



New Roads
CATHOLIC COMMUNITY
SAINT JOSEPH-SAINTE LUKE

LOCAL PASTORAL PLAN

“Give us a holy courage to seek new paths.”
Pope Francis

New Roads Catholic Community
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Our Collaborative Purpose

Our purpose is to work together to offer experiences of worship, welcome, and conversation through which people can encounter God and grow in their relationship with God.

Our Collaborative Priorities

1. Actively seeking those who are not here
2. Intentional discipleship
3. Work for justice and peace

Our Collaborative Values

Desire to Grow in Relationship with God -- We want to deepen our relationship with God and share the joy of that relationship with the world.

- We meet people where they are and help them to take their next step in their relationship with God.
- We seek to develop a relationship with Jesus Christ and become his followers.
- We step outside of our comfort zone to share our relationship with Christ with those we meet so both our faith and the faith of others is strengthened.
- We humbly enter into learning more about our faith.

“I invite all Christians, everywhere, at this very moment, to a renewed personal encounter with Jesus Christ, or at least an openness to letting him encounter them; I ask all of you to do this unflinchingly each day” (*The Joy of the Gospel*, #3).

Courage -- We choose to do what we believe God is calling us to do, despite our fear.

- We try new things without knowing the outcome.
- We seek “to abandon the complacent attitude that says: ‘We have always done it this way’” (*The Joy of the Gospel*, #33).
- We communicate clearly and engage in constructive dialogue, even when we are hesitant or afraid.

“I invite everyone to be bold and creative in this task of rethinking the goals, structures, style and methods of evangelization in their respective communities” (*The Joy of the Gospel*, #33).

Love for One Another -- We care for, respect, and welcome one another with humble generosity and kindness.

- We listen to one another with patient understanding and without judgment.
- We pray for one another.



- We take an active interest in others' lives and reach out to one another with compassion.
- We forgive generously.
- We try to see the best and bring out the best in one another.

“We Christians remain steadfast in our intention to respect others, to heal wounds, to build bridges, to strengthen relationships and to ‘bear one another’s burdens’ (Gal 6:2)” (*The Joy of the Gospel*, #67).

Active Participation -- We respond to the love of God by generously offering ourselves in service of the mission, and acknowledge that the life of the community depends on the active participation of every member.

- We seek to understand our unique role in the community according to God’s plan.
- We listen and respond with an open heart to invitations to bring God’s love to others.
- We help without being asked.

“An evangelizing community knows that the Lord has taken the initiative, he has loved us first, and therefore we can move forward, boldly take the initiative, go out to others, seek those who have fallen away, stand at the crossroads and welcome the outcast. Such a community has an endless desire to show mercy, the fruit of its own experience of the power of the Father’s infinite mercy. Let us try a little harder to take the first step and to become involved” (*The Joy of the Gospel*, #24).

Our Collaborative Vision

As we seek to implement this pastoral plan, we will see concrete evidence that we have become a more vibrant, welcoming, and loving community where people at all stages of the faith journey can grow in relationship with God. Guided by our values and priorities, we will help one another become more intentional disciples who actively seek those who are not here and work together for justice and peace. Meaningful worship experiences that include a relevant message, inspiring music, and radical hospitality will engage more people, resulting in increased Mass attendance. More parishioners will give witness to their faith in order to grow our community. More men, women, and children will serve those in need and work to build the Kingdom of God. In everything we do, we will share the joy of the Gospel.

Our Collaborative Priorities for 2016-2018

Over the next three years, the pastoral service team and members of the New Roads Catholic Community will focus our prayer, energy, and efforts on the following goals associated with our three priority areas.



Priority: Actively seeking those who are not here

“What man among you having a hundred sheep and losing one of them would not leave the ninety-nine in the desert and go after the lost one until he finds it?” Luke 15:4

We believe that God is calling us to focus our energy and attention on finding bold, creative, and exciting ways to share Christ’s love with those who have become disconnected from the Church--we want to share with as many people as possible the joy and fulfillment that can only be found in knowing and following Christ.

- **Goal: Between July 1, 2015, and June 30, 2018, average five new families or individuals connecting to our community each month--by joining us for worship or an event, or having a conversation with a representative of the community at an outreach event.**

Some of the important strategies, milestones, and programs in achieving this goal include:

- Develop an active hospitality ministry so that we know when a family or individual is new to our community—this will be key to measuring our progress in this goal.
- Encourage current parishioners to grow as disciples by taking responsibility for this goal and informing Collaborative Pastoral Council or pastoral service team members when they have brought a family or individual to worship or to an event.
- Create a consistently engaging and vibrant experience of worship that focuses on attracting those new to the discipleship path, particularly through
 - music that appeals to the unchurched and leads people to participate in worship
 - messages that help the lost get connected and challenge members to change
 - radical hospitality
- Offer at least four outreach events in the wider community each year (on our campus, in public places, and in the homes of current parishioners).
- Develop a marketing strategy, including social media, to make the New Roads Catholic Community easier to find for those who feel that something is missing from their lives.
- Develop a sense of responsibility among all pastoral service team members for connecting with families and individuals not currently part of our community, and reporting data monthly.
- Identify and invite members of our community with expertise in marketing and demographics to advise us on strategies for connecting with the lost.
- Help all members of our community to grow in their understanding of our personal responsibility for evangelization--what is it, why do it, how to do it, etc.--through message series, Flocknote/bulletin column, workshops, etc.



- **Goal: Increase the number of families participating in preparation for the sacraments of Reconciliation and Eucharist at St. Joseph from 60 to 70, and at St. Luke from 15 to 45, by June 30, 2018.**

Some of the important strategies, milestones, and programs in achieving this goal include:

- Expand children's worship opportunities to serve at least two hundred families weekly (between the two parishes) by June 30, 2018.
- Hire or redirect an existing PST member's role to focus primarily on children's worship planning, execution, and growth.
- Recruit additional volunteers to lead children's worship at both churches.
- Implement an annual direct-mail campaign targeting families with rising second-graders inviting them to participate in Reconciliation & Eucharist workshops.
- Charter a team of eight to ten parishioners to develop a strategic evangelization plan for St. Luke to increase the number of young adults and young families participating in the parish.

Priority: *Intentional discipleship*

"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."

Matthew 28:19

We believe that the Church exists to make disciples for Jesus Christ. In our context, in which so many people know *about* Jesus but do not yet *know* Jesus, this means meeting people where they are and helping them develop a personal relationship with Christ. We believe that meaningful worship experiences and small-group conversations are key to helping people encounter Christ, become more intentional disciples, and grow to their fullest potential by discovering their vocation.

Goal: Form 25-30 small faith-sharing groups (grade-level specific) for third-graders through eighth-graders and post-Confirmation teens by June 30, 2018. Twice a year, offer workshops on finding God, learning to pray, and worship formation to the parents of children participating in small groups.

Some of the important strategies, milestones, and programs in achieving this goal include:

- Begin at least six small groups, collaborative wide, for third-graders through eighth-graders, by December 31, 2015.
- Develop process for identifying, recruiting, and training new small-group leaders.



- Recruit fifteen small-group leaders for 2016-2017 by June 30, 2016.
- Offer for parents of students in small groups two workshops on finding God, learning to pray, and worship formation by June 30, 2016.
- Determine consistent structure and process for children's small groups.
- Hire or redirect an existing PST member's role to focus primarily on children's small groups.

Goal: Create a Collaborative Discernment Team to promote a culture of vocations in the collaborative, with a special emphasis on promoting vocations to the diocesan priesthood, by September 30, 2016.

Some of the important strategies, milestones, and programs in achieving this goal include:

- Brainstorm possible candidates for the Collaborative Discernment Team from a wide variety of areas of ministry in the parishes.
- Invite members and appoint a chairperson.
- Lead the members in the creation of a charter to guide the work of the team.
- Develop and deliver a message series on vocations.
- Dedicate a special session during Confirmation preparation to vocation awareness.

Priority: Work for justice and peace

"Then the king will say to those on his right, 'Come, you who are blessed by my Father. Inherit the kingdom prepared for you from the foundation of the world. For I was hungry and you gave me food, I was thirsty and you gave me drink, a stranger and you welcomed me, naked and you clothed me, ill and you cared for me, in prison and you visited me.'" Matthew 25:34-36

We believe that work for justice and care for God's poor, marginalized, and suffering are essential marks of a vibrant and truly Catholic community. We cannot proclaim to others a Gospel we do not live out ourselves, and we cannot be Christ's disciples if we do not share his mission of announcing good news to the poor and showing mercy to those in need. We find strength and motivation for the work of building God's Kingdom in our celebration of the Eucharist.

- **Goal: A hundred members of the New Roads Catholic Community actively participate (financially or through service) in two designated partner organizations relating to a single social justice issue, demonstrating our community's growing understanding of the Gospel call to work for justice and peace.**

Some of the important strategies, milestones, and programs in achieving this goal include:

- Discern the justice issue on which we will focus as a community for the next two to three years.



- Identify two partner organizations working in the area of the issue to support financially and through service.
- Offer annual message series to raise awareness about and build commitment to the issue.
- Hire or redirect an existing PST member's role to focus primarily on supporting two monthly service projects--one for each designated partner organization.

New Roads Catholic Community Foundational Ministries

While focusing on our priorities, we will continue to attend to the areas of ministry that are ongoing in our parishes, including some of the following initiatives over the next three years:

Worship

- By August 31 of each year, outline schedule and basic theme of ten to twelve message series focusing on helping unchurched people become disciples and challenging church people to grow.
- For each message series, offer age-appropriate versions for leaders to share with Tiny Disciples and Children's Liturgy of the Word.
- Hold trainings for new and existing Eucharistic ministers and lectors twice per year, and altar servers once per year.
- Expand music ministry to incorporate a vision for music that appeals to the unchurched and leads people to participate in worship.

Formation

- Evaluate and refine our Confirmation program with focus on fostering the teens' growth as intentional disciples.
- Provide a day of prayer for liturgical ministers twice a year to facilitate reflection on ministry, to grow in relationship to Christ, and to examine the role of the ministry as a support to the work of evangelization.
- Begin four adult small groups whose principal focus is their own discipleship, in order to foster their growth in relationship to Christ and to become a community of intentional disciples.

Evangelization

- Expand current pool of greeters so that there are at least two greeters at each entrance for each weekend Mass.
- Develop Information Team to create and staff information desk at all weekend Masses.
- Expand Baptismal Ministry Team to ensure that each baptismal family receives two follow-up contacts within six weeks of the baptism.



Outreach & Pastoral Care

- Increase the number of parishioners involved in the Funeral Planning Ministry by three people for each parish, and develop a means of follow up with grieving families, including offering a Mass of Remembrance at both parishes.
- Develop comprehensive ministry to the homebound and hospitalized to include McLean Hospital, Belmont Manor, Mt. Auburn Hospital, and a tracking and follow-up system for the homebound.

Governance & Finance

- Assess physical plant for opportunities to create more welcoming environments, including signage, lighting, and sound support.
- Implement an intentional stewardship program including online giving.
- Develop and communicate a system for reporting and supervision for the pastoral service team, and ensure that each team member has a complete job description and individual goals.
- Create employee handbook to outline policies and procedures.