



**St. Casimir/St. Brigid/St. Elizabeth of Hungary
Evangelization-Based Strategic Pastoral Plan 2020**

Our Vision

When we encounter Christ in Word and Sacrament and spread the Gospel through sharing, healing, love and unity, we contribute to a world where people in our transient community find a spiritual home in a turbulent world, discover their gifts, and find purpose in their lives because they have come to believe in Jesus Christ through the work of the Holy Spirit in us and in them.

Our Sacred Purpose (Mission)

To welcome, evangelize and be inclusive so that we can grow in faith and bring ourselves and others closer to God and each other, while being anchored in the East Baltimore community.

The Planning Process

St. Casimir, St. Brigid and St. Elizabeth of Hungary were formed as a pastorate when Fr. Dennis Grumsey was assigned as pastor of all three parishes in the summer of 2017. This pastorate was part of the pilot phase and there was a need for transition time as all three parishes had a history of having their own pastor. The pastorate formed a planning team with representation from all three parishes. In their first year, the team recommended a reduction in Masses offered between the three parishes. They also looked at the community demographics and the status of each parish in the pastorate. Due to declining attendance, lack of focused ministry and leadership, and after consultation with the parishioners at St. Brigid and the Catholic Center, it was decided that St. Brigid would no longer be used as a worship site for the pastorate. The last Mass at this church was celebrated in February of 2019.

The pastorate council/planning team was reconvened after the attrition of several members in April of 2019. They participated in the Sacred Purpose Workshop and outlined the key themes of their pastorate mission. They also did a visioning workshop where they dreamed of God's preferred future for the pastorate, recognizing the need to minister for and with the young transient adults who are in Canton. They discussed the core mission priorities, developed objectives, critical success factors and barriers for each one and brainstormed strategies, particularly ones that could target young adults and address their facilities and finances. They discussed their priority strategies.

In late October/early November of 2019, they shared their plan with the parishioners and held two listening sessions to get feedback on the priorities and the possibility of merging the three parishes in the future.

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 every closer to Christ. They also embody the hallmarks of an evangelizing, mission-focused parish.



Liturgy



To fully and intentionally engage in prayer, worship and sacramental life that flow from baptism and reverential participation in the Eucharist - the source and summit of our faith.

Encounter



To continually experience our own conversion and bring others to experience the same through evangelization, reveling the truth of the Gospel and witnessing to others how we ourselves have encountered Christ.

Sending



To bring Christ to the world, practicing discipleship and encouraging each other through friendship and service as we support the work of the Church, provide for the material and pastoral care of the poor and suffering and advocate for the discernment of vocations in life, especially priestly vocations for those who feel called in this way.

Welcome



To practice radical hospitality and welcome as Jesus did, seeking out the disenfranchised and vulnerable and creating a sense of fellowship and belonging that is grounded in love for each other and humble gratitude to God.

Accompaniment



To grow as disciples of Christ and nurture growth in others as we study, share, and live out the teachings of Christ and his Church through education, faith formation, and discipleship endeavors.

Mission Support



To enact wise stewardship of the gifts God has granted us, the legacy entrusted to us by those who have preceded us in the faith, and the hope that lies in future generations of the faithful, so that our resources may be channeled to support the mission of disciple-making first and foremost.

GOALS, OBJECTIVES, CRITICAL SUCCESS

Goals

Objectives

LITURGY

	Objectives	Baseline	1 st Year	3 rd Year	Way to Measure
1	Increase positive responses in a survey by 3% per year on prayer and liturgy	Not Available	Increase by 3%	Increase by 9%	Survey

WELCOME

	Objectives	Baseline	1 st Year	3 rd Year	Way to Measure
1	Increase in new parishioner registrations by 10% per year	64	70	82	Parish Soft

ENCOUNTER

	Objectives	Baseline	1 st Year	3 rd Year	Way to Measure
1	Increase number of students and parents from school inquiring about faith by 2% per year	10	12	16	Monitor this yearly
2	Increase participation in small prayer groups by 2% per year	10	12	16	Monitor this yearly

ACCOMPANIMENT

	Objectives	Baseline	1 st Year	3 rd Year	Way to Measure
1	Increase in positive responses by 3% per year of those surveyed after sacramental preparation	Not Available	Increase by 3%	Increase by 5%	Survey
2	Increase the number of people attending faith formation programs by 5% per year	60	Increase by 3%	Increase by 5%	Parish Soft

FACTORS & BARRIERS, AND STRATEGIES

* Indicates Priority Strategy

Critical Success Factors/Barriers

Strategies

CSFs

Sense of intentional community – receiving and giving. Need a sense of belonging and ownership

Barriers

- 1) No A/C
- 2) People don't understand the meaning of the true presence of Christ in the Eucharist
- 3) People come late and leave early
- 4) Parking
- 5) Liturgical ministers don't always attend when scheduled

*L1

Implement Eucharistic Adoration beginning monthly to attract more young adults

L2

Continue to provide liturgical catechesis for community

L3

Make good use of Word on Fire subscription – make it better known to parishioners

L4

Themes at end of each Sunday homily with email or flocknote backup

L5

Look at possibility of having one mass each weekend geared to young adults

L6

Ministry weekend sign-up (service, personal invitation)

CSFs

- 1) Hospitality – trained, open and knowledgeable
- 2) Welcome follow up plan/strategy

Barriers

- 1) Lack of information – do they feel welcome?
- 2) Lack of volunteers and proper training
- 4) Getting people to come to us for the first time
- 5) Lack of Promotion
- 6) Lack of welcoming strategies
- 7) Lack of people willing to invite others to participate.

*W1

Update website and social media presence as entry point to welcome to the pastorate.

*W2

Put together and deliver welcome packet for new residents in Canton area

W3

Representatives of Pastorate present and engaged in community events

W4

Representation at Community Associations – Canton and Patterson Park

W5

Have more current parishioners' welcome newcomers

W6

Welcome table in vestibule of church

W7

Registration and office business once a month in the vestibule

W8

Leaving church open with a docent/guard throughout the day

CSFs

- 1) Opportunities for people from all walks of life to encounter Christ (e.g. Alpha, RCIA, others?)
- 2) Core people on board to carry out the mission (charismatic leaders, newly baptized and confirmed)

Barriers

- 1) Lack of trust in the Church
- 2) Conflicting priorities/schedules
- 3) Some just want to attend Mass only
- 4) Lack of a personal prayer life
- 5) Hesitancy in approaching people
- 6) No continued family foundation of faith.
- 7) Lack of people who are willing to evangelize
- 8) People who believe they know their faith and are closed off to encounter Jesus more deeply

E1

ALPHA program to invite people into a relationship with Christ.

E2

Get Prayer Group participant to do ALPHA and consider leadership role on Parish ALPHA in 2020

E3

Help parishioners have a deeper awareness of encounter with Christ – RCIA, Baptisms etc.

E4

Meet with School parents and invite them to learn about the pastorate and the Catholic Faith

CSFs

- 1) Conscious plan/branches to move people to next step i.e. intellectual, action, beauty of the Church
- 2) Assessment of gifts of the people

Barriers

- 1) Lack of volunteers to lead faith formation endeavors
- 2) Follow up invitation to invite young people to get involved
- 3) Not accepting people where they are
- 4) Lack of interest/commitment

*A1

Do Pre-Cana and partner mentors with those celebrating sacraments – i.e. Baptisms, Matrimony, Confirmation, RCIA

A2

Faith Formation Committee to animate formation for all age levels.

A3

Survey of young adults 18-35 to see what they would like to have in the parish

A4

Archdiocesan representative (Sarah) come to talk to young adults about vocations to married, single and religious life.

A5

Survey of Seniors (50+) to address their needs

GOALS, OBJECTIVES, CRITICAL SUCCESS

Goals Objectives

SENDING

	Objectives	Baseline	1 st Year	3 rd Year	Way to Measure
1	Increase positive responses of survey of families sharing faith by 2% per year	Not Available	Increase by 2%	Increase by 6%	Survey
2	Increase the number of liturgical ministers by 5% per year	121	Increase by 2%	Increase by 5%	Parish Consolidated Report
3	Increase in donations or people helped by outreach by 5% per year	Not currently available	Increase by 5%	Increase by 15%	Year End Financial Report

MISSION SUPPORT

	Objectives	Baseline	1 st Year	3 rd Year	Way to Measure
1	Increase offertory and EFT participation by 10% per year	\$152,399/ \$459,374	Increase by 10%	Increase by 15%	Parish Soft
2	Decrease percentage of facilities cost over offertory by 3% per year	46.15%	Decrease by 3%	Decrease by 9%	Year End Financial Report
3	Increase volunteers and volunteer hours by 5% per year	200	Increase by 5%	Increase by 15%	Monitor this yearly

CURRENT

Current Activities	Deliverables
L1—Implement Eucharistic Adoration beginning monthly to attract more young adults	Recommendation of time and day to attract Young Adults. Visit other parishes who have been successful in this ministry. Talk to Young Adults. Collaborate with Sarah Jarzembowski
W1—Update website and social media presence as entry point to welcome to the pastorate.	Dedicated staff person/parishioner. Could also do communications
W2—Put together and deliver welcome packet for new residents in Canton area	Research of best practices (Nativity?, real estate agents?). Get list of new people who move into area. Consider wine and cheese welcome gathering
A1—Do Pre-Cana and partner mentors with those celebrating sacraments – i.e. Baptisms, Matrimony, Confirmation, RCIA	Do this at St. Elizabeth's? Consider best ways for marriage prep and mentor couples. Start with Marriage, then move to other sacraments. Collaborate with Edward Herrera.
S1—Recruit a volunteer coordinator and have training and outreach for volunteers	Look at possible gift assessments. Consider revamping part of registration form that asks for help. Use staff hire or parishioner volunteer.
MS 1—Explore the possibility of merging the three parishes in the pastorate to align our resources to support the evangelization efforts	Look at canonical requirements. Julie and Daphne from the Office of Pastoral Planning to help with this.
MS2—To assess the buildings in the pastorate to consolidate assets in support of the evangelization strategies	Look at maintenance, usage of buildings, costs, upgrades recommended. Make sure to include school

FACTORS & BARRIERS, AND STRATEGIES

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Critical Success Factors/Barriers

Strategies

CSFs

1) Developed understanding of how, what, when, where and why of missionary discipleship

Barriers

- 1) Lack of Commitment
- 2) Proper training and lack of information provided to encourage people to participate
- 3) Lack of intercession prayer (especially to the purpose of outreach)
- 4) Lack of courage to approach young person about vocations
- 5) Lack of a formal presentation re vocations
- 6) Lack of priests/volunteers
- 7) Everyone has a role in sending, they don't recognize this.

- *S1** Recruit a volunteer coordinator and have training and outreach for volunteers
- S2** Have a presence at events in the area so community connects with our outreach
- S3** Have a voter registration drive to emphasize the importance of Catholics forming their civic consciences as citizens
- S4** Those who serve the poor come together to share their experiences with a moderator. i.e. Beans and Bread, My Sister's Place, Christopher's Place etc.

CSFs

- 1) Developed understanding of stewardship and why we give
- 2) Monthly expenses listed in bulletin
- 3) Comprehensive report of facilities

Barriers

- 1) Abuse scandal caused decrease in offertory
- 2) Financial status of people in community
- 3) People don't understand where the money goes
- 4) Some ministries require ongoing commitments
- 5) Lack of volunteers
- 6) Facilities Costs
- 7) Facility quality

- *MS1** Explore the possibility of merging the three parishes in the pastorate to align our resources to support the evangelization efforts
- *MS2** To assess the buildings in the pastorate to consolidate assets in support of the evangelization strategies
- MS3** Survey parishioners and find out their gift – make use of their gifts to assist the pastorate
- MS4** Look at rentals and rental agreements and determine true cost to the parish.

PRIORITIES

Who	When
Liturgy Committee, Mike Wentworth	Ongoing
Fr. Andy, Val, Laura Gaworecki	In Process. Complete by June 2020
Rick Williams, Stef. P., Kate M., Adam	In Process. Complete by June 2020
Jones, Steve and Jean	In Process. Complete by December 2020
Sue Harris, Bill Malfara	In Process. Complete by June 2020
Fr. Dennis Grumsey	In Process. Complete by June 2020
Steve Cieslak, Fr. Dennis, Bernie, Chris Derkacz, Troy Morrocco	In Process. Complete by March 2020

Our Monitoring Plan

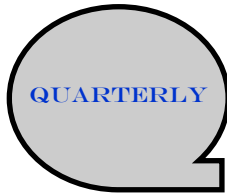
In order to ensure that our plan becomes a living document, co-owned and stewarded by God's people, we commit to the following regular opportunities to bear witness to the fruits of the Holy Spirit working through us to move closer to the vision of God's preferred future.



MONTHLY

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

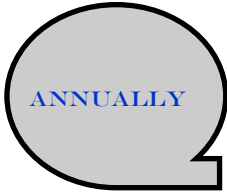
- What—Update on specific strategies by Plan Coordinator. Updates provided by Champions
- To Whom—Pastor, Pastoral Council and Finance Council as needed
- How—At monthly Pastoral Council and Finance Council Meetings



QUARTERLY

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



ANNUALLY

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.



4) SOCIALIZE

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



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.



9) CONNECT

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

How can I get involved?

Be Missionary Disciples

THE ARCHDIOCESE OF BALTIMORE



8) SUPPORT

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



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.