reports of individual ministry developments and special events will be provided to the parish through the pastoral council.

GOAL 2. To promote active participation in outreach and evangelization ministries.

- A. The Christian faithful are encouraged to participate in various programs and activities such as the Christmas Baskets, Saint Vincent de Paul, the Backpack Program, and Voice of the Poor.
- B. The community will seek resourceful means to identify and minister to parishioners who are isolated because of illness, housing, transportation or other issues, particularly by strengthening the ministry to the sick and homebound. We will also utilize means such as phone calls, mailings, to reach out to all parishioners.
- C. We will celebrate and nourish our rich outreach tradition by encouraging ministry groups to plan/work together where a combined effort can maximize each ministry's effectiveness.

GOAL 3. Evangelize beyond the parish to provide service in the local community.

- A. We will endeavor to welcome the stranger among us by inviting and including in the life of the parish all people from diverse cultures and languages.

- B. Deepening our relationship with the external community through active outreach, the parish will continue to research and identify the needs of the surrounding community and plan or participate in activities to address the identified needs.



PARISH LIFE

The Mission of the Parish Life Commission is to enhance interaction among the faithful and to strengthen the parish community by providing opportunities for social and fellowship activities, acknowledging the rich diversity of the parish.

GOAL 1: **To promote social interaction and fellowship.**

- A. The parish will provide opportunities for social interaction and fellowship throughout the year to include, but not limited to, Sunday hospitality, funeral repasts, sacramental receptions, parish dinners, families activities, athletic activities, and games.
- B. Commission leaders will not only work to create a program calendar in consultation with the pastoral council and parish staff and establish a budget in consultation with the parish finance committee, but also work to identify the coordinating groups to staff such programming

GOAL 2: To communicate parish life fellowship activities.

Commission leaders should communicate all parish life activities and opportunities for fellowship to the entire parish, especially when welcoming all newly registered parishioners.



ADMINISTRATION

The Mission of the Administration Commission is to assist and augment the parish staff in the administration and maintenance of the parish to include business operations, facilities, grounds, long range planning, and technology support.

GOAL 1: To implement new technology for the good of parish operations.

- A. The commission will regularly assess, analyze, recommend, and implement new technology to allow the parish to run more efficiently and communicate more effectively with the various organizations that comprise the parish.
- B. The parish will use cloud-based applications and become familiar with financial and budgeting software for both church.

GOAL 2: To maintain an exceptional website and increase presence on social media.

- A. The parish will maintain and continually enhance a website

with the latest features and functionality to improve outreach to the parish community and advise it of upcoming events.

- B. The parish will employ the use of the online calendar to push announcements and reminders of meetings to applicable audiences. We will also use the website as a centralized document storage and repository area.

GOAL 3: To prepare the multi-year facilities maintenance budget.

- A. The parish will maintain a multi-year facilities maintenance budget that incorporates repair and replacement, by identifying both major and minor maintenance items for the entire campus and their associated costs.
- B. Accounting staff will construct an itemized budget spreadsheet that will be incorporated into the Quickbooks cloud-based annual budget.

GOAL 4: To review campus facilities and ancillary needs.

The facilities and maintenance staff should review campus facilities and make recommendations for additions, modifications, and deletions not only by surveying parish organizations to collect recommendations for facility improvements, but also by determining the costs and developing funding plans to achieve the desired results.

GOAL 5: To work collaboratively with the Finance Council.

- A. The commission will coordinate input from all organizations as to their financial needs, and provide this input to the finance council as the council constructs an annual budget that is realistic and meets the pastoral needs of the parish community.
- B. The commission will work with the pastoral council and the long range planning committee to complete the long range plan, particularly with approaches for funding.
- C. The commission will work with the finance council not only

to build a plan for completion of the Saint Francis Hall Building Project, but also to plan and forecast for the retirement of the church debt.



DIVERSITY

The Mission of the Diversity Commission is to recognize, appreciate, and promote the diverse and multicultural community, continuously seeking ways to build bridges between cultures through education, mission, and outreach.

GOAL 1: **To provide means to attend liturgies and functions.**

- A. Commission leaders will seek the means to provide transportation to Mass and other parish functions that will honor the founding families of the parish by welcoming all of God's people to a place at His table.
- B. Opportunities will be identified to adopt students to give them transportation to and from Mass and other parish events. We will continue outreach to students at local universities, including but not limited to the University of Alabama in Huntsville and Alabama A&M University, providing opportunities such as a campus liturgies.

GOAL 2: **To increase the number Spanish language liturgies.**

The parish will ensure Spanish language liturgies are incor-

porated into the parish schedule and publicized through the various communication means of the parish. The parish will hold multilingual liturgies periodically.

GOAL 3: To identify persons to function as translators for pastoral needs.

- A. Persons skilled in languages will be identified to act as translators to assist the pastor and the pastoral staff in situations of pastoral need or acute difficult situations.
- B. The need for persons skilled in languages will be communicated regularly to the community in an effort to build up a highly competent resource to assist the pastoral leadership.



STEWARDSHIP

The focus on Stewardship encourages all members of the parish to provide the parish with a portion of their God-given Time, Talent, and Treasure to fulfill the mission of the parish as well as God's plan for us.

GOAL 1: To provide a means for parishioners to share TIME.

The parish will continue the Carpenters Basket to encourage every parishioner to adopt and participate in at least one ministry, increasing ministry participation by at least ten families per year.

GOAL 2: To provide a means for parishioners to share TALENT.

The parish will create a discernment process to help parishioners identify their talents and where those talents would be best utilized. We will continue to create opportunities for

parishioners to adapt to new ministries as their personal situations change.

GOAL 3: To provide a means for parishioners to share TREASURE.

The parish will provide an education program on tithing which provides a program of both verbal and written communications on the importance of giving ten percent of net income to the church and/or other charitable organizations.

LEADERSHIP AND INVOLVEMENT

The focus on Leadership and Involvement is to increase participation by the entire parish community in activities and programs provided by the parish as well as to develop their spiritual life through participation in Mass and Religious Education.

GOAL 1: To implement a program to grow future leaders.

The community will identify younger parishioners who have become actively engaged in the parish and are ready to increase their participation in a leadership capacity by conducting ministry and leadership fairs. The pastor will offer personal invitations for increased parish involvement.

GOAL 2: To foster ecumenism among the different denominational faith groups.

- A. The parish will foster collaboration through functions where parishioners can meet people of other faiths through ecumenical programs, particularly through the Interfaith Mission Service (IMS).
- B. In addition to participating in the Interfaith Mission Service, we will host at least one ecumenical event annually.

SAINT JOSEPH NOVENA PRAYER

Saint Joseph, you are the faithful protector and intercessor of all who love and venerate you. I humbly invoke you and commend myself, with all who are dear to me, to your intercession. Glorious Saint Joseph, spouse of the Immaculate Virgin, Foster-father of Jesus Christ, obtain for me a pure, humble, and charitable mind, and perfect resignation to the Divine Will.

Loving Saint Joseph, faithful follower of Jesus Christ, I raise my heart to you to implore your powerful intercession in obtaining from the Heart of Jesus all the graces necessary for my spiritual and temporal welfare, the grace of a happy death, and the special grace I now implore: (*Mention your request*). In addition, I request your powerful intercession in obtaining all the graces for the ministry and outreach of our parish community.

MEMORARE OF SAINT JOSEPH

Remember, most pure spouse of Mary, ever Virgin, my loving protector, Saint Joseph, that no one ever had recourse to your protection or asked your aid without obtaining relief. Confiding, therefore, in your goodness, I come before you and humbly implore you. Despise not my petitions, foster-father of the Redeemer, but graciously receive them. Amen.

