



PARISH FIVE YEAR PLAN
2014-2018

Updated May, 2014

ST. JOHN NEUMANN
5 YEAR PLAN
ISSUE 2014.05.17

MISSION STATEMENT

FOUNDED on the teachings of Jesus Christ,
NOURISHED by the hospitality of the Californ Christian
Communities,
FORMED with a commitment to Social Ministry, and,
STRENGTHENED by the Holy Spirit
The Catholic Community of St. John Neumann
is a jubilant people
on a continuing spiritual journey of hope:
TO CELEBRATE AND DEEPEN our faith
TO SHARE our unique gifts, talents and treasures
TO CHERISH all life
TO LIVE in openness, acceptance and love.

Background

The Catholic Community of St. John Neumann (CCSJN) was established by Bishop Theodore McCarrick in 1982. The new parish was one of the first established in the newly formed Diocese of Metuchen. The Rev. J. William Mickiewicz was appointed its first pastor and remains its vibrant leader as this first five year plan is updated. The Pastoral Council, of which Father Bill is a member, is responsible for maintaining and updating the parish plan.

During its formative years, the new parish, nestled in the northwestern countryside of Hunterdon County bristled with enthusiasm, and drew upon the support of the entire local Christian Community.

In 20 years the parish grew out of the dreams of a handful of local families into an active Christian Community of over 500 families and has now stabilized at approximately 324 families. Under Fr. Mickiewicz's leadership, the Community grew rapidly, and attracted members far beyond traditional Parish boundaries. Families interested in St. John's spiritual experience and its heavy emphasis on Social Ministry were drawn to the Community. During the early years, the community developed a long term building plan and successfully implemented a capital campaign for phases 1 and 2.

By the end of its first 20 years, the Parish had matured. Membership stabilized and physical facilities were substantially in place by the spring of 2003. (Church Center, Parish Office building, Pastor's residence)

In the spring of 2004, and in response to the changing environment and community needs, including the changing role of the laity, Fr. Mickiewicz formed the Governance Planning Group which developed the Covenant. The Pastoral Council was subsequently created, designed to operate in a manner similar to the original planning board of 1986-1987, which continued to function during the building of the church center. The purpose of the new council would be to reflect on pastoral matters, to define priority pastoral goals, and to discern the long term objectives of the parish. The Pastoral Council was officially commissioned on Pentecost Sunday 2005. *Details on the roles and responsibilities of the Council are outlined in a separate parish document called the Covenant.*

The Pastoral Council selected the development of a 5 year plan as its first major undertaking. By the beginning of 2006, the Council began the plan development process. The process included substantial research, gathering data both internally and externally. It sought a broad base of input from Council members, staff, individuals active in lay ministries, and the Parish membership. The planning process was completed and the plan was adopted in the summer of 2006, just one year following the formation of the Pastoral Council, and just prior to the 25th anniversary of the Parish's formation.

This document is intended as a road map for the Community. It is not static. It must be continuously reviewed and updated annually to meet the needs of the Community.

With the help of the Holy Spirit, this 5 year plan will guide CCSJN into the future. It will provide a vehicle for every parishioner to understand and influence the direction of the Community. More importantly, each individual can decide how best to adapt one's individual stewardship to the changing needs of the CCSJN.

Organization of this Plan

I. This plan is organized in a manner to present key strategies and objectives in an understandable format. The strategies are organized to follow **10** basic areas of CCSJN Parish life:

Connxions/Religious Formation
Social Ministry
Stewardship
Finance
Fundraising
Property Management
Leadership
Worship and Spirituality
Youth Group
Information Technology

II. There are **5** appendices to the Plan. These appendices were developed as part of the information gathering process, and were completed prior to the selection of key strategies and objectives.

The 5 appendices are:

- A. CCSJN areas of Parish life
- B. Current environment – reflects current conditions which impact our planning needs and implementation. It describes conditions in the global and local Church, the social environment, and the Califon Community in which we reside.
- C. SWOT analysis
This section provides a consensus view of the Community’s Strengths, Weaknesses, Opportunities and Threats.
- D. Assumptions
This section provides a brief list of assumptions which will impact the planning period. This Plan is geared to address the anticipated Environment created by these assumptions.
- E. A variety of information was collected to understand the current situation and to support the need for selected strategies and objectives.

III. Pastoral Council members serve as liaison to one of the 7 areas of Pastoral Life. The intent of this role is to engage in collaboration with staff and ministries in order to foster ownership of the parish within the entire CCSJN.

The processes of listening, communicating, and updating the 5 year plan implementation is at the core of the Pastoral Council’s activities. There is an annual plan review, with presentation by members of the Pastoral Council, staff and laity responsible for the ministries within each area of Parish Life. Recommendations for consideration by the Pastoral Council and any issues that surface will be addressed during this process.

Relationship of Goals, Objectives and Strategies

For each goal, one or more objectives and strategies will be presented in the following document. A goal is defined as the desired result to be achieved by the end of the planning period. Objective is defined as a measurable target, against which progress can be measured. A strategy is a specific action or task which builds support for the goal and objectives. The individual or group responsible for implementation is identified, along with targeted completion dates.

Overarching Goals

The Parish Five Year Plan contains many goals that appropriately cover all aspects of parish life. There are six, however, that are general in nature and are described as “Overarching Goals”. They provide guidance for all the others. The Overarching Goals also define the character of St. John Neumann and provide a sense of priority and urgency for their accomplishment.

Overarching Goals

1. To acknowledge that we are a Eucharistic people called to ministry and service, celebrating the presence of Christ in our midst, especially at Liturgy.
2. To formalize the Parish planning process by developing a Five Year Plan that keys in on the seven essential elements of our parish life.
3. To promote a genuine sense of ownership among all parishioners including our teens and children.
4. To foster within our parish community the use of the Shared Wisdom concepts of inclusion, active listening, open and honest communication and shared decision making in all ministries.
5. To nurture key concepts of Vatican II including an appreciation of the scriptures, the support of ecumenism, a call to serve the greater community, and active engagement in celebration.
6. To embed within all of our ministries, but especially our social and fund raising activities, an effort to build and strengthen personal relationships and a sense of community.

AREA OF PARISH LIFE

Connexions/Religious Formation

Last Update: 01/2014

I. Goal: Foster an experience of renewal in the hearts of as many believers as possible, so they can lead a more active Catholic life and deepen their understanding of faith.

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Develop experiences to deepen their communion with Christ and their community by fostering closer relationships among parishioners.			
Strategies:			
1.) Organize faith sharing groups to focus on knowing Christ and the community through dialogue, prayer and meditation.	Lent 2014	Each Lent	Connexions/ Rel.Formation
2.) Create a Parish Retreat experience (with REAB, PC)	Fall 2015	Lent 2016	PC, REAB, Connexions/Rel.Formation
3.) Offer ministry training for interested parishioners.	2014	2018	Connexions
4.) Update Parish Directory quarterly with new families	Mar 2014	2018	Welcome Committee
5.) Promote opportunities for social and recreational connections through community activities	2014	2018	Connexions
6.) Encourage young adults to participate in ministries	Jan. 2014	2018	Connexions
7.) Plan and promote a summer long community program including all areas of parish life.	Jan. 2014	Oct. 2014	Connexions
8.) Create support group to aid fellow parishioners with life's difficulties.	Mar. 2014	2018	Connexions

Connexions/Religious Formation cont'd	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
B. Objective:			
Continually revitalize all ministries by consistently recruiting new members.			
Strategies:			
1.) Implement the personal contact method for the call of people to ministry.	Jan 2014	Ongoing	Connexions
2.) Use website and social media to stimulate interest in ministries.	2014	Ongoing	Media Team
3.) Use bulletin, announcements and personal follow-up to engage people for specific ministerial needs.	2014	Monthly	Connexions
4.) Keep current hard and soft copies of ministries' descriptions.	Feb 2014	April 2014	Connexions
5.) Hold a Ministry Collaboration Evening	Feb 2014	Annually	Connexion
6.) Contact parishioners regarding Stewardship volunteer forms.	Jan 2014	Ongoing	Connexions
II. Goal: Welcome new parishioners into our family by creating an atmosphere of caring.			
A. Objective:			
Develop a format of introducing new members to all of parish activities.			
Strategies:			
1.) Introduce new parishioners via photos on bulletin board	Ongoing	Quarterly	Pastoral Asst
2.) Use Discover St. Johns to register and welcome new families	Ongoing	Quaterly	Welcome Team
3.) Develop and implement strategies to reach out to new families.	Mar 2014	Dec 2018	Connxions
4.) Offer Children's Bulletin for use during Mass	Jan 2014	Dec 2018	Connxions
5.) Keep in contact with families after Baptism	Jan 2014	Dec 2018	Baptism Team
III. Goal: Reach out to those who have wandered or left the fold of the parish or left the Christian faith			
A. Objective:			
Reconnect with people and make welcoming back a reality			

Connexions/Religious Formation cont'd	Start	Complete	Responsibility
Strategies:			
1.) Invite families of 4 year olds to a preparation session to religious ed	May 2014	2018	Connexions
2.) Work with Pastor to reach out to people whose children have been fully initiated, but then never returned	2014	2018	Pastor/Connexions
3.) Reconnect with families who no longer come to church	2014	2018	Pastor/Connexions
4.) Continue Reach Out Program to reach former parishioners	2014	Dec. 2018	Connexions
5.) Create and send welcome letter to new area residents (from newspaper land records) inviting them to church	2014	Dec 2018	Connexions
6.) Provide information on church activities in local town newsletters	2014	Quarterly	PR Team
7.) Send press releases to newspapers on events	2014	Quarterly	PR Team
8.) Create a Parish Powerpoint for website	Mar 2014	Spring 2014	Website Team
9.) Mail cards to parishioner college students	2014	2018	Pastor & Team
10.) Contact Neumann Center at colleges to connect our students	2014	2018	Pastor
11.) Participate in local radio programs	2014	Annually	Pastor
12.) Reach out to estranged people following Pope Francis' inclusive approach	2014	2016	Pastor
13.) Place invitation flyer in pews at Christmas and Easter	2014	Annually	Pastor
IV. Goal: Reach out to the wider local and ecumenical community.			
A. Objective:			
Create/Deepen our bonds with others that follow Jesus Christ			
Strategies:			
1.) Promote joint activities framed around recreational and social connections	2014	2018	Connexions
2.) Dialogue with Califon Ecumenical community regarding social ministry outreach.	2014	2018	Connexions and Social Ministry

AREA OF PARISH LIFE

Social Ministry

Last Update: 01/02/2014

I. Goal: Promote an understanding of the need for Peace and Social Justice

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Develop means to motivate the community towards advocacy for Social Justice.			
Strategies:			
1.) Develop a plan to connect worship with social action and justice		Ongoing	SM/Liturgy Ministry
2.) Present films and speakers that address these issues	Feb 2014	2019	SM
3.) Encourage community to participate in Diocesan workshops		Ongoing	SM/Connxions
II. Goal: Develop ministerial programs to meet the needs of our parish and the greater community			
A. Objective:			
Develop a plan to increase and strengthen participation in existing and new social ministries among all community members but especially our teens and children			
Strategies:			
1.) Plan and direct summer garden tours to spur interest		Ongoing	Garden Coordinator
2.) Have catechetical programs provide ongoing care of the garden and include the use of the garden to tie in with lessons.	2014	2019	Garden Coordinator & Religious Ed. Director
3.) As participation increases, expand the side of the garden	2014	2019	Garden Coordinator
4.) Continue to integrate the garden with other social ministry activities including SHIP's Galley Soup Kitchen and Elijah's Promise		Ongoing	Garden Coordinator/ SM
B. Objective:			
Explore new opportunities to answer the call of Pope Francis in being inclusive.			

Social Ministry cont'd	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies: (Social Ministry cont'd)			
1.) Promote participation with town and county wide churches in the set-up of an emergency vehicle	2014	2019	SM/Connxions
2.) Coordinate Social Ministry activities with other communities within our Deanery		Ongoing	SM/Deanery
3.) Develop a proactive emergency response system to reach out to the elderly and families in need during a disaster		Ongoing	Pastor/SM

AREA OF PARISH LIFE

Stewardship

Last Update: 1/17/2013

I. Goal: Foster a sense of ownership among all parishioners through Stewardship.

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Encourage everyone to volunteer for some activity, ministry or service by donating their time and/or talent.			
Strategies:			
1.) Expand the Stewardship Committee and expand its role to match parish needs to volunteers to coordinate and create a committee under the direction of a parish staff member to the matching of parish needs to volunteers.		Ongoing	Stewardship
2.) Maintain a communications process to encourage parish volunteerism.		Ongoing	Stewardship
B. Objective:			
Sponsor a parish or mission in an underdeveloped area of the US or internationally in order to increase our outreach ministries to expand our global horizons.			
Strategies:			
1.) Continue to support a Parish or mission in the U.S or internationally i.e., St. Mary Coburn, VA		Ongoing	Stewardship
2.) Support Global Fair Trade Practices		Ongoing	Stewardship/Parish
3.) Stewardship weekend dedicated to 10,000 villages.	Fall 2014		Stewardship
C. Objective:			
Encourage Parishioners to adopt practices that foster environmental stewardship			
Strategies:			
1.) Raise Environmental awareness through:			
a.) Monthly bulletin article		Ongoing	Stewardship

(Stewardship cont'd)	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies:		Ongoing	Stewardship
b.) Garden			
2.) Develop plan to expand Parish recycling		Ongoing	Stewardship
3.) Find additional substitutions for non-recyclable products i.e. bags		Ongoing	Stewardship

AREA OF PARISH LIFE

Finance

Last Update: 01/02/2014

I. Goal: Build the Parish’s Financial Strength and Ability by working to ensure the financial stability as an imperative for all we hope to do at CCSJN.

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Continuously review staffing			
Strategies:			
1.) Desk audit of existing staff		Ongoing	Pastor/Staff
2.) Pursue volunteers for paid positions		Ongoing	Pastor/Staff
B. Objective			
Increase Revenues			
Strategies:			
1.) Increase participation in automated weekly giving by continuing with media campaign in bulletin		Ongoing	Pastor/Staff/ Finance Council
2.) Continue with Stewardship information and facilitate a fully engaged community where everyone contributes time, talent and treasure		Ongoing	Pastor/Staff Finance Council
3.) Bolster novel revenue generation mechanisms and participation in fundraising although our goal should be to reduce our dependency on unpredictable fundraising		Ongoing	Pastor/Staff/ Finance Council
4.) Understand economic situation in the parish both through parishioners and relative to overall economic health of the parish		Ongoing	Pastor/Staff/ Finance Council
5.) Maintain adequate reserve funds to cover unforeseen expenses of the parish		Ongoing	Finance Council
C. Objective:			
Monitor Expenses			
Strategies:			
1.) Monitor and evaluate all financial expenditure requests to ensure that they fall within established budgetary constraints		Ongoing	Finance Council

(Fundraising cont'd)	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies:			
2.) Ongoing discussions at monthly Budget meetings to ensure that Parish resources are being used appropriately		Ongoing	Finance Council
3.) Review, adjust, finalize and consolidate the annual budget of the Parish in consultation with the Pastor to present to the Pastoral Council		Ongoing	Finance Council
4.) Conduct studies, create or devise plans and alternatives and make necessary recommendations to avert shortfalls in income projections		Ongoing	Pastor/Staff/ Finance Council
5.) Review twice a year (January/June with the Parish Property Management Committee to ensure adequate funding for various projects		Ongoing	Finance Council

AREA OF PARISH LIFE

Fundraising

Last Update: 12/6/2012

Goal 1: To oversee the fundraising efforts of the parish in order to ensure adequate income is being generated to help meet the financial needs as identified by the Finance Committee

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Identify financial goals of the fundraising committee			
Strategies:			
1.) Meet with the Finance Committee every 6 months to analyze current and projects financial gaps	Biannually (October & April)	Ongoing	Fundraising/Finance
B. Objective:			
Maintain and evaluate the success of current fundraising efforts			
Strategies:			
1.) Invite each event’s chairperson to the next Fundraising meeting after the event occurs		Ongoing	Fundraising/Event Chair
a.) Evaluate the fundraising efforts based on financial on-going reports		Ongoing	Fundraising
b.) Analyze the weaknesses and the issues as well as the successes		Ongoing	Fundraising
c.) Balance the number and type of fundraisers and ensure realistic fundraising events and timing			Fundraising
C. Objective:			
Brainstorming new fundraising events			
Strategies:			
1.) Every 3 months set aside time at the Fundraising meeting to brainstorm		Ongoing	Fundraising
2.) Solicit ideas from the community		Ongoing	Fundraising
D. Objective:			
Encourage wider involvement by parishioners in Fundraising activities	1Q14	2Q14	Fundraising

(Fundraising cont'd)	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies:			
1.) Review Time, Talent and Treasure forms	Annually January/February		Fundraising
2.) Survey SJN community and analyze results <i>(strategy listed in 2013- check if remains a strategy)</i>	First 6 months 2014		Fundraising
3.) Determine if current Fundraising efforts are adequate to support St John's	Annually at the end of the fiscal year		Fundraising
4.) Participate in a Ministry /Committee focused Town Hall meeting (if acceptable)	2014		Fundraising plus others

AREA OF PARISH LIFE
Property Management

Last Update: 12/7/2012

Goal 1: Ensure that our facilities meet the needs of the parish and its ministries, and that the physical plant is appropriately maintained.

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Update the master site plan through 2021			
Strategies:			
1.) Meet with different groups to discuss hopes for future use and needs.		March 2014	Property Management
B. Objective:			
Maintain current the Capital Expense Schedule, Maintenance and Replacement Plan			
Strategies:			
1.) Review the Capital Expense Schedule, Maintenance and Replacement Plan	Annually (February)		Property Management
C. Objective:			
Evaluate Greening options for SJN Physical Plant	Pending		Property Management

AREA OF PARISH LIFE

Leadership

Last Update: 01/2014

- I. **Goal:** Accelerate the development of leadership skills and encourage leadership roles required to promote faith formation and meet the changing needs of Parish.

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Strengthen the Pastoral Council through membership recruitment, enhancing knowledge and skills, and facilitating interest in leadership roles			
Strategies:			
1.) Identify, encourage and recruit new Pastoral Council members.	Jan each year	April each year	Pastoral Council
2.) Evaluate effectiveness of and address Stewardship Questionnaires of those interested in ministry leadership	Jan 2014	Mar 2014	Stewardship Liaison
3.) Encourage individual members to attend workshops, seminars, etc. on effective Pastoral Councils, leadership and faith formation and share information with the Council	Ongoing		Pastor/Pastoral Council Chair
B. Objective:			
Educate parishioners as to their role as leaders and witnesses in our community			
Strategies:			
1.) Evaluate the changing roles of the pastor, deacon, and laity	Jan 2014		Pastoral Council/
2.) Recruit and support candidates for the diaconate	Jan 2014		Pastoral Council
3.) Facilitate education of future leaders for ministry positions; encourage ministries to develop and communicate continuity/transition plans		Ongoing	Pastoral Council

(Leadership cont'd)	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies:			
4.) Promote and support a plan for ministry leadership and communicate same via town meetings, community coffees etc.		Ongoing	Pastoral Council
5.) Meet with ministry chairpersons about developing and communicating the Five Year Plan.	June each year	September each year	Pastoral Council
C. Objective:			
As the leadership council, encourage and enhance parish life and faith formation to promote out mission			
Strategies:			
1.) Review the St. John Neumann Five Year Plan to ensure that it supports our parish viability and mission	Jan each year	Feb each year	Pastoral Council
2.) Define and communicate the Ministry Liaison role	June each year	Sept each year	Pastoral Council/Leadership Committee

AREA OF PARISH LIFE
Worship and Spirituality

Last Update: 2014

I. **Goal:** Promote general increased sense of Community involvement and ownership of our Parish liturgies.

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Evaluate and improve parishioner's welcoming one another to liturgy			
Strategies:			
1.) Promote greeting one another at the beginning of Mass		Ongoing	Worship and Spirituality
B. Objective:			
Evaluate and improve all existing liturgical ministries			
Strategies:			
1.) Continue recruitment, training, and formation of all liturgical ministers: Altar Servers, Lectors and Ministers of the Eucharist		Ongoing	Pastor/Worship and Spirituality
2.) Reformulate a Liturgical Committee		Continue?	
II. Goal: Promote the sense that we grow in holiness together			
Objective:			
Evaluate current strategies and develop opportunities for spiritual growth through liturgy for parishioners of all ages			
Strategies:			
1.) Evaluate current strategies and develop opportunities for spiritual growth through liturgy for parishioners of all ages		Ongoing	Pastor/Worship and Spirituality

AREA OF PARISH LIFE
Youth Ministry

New: 01/02/2014

I. Goal: Expand the number of active high school youth members in our group.

	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
A. Objective:			
Use communication to gain more members.			
Strategies:			
1.) Call parents to make them aware of events so they will encourage their child to come.	Jan 2014	Ongoing	Core Team
2.) Have youth speak at Mass-quickly announcing upcoming events.	Jan 2014	Ongoing	Core Team
3.) Make a commercial for after Masses showing fun activities at our youth gatherings.	Mar 2014	Jan 2015	Members
4.) Have youth text others about activities. (but not while driving)	Mar 2014	Ongoing	Core Team
5.) Use carriage house sign to make more people aware of active youth group.	Jan 2014	Ongoing	Facilitator
6.) Talk to Confirmandi and invite them to join us.	May 2014	October 2014	Retreat Team
7.) Encourage those who go on Catholic Heart Work Group to join the Youth Group	June 2014	Sept 2014	Members
B. Objective:			
Use feedback from current members to improve meetings so that more people will join.			
Strategies:			
1.) Ask people for feedback.	Jan 2014	Ongoing	Core Team
2.) Make a suggestion box for ideas.	Jan 2014	Jan 2014	Members
3.) Ask members to attend core planning meetings to get more opinions and help planning.	Jan 2014	Ongoing	Core Team

(Youth Ministry cont'd)	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies:			
4.) Use fun to attract and build membership.	Jan 2014	Ongoing	Core Team
5.) Ask those who do not come for feedback as to why they don't come.	April 2014	Ongoing	Facilitator
II. Goal: Growth of Faith			
A. Objective:			
Give members the opportunity to increase their spirituality.			
Strategies:			
1.) Consider discussion topics for gatherings.	Jan 2014	Ongoing	Core Team
2.) Have short Bible Studies sessions at gatherings.	Jan 2014	Ongoing	Core Team
3.) Have group discussions pertaining to teen life, religion, and spirituality.	Jan 2014	Ongoing	Adult Speakers
4.) Encourage participation in monthly Youth Mass.	Jan 2014	Dec 2014	Parish
5.) Catholic Heart Work Camp	Jun 2014	Ongoing	Core Team
6.) Encourage participation as leaders at the Confirmandi retreat.	June 2014	Oct 2014	Retreat Team
7.) Offer retreats.	Mar 2104	May 2014	Facilitator
8.) Promote diocesan youth events to members.	Jan 2014	May 2014	Pastor
III. Goal: Service			
A. Objective:			
To help others.			
Strategies:			
1.) Service project every quarter .	Feb 2014	Quarterly	Core Team
2.) Promote Catholic Heart Work Camp.	Jul 2014	June 2014	Members
3.) Motivate members to serve individually.	Jan 2014	May 2014	Core Team

(Youth Group cont'd)	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies:			
4.) Encourage members to participate actively in stewardship at St. John Neumann.	Nov 2014	May 2015	Facilitator
B. Objective:			
Growing through the love of the Lord through the faith formation of each member.			
Strategies:			
1.) Encourage members to participate in the stewardship opportunities at St. John's and at High School.	Feb 2014	June 2014	Members
2.) Welcome larger community into youth group activities and service projects.	Oct 2014	June 2015	Members
IV. Goal: Fun			
A. Objective:			
Enjoy life with friends and local community.			
Strategies:			
1.) Build community among members.	Jan 2014	June 2014	Members
2.) Lock-in retreat.	Mar 2015	May 2015	Facilitator
3.) Offsite activities, i.e., skiing, bowling, Mudd Run	Jan 2014	Aug 2014	Parent Helpers
4.) Gather nights offering: Sports and games Forming new friendships Forming community Food is fun.	Jan 2014	Dec 2014	Members
V. Goal: Succession Planning to ensure the Youth Group continues			
A. Objective:			
Teach other members to take over leadership.			

(Youth Group cont'd)	<u>Start</u>	<u>Complete</u>	<u>Responsibility</u>
Strategies:			
1.) Continuity Programs	Jan 2014	Dec 2014	Core Team, Members
2.) Encourage feedback on events for improving for future.	Jan 2014	Dec 2014	Members
3.) Debriefing group on past activities.	Jan 2014	Dec 2014	Core Team, Members
4.) Information on how to run activities	Jan 2014	Dec 2014	Core Team, Facilitator
5.) All participants share the responsibility to set-up and break down after meetings.	Jan 2014	Dec 2014	Members
6.) Rotate attendance to the core planning meetings with younger members.	Jan 2014	Dec 2014	Members
7.) Keep records of past activities, events, planning and critique.	Jan 2014	Dec 2014	Facilitator
8.) Ask younger members to periodically help with planning an activity.	Jan 2014	Dec 2014	Core Team, Members
9.) Ask for help from parents.	Jan 2014	Dec 2014	Core Team, Members