



HOLY FAMILY CATHOLIC PARISH

Randallstown, Maryland

Evangelization-Based Strategic Pastoral Plan

2022

OUR MISSION: Believe. Belong. Bless.

The mission of Holy Family Parish is to help people to believe in Christ, belong to His Church, and bless our communities. We strive to fulfill our mission through worship, evangelization, faith formation, stewardship, fellowship, and service.

SACRED PURPOSE STATEMENT

To evangelize, welcome, encourage, inspire, and support with Christ as our model, so that all may be engaged in our church and community. We do this by being generous in sharing our faith and letting others know that we care.

PASTOR'S MESSAGE

Beloved in the Lord,

With gratitude to God and to my fellow parishioners, I present our new *Pastoral Plan*, which was approved by Archbishop William E. Lori on January 24, 2023. It has short-term and long-term goals to fulfill as we prepare to celebrate our 150th anniversary in 2026.

The *Pastoral Plan* is in keeping with the mission of the universal Church, which is to: proclaim the Gospel of Christ, build the Church of Christ, make disciples of Christ, and have a positive impact in our communities in the name of Christ. Our Mission Statement summarizes it as helping people, "to believe in Christ, belong to His Church, and bless our communities."

The Pastoral Planning Team (PPT) included the Pastoral Staff, several members of the Pastoral Council and the Finance Committee, and the Corporators. The process began on August 19, 2019, with a PPT orientation session.

On November 9, 2019, a Sacred Purpose Workshop was held with the PPT and several parishioners who are active in our ministries and organizations. Considering the experiences that made them grateful to belong to our parish, participants created themes to describe the impact of HFC on parishioners and others. A Sacred Purpose Statement was composed.

The PPT examined data about our parish and the communities in our parish boundaries. HFC is a growing intercultural community. However, the average age of registered parishioners is older and outreach to young adults and families with young children are needed. These two groups are the predominate demographic groups in the communities in our parish boundaries.

Due to the COVID-19 pandemic, the process was paused from March to November 2020. Then the short-term and long-term goals were created.

I thank the PPT and the Archdiocese of Baltimore Institute for Evangelization – Office of Parish Renewal for their work.

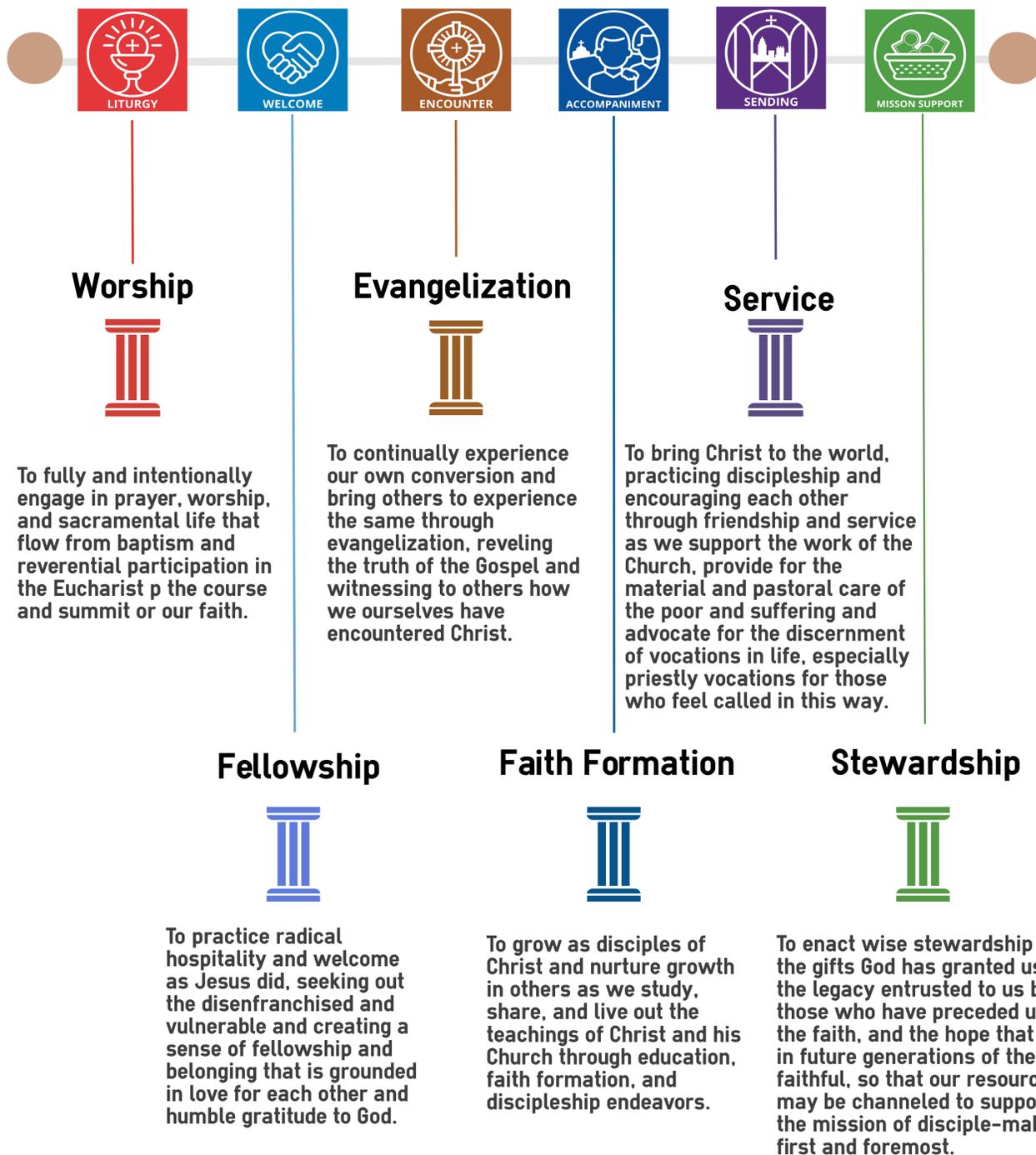
The Lord Jesus Christ is secure in His identity and steadfast in fulfilling His mission. Cooperating with the graces of Holy Baptism, we can be secure with our identity in Christ. We can be steadfast in fulfilling our mission from Christ.

HFC is a blessed community with a great history. We are determined to resume the growth that we had experienced in the four years before the COVID-19 pandemic began. This Pastoral Plan is a concrete expression that God has given our parish a promising future.

Father Raymond Harris

OUR GOALS

Our core mission priorities/goals recast the focus of our efforts, so that we are forming ourselves and others into disciples who are “mission-ready” and actively engaged in personal and pastoral missionary conversion. They correspond to a path of discipleship that flows from and continually returns to the Eucharist as a means to grow ever closer to Christ. They also embody the hallmarks of an evangelizing, mission-focused parish.



GOALS, STRATEGIES, CRITICAL SUCCESS FACTORS & BA

Goals

Strategies

FELLOWSHIP

- F1** Develop and execute strategies to engage with livestream participants.
- F2** Develop and execute strategies to engage with parishioners who are homebound or cannot participate in worship or other activities due to the pandemic.
- F3** Evaluate the accessibility of the campus and our liturgies for all people. Develop and execute strategies to address any
- F4** Expand opportunities for fellowship for each generation: youth, young adults, middle age, and elders.
- F5** Establish the Care and Connect Ministry to expand member care (e.g., reach those who are isolated).

EVANGELIZATION

- E1** The Staff will establish intentional prayer together during the bi-weekly meeting.
- E2** Develop and execute strategies to reach out to inactive Catholics and others, particularly on Ash Wednesday, Christmas, and Easter.
- E3** Develop and offer opportunities for support groups for those who have experienced loss.
- E4** Continue to develop and carry forth our programs and efforts for engaging and evangelizing young people.

FAITH FORMATION

- FF1** Enhance the efforts of the Sunday School of Religion to partner with parents in forming disciples of Christ within His Church.
- FF2** Recruit and form Sunday School of Religion staff.
- FF3** Provide resources for parishioners and others to engage in faith formation at home.
- FF4** Develop and execute a new parishioners' welcome process.
- FF5** Begin having a Welcome Desk in the narthex that will serve as a point of welcome and answer questions about parish life.

SERVICE

- S1** Restructure the Pastoral Council to help the Pastor to evaluate how the Pastoral Plan is being implemented.
- S2** Establish the Care and Connect Ministry to expand member care (e.g., reach those who are isolated).
- S3** Appoint parishioners to serve as liaisons to community groups with the goal of determining how the parish the these groups can work together for the common good.

ARRIERS, AND INDICATORS OF SUCCESS

* Indicates Priority Strategy

Critical Success Factors/Barriers Indicators of Success

CSFs

Assist parishioners in understanding that all have a role in practicing hospitality according to the teaching and example of the Lord Jesus Christ. This includes how we are interacting with newcomers.

Barriers

- Online participants may feel disconnected from parish
- Need volunteers to assist with social media pagers.
- The parish campus is hard to locate via GPS and other means. Hidden from Liberty Road viewpoint.
- Some parishioners left and had a negative impression of the parish under the previous pastor.

1			
	Baseline	1 st Year	3 rd Year
2			
	Baseline	1 st Year	3 rd Year

CSFs

Find ways to engage with people multiple times relative to their comfort level. Determine ways to anticipate needs. Assist parishioners in understanding that all have a role in integrating newcomers into parish life.

Barriers

- People may not know how to pray with and for people. Some may be uncomfortable in doing that.
- It is hard to make the one-on-one relationships with the limitations of the pandemic
- People are uncomfortable about sharing their faith because they may see it as an imposition on others.
- People are experiencing a lot of loss.

1			
	Baseline	1 st Year	3 rd Year
2			
	Baseline	1 st Year	3 rd Year

CSFs

First community of faith is the family. When you talk about faith and you think about the church, build up the family.

Barriers

- Sometimes, it is hard to know if people are connected or have left the Church.
- Some people are in pain and angry at the Church
- Parishioners do not know how to accompany others in faith – active listening
- Sometimes, people drift away from the parish with little notice.
- We do not know when people are in need unless they tell us.

1			
	Baseline	1 st Year	3 rd Year
2			
	Baseline	1 st Year	3 rd Year

CSFs

Need to call forth gifts of parishioners and match them to the ministries and needs in the parish.

Barriers

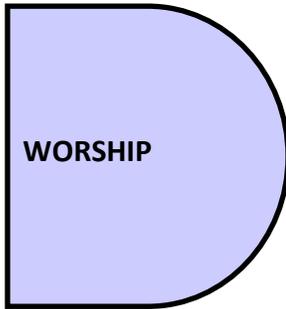
- We do not always get to know the people whom we are serving and their stories.
- Liability issues may prevent the parish from meeting some needs, such as providing transportation to and from the parish campus.
- List of needs and ministries can be overwhelming for some.

1			
	Baseline	1 st Year	3 rd Year
2			
	Baseline	1 st Year	3 rd Year

GOALS, STRATEGIES, CRITICAL SUCCESS FACTORS

Goals

Strategies



W1

Establish a Divine Worship Committee. It will have the responsibility to collaborate with the Pastor and Staff to: (1) plan and evaluate sacred liturgies; (2) recruit and train liturgical ministers *of all ages*; and (3) provide for the continuing formation of liturgical ministers.

W2

Include in the formation of current and future liturgical ministers about their role in fulfilling our parish mission.

W3

Consult with worshippers via survey to make decisions about the following issues:

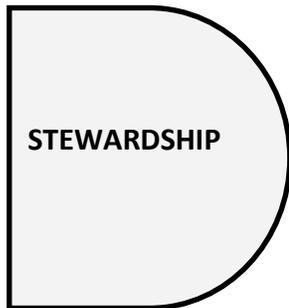


Sunday Holy Mass at 7:30am: ascertain interest in having music.

Sunday Holy Mass at 11am: ascertain interest in expanding the music repertoire.

W4

To enhance the worship experience during Sunday Holy Mass at 11 AM by forming an Adult Choir and a Children's Choir.



ST1



Establish a committee to examine the feasibility of renovating the former school building into a Parish Center.

ST2

Invite parishioners to invest in a "talent bank," in which they can note any skills and talents they could devote to short-term and long-term parish projects.

ST3

Continue to update the five-year maintenance plan and include technology improvements in it.

ST4

Develop long-term strategy for finances including encouraging parishioners to use electronic giving.

ST5



Develop a process to engage parishioners in the ministries and organizations of the parish.

CURRENT PRIORITIES

Current Activities	Deliverables
Evangelization 2— Welcoming. Process of reaching out. Examine current programs.	Website, bulletin, social media, Flocknote, personal invitation. People to reach out. Creative.
Faith Formation 1— Outreach to families and children, extended families.	Personal invitation. Target young adults to involve them.
Worship 3—Survey	Design Survey (Who to survey... online? In-person?) Communicate results to team & pastor for review
Worship 4—Enhance Worship Experience	Adult Choir and Children's Choir
Stewardship 1—Renovation of School Building into Parish Center	Cost factor—raise money; Need people with building/engineering experience; project management; architect; interior design; multi-disciplinary approach.
Stewardship 6—Engage parishioners in ministries (St. Vincent DePaul) and Service	Talent bank. (registration process?) How to discern ministries. (prayerful, organized)

CSFs & BARRIERS, AND INDICATORS OF SUCCESS

* Indicates Priority Strategy

Critical Success Factors/Barriers Indicators of Success

CSFs

Barriers

- Music and lyrics must enhance the liturgical experience and reinforce the beliefs of the Church.
- Mass times are not optimal, some Masses are less well attended.
 - Signage in parking lot is not welcoming as it is posted to prevent the church from being liable for use of parking lot.
 - Music is not attractive to the diversity of the parishioners.
 - People are not always engaged online.

1			
	Baseline	1 st Year	3 rd Year
2			
	Baseline	1 st Year	3 rd Year

CSFs

Barriers

- Must keep a dedicated staff in order to enact the mission priorities as identified by the plan.
- Older parishioners are generous, younger parishioners not able to give like their elders.
 - Many volunteers are older and we don't seem to engage most people in ministry.
 - Leadership does not reflect the parishioners.
 - People don't understand needs of parish so they don't volunteer.
 - Parish office is not handicapped accessible.
 - Not everyone has Facebook to access the live stream.

1			
	Baseline	1 st Year	3 rd Year
2			
	Baseline	1 st Year	3 rd Year

PRIORITY STRATEGIES

Who	When
Champions: Pastoral Council, Care & Connect Ministry Staff Liaison: Father Harris	1 year
Champion: JoAnn Harvan-Chin Staff Liaison: JoAnn Harvan-Chin	1 year, ongoing
Champion: Divine Worship Committee Staff Liaison: Father Harris	3 months—EASY!
Champions: Louis Malick, Anthony Ashton Staff Liaison: Father Harris	6 months
Champion: Joe Ignatius Staff Liaison: Darron Woodus	6 months
Champion: Care & Connect Ministry Staff Liaison: Father Harris	1 year

Our Monitoring Plan

In order to ensure that our plan becomes a living document, co-owned and stewarded by God's people, we commit to the following regular opportunities to bear witness to the fruits of the Holy Spirit working through us to move closer to the vision of God's preferred future.



Are we doing what we said we were going to do?

- What—Update on specific strategies by Plan Coordinator. Updates provided by Champions
- To Whom—Pastor, Pastoral Council and Finance Council as needed
- How—At monthly Pastoral Council and Finance Council Meetings



Are we getting the results we want to get?

- What—Update on progress, any barriers allowing Pastoral Council to adjust strategies accordingly
- To Whom—Members of Pastoral Council, Planning Team, Finance Council, Leadership, Staff and Pastor
- How—Meeting of all Champions with those above to go through detailed look at strategies



What adjustments do we need to make our targets and our priorities?

- What—Analysis of objectives, which strategies have been achieved, new barriers and CSFs to establish priorities for next year by group attending quarterly meetings
- To Whom—Summary provided to parish as part of annual report
- How—Attached to Annual report and disseminated the same way (website, email, in bulletin, etc.)



1) SHOW UP
First of all, just showing up is a way to encourage one another to celebrate our diversity and to be one in Christ and a people for others!



2) PRAY
Strengthen your personal prayer life through daily prayer and worship with our community regularly.



3) INVITE
When you come to worship, bring a friend, invite a stranger, welcome each other.



9) CONNECT
Don't forget to stay up to date by reading the bulletin and visiting the website.



4) SOCIALIZE
Help us build strong fellowship by coming to our socials after the Masses - nourish your body and soul!



8) SUPPORT
Support our community and our mission by regular giving and by sharing your time and talent.



5) GROW SPIRITUALLY
Commit to one thing that will deepen your spiritual life in the coming year - study, spiritual direction, joining a faith-sharing group.



7) SERVE OTHERS
Reflect on your gifts and talents, let them guide you to one of the ministries on our website, then commit one hour per month to serving others in this way.



6) NOTICE GOD
Take time each day to notice God at work in your life, and be ready to give an explanation for your hope (1 Peter 3:15). Practice sharing this with others.

How do I get involved?

Be Missionary Disciples

ARCHDIOCESE of BALTIMORE