

Salem Catholic Collaborative

Immaculate Conception, St. James
& St. John the Baptist



PASTORAL PLAN

July 2015 – June 2018

“Go therefore and make disciples”



Dear Friends,

I love Salem! I especially love you, the wonderful people of the Salem Catholic Collaborative – made up of the Parishes of Immaculate Conception, St. James, and St. John the Baptist. You have welcomed me into the family. Thank you!

I'll bet most of us are grateful for God's many blessings - especially our faith. It gives so much joy, support, and meaning to our lives. It connects us with Jesus, ensuring us that we never walk alone! It helps us form a personal relationship with Jesus. What a treasure our Catholic faith is!

It breaks our heart, seeing many of our loved ones not sharing the joy we have from knowing Jesus and being an active Catholic. **What can we do to help those disconnected from the Church receive this joyful gift of knowing Jesus as an active Catholic?**

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In addition, having been blessed by the influence of so many wonderful priests over the years, we now confront a major shortage in the short to intermediate term. **What can we do to help gifted young men hear God's call to priesthood and respond "yes"?**

We feel compassion for the needs of the poor, unborn, immigrants and marginalized. **What can we do to help and love Jesus, who is present in the "least" of our brothers and sisters?**

While grateful for our Catholic faith, we all know there is always room to grow, a growth that will bring us more joy, purpose, hope and love. **What can we do to help Jesus lead us to an even better and more joyful relationship with him in his family, the Catholic Church?**

The Pastoral Plan we present in this booklet boldly addresses the questions underlined above. It was developed over an entire year, by a committee from our collaborative, chaired by me, in repeated consultation with various Salem parish and collaborative committees, and with Cardinal Sean personally.

The plan follows from Jesus' dream for us. Jesus desires that we will: (1) bring home our loved ones who are rarely at Church, (2) turn around the priest shortage, (3) do more for the "least" of our brothers and sisters, and (4) all our life long, grow in our relationship with him. I am enthusiastic about the big difference for the better this plan will play in helping make Jesus's dream for us a reality. Thank you in advance, for the part you will play in it!

God bless you! -Fr. Dan

OUR MISSION

Jesus' "Great Commission" is to "Go therefore and make disciples." We exist to make disciples.

We make disciples by...

- ...being disciples of Jesus.
- ...inviting our cherished brothers and sisters who are at Sunday Mass to grow as disciples, especially by being transformed through a growing personal relationship with Jesus.
- ...finding, going out to, inviting, and attracting home our beloved brothers and sisters who are rarely at Church.



OUR VALUES

Hopefulness – God has a plan for growth and vibrancy for our collaborative.

- We are optimistic.
- We base our plans on pastoral priorities first, and only after that do we look at finances.
- With enthusiasm and confidence, we plan in order to help people become disciples of Jesus and help disciples grow as disciple-makers.
- We trust that the more we cooperate with God's will, the more the Salem Catholic Collaborative will thrive.

Courage – We move forward boldly, despite challenges.

- We confidently plan for the long-term.
- We stay optimistic, even when facing difficulties.
- We live the vision we preach.

Love – We encourage everybody to be welcoming and respectful to one and all.

- We warmly welcome people of all ages, ethnicities, stages of faith, and walks of life.
- We share God's love in all situations, with all people, especially those disconnected from the Church.

THE VISION THAT INSPIRES US

With great enthusiasm, we picture a bright future for the Salem Catholic Collaborative.

We foresee **excellent Sunday Masses**, especially in the areas of: **homilies, music, and hospitality**. We imagine a **faith formation** program centered on adults, **focused on deepening our personal relationship with Jesus**, and also having robust components for children, youth, and young adults. We visualize filling the empty pews by **finding, inviting and welcoming home our beloved brothers and sisters who are infrequently at church**. We see a future where the **poor and vulnerable are better cared for and protected**.

With Jesus on our side, and working together, we will make this vision a reality. For **“If God is for us, who can be against us?”**

Collaborative Priorities for 2015-2018

Priority: Evangelization

Not to be confused with aggressive proselytizing, evangelization means: finding, going out to, inviting, and attracting home our beloved brothers and sisters who are currently disconnected from the Church.

Goal: In order to make evangelization central in all we do, by September 30, 2015, the Senior Administrative Assistant will insure that the following question is asked with regard to the planning and/or evaluation of all we do: **“How will this help or hinder bringing home the disconnected?”**

Goal: The campus ministers, supervised by the Pastoral Ministry Manager, will recruit, **train and commission 5-20 people each year in the art of one-to-one disciple making.** This is in order to attract home those rarely at Mass. We will begin September 30, 2016.

Goal: In order to effectively invite the disconnected home, the campus ministers, supervised by the Pastoral Ministry Manager, will have all parish leaders compose, and then revise with the help of feedback, a **1-3 minute personal talk, centered on Jesus,** witnessing to the good things about being a practicing Catholic, by February 27, 2016.

Goal: In order to more successfully bring home potentially returning Catholics, the Pastor will be sure that The Salem Catholic Collaborative will participate in the **“Anonymous Visitor Program,”** beginning November 1, 2015. (A visitor, trained by the Archdiocese, comes anonymously to each parish for weekend Masses, and evaluates the experience, with a special emphasis on what it would be like for a returning Catholic.)

Goal: In order to bring home more disconnected Catholics, every Lent, the Pastoral Ministry Manager will begin a **program aimed primarily at bringing home disconnected Catholics,** inviting them to re-engage with their faith through small group sessions (ex. “Awakening Faith”). This begins in Lent 2016.

Priority: Excellence at Sunday Mass

Excellence in Music, in order to more fully engage those at Mass and attract home those rarely at Mass.

Goal: By September 30, 2015, the Pastor will **charter a team** dedicated to having **liturgical music** at Sunday Mass that will appeal to those rarely at Mass, as well as those usually at Mass. It will also seek the conscious active participation of all in the singing.

- **Makeup of team** will include the pastor, the collaborative director of music and others.
- **General Responsibilities of the team** will include: selection of music, tracking the number of individuals participating in singing, and making adjustments according to assessments and focus of the masses.
- **Values for the work of the team** will include selecting music that is suitable for persons who are rarely at Mass.

Goal: The Director of Music will launch a **collaborative adult choir** to minister at the primary Salem Catholic Collaborative adult Mass, to be held at Immaculate Conception Sundays at 9:00AM by October 30, 2015, in order to enhance the quality of “Adult-Choir” liturgical music, and the appeal of this liturgy to the disconnected and the connected.

Goal: The Director of Music will begin a **collaborative “child-friendly” type of music ministry** for the Salem Catholic Collaborative family Mass, to be held at St. James Sundays at 10:30AM by October 30, 2015, in order to provide this crucial element to a successful family Mass.

Goal: The Director of Music will **initiate a “praise and worship” type of music ministry** for the Salem Catholic Collaborative seekers Mass to be held at Immaculate Conception, Sundays at 6:30PM by October 30, 2015, in order to attract home youth, young adults, and all seekers to Sunday Mass.

Goal: By October 30, 2016, the pastor, or a staff member appointed by him, will **charter, train and guide the current informal Polish Liturgy Committee**, so that they can enhance the 10AM Sunday Polish Mass, and Feast Day Masses, in order to attract more Polish-Americans to Mass. The group will aim to both bring home the unchurched and preserve Polish Catholic worship.

Goal: By October 30, 2016, Padre Paul McManus, will charter a **Spanish Liturgy Committee**, so that they can enhance the 1PM Sunday Latino Mass, and Feast Day Masses, in order to attract home those Latino-Americans who are rarely at Mass, and to help those regularly at Mass deepen their relationship with Jesus.

Excellence in Homilies

Goal: The Salem Collaborative will participate in a program using a homily feedback tool designed by all of the Collaborative Pastors, and offered to all Collaboratives, by June 30, 2018. This will be done in order to attract home the disconnected and help God's word grow more deeply in the hearts of all.

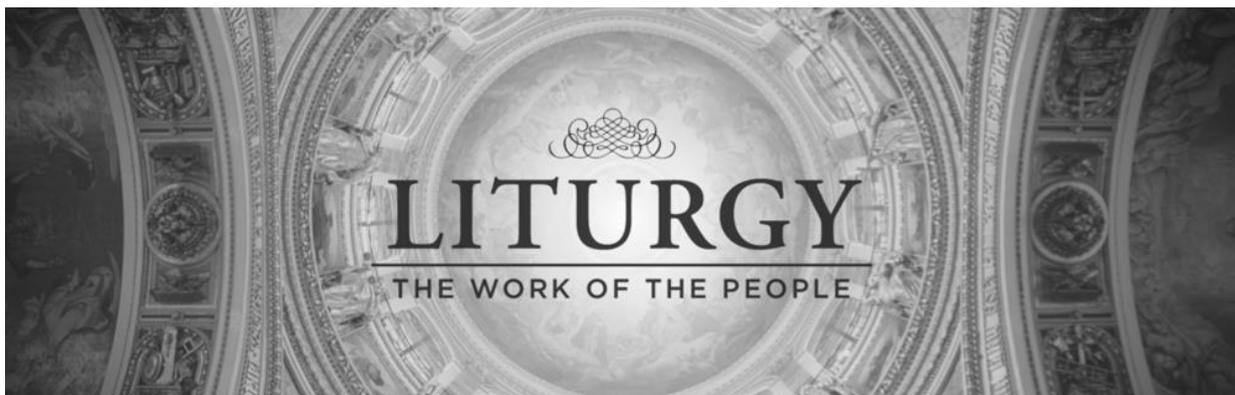
Goal: The homilists of the Salem Collaborative will avail themselves of resources and workshops, designed by all of the Collaborative Pastors and offered to all of the Collaboratives, by January 31, 2018. These resources and workshops will rely heavily on the process of homily development outlined by Pope Francis in "The Joy of the Gospel."

Excellence in Hospitality

Goal: The Pastoral Ministry Manager and the Senior Administrative Assistant will oversee the taking of steps so that we will **reach or exceed a 4 on a 5 point scale for hospitality** throughout the Salem Catholic Collaborative by September 30, 2015.

Key elements to reaching this goal will be:

- We will **study best practices** in hospitality.
- We will **define what hospitality will look like** for the Salem Collaborative, with respect given to differences in the various ethnic communities.
- We will **recruit ministers of hospitality**. We will train both ministers of hospitality and general parishioners in hospitality, with a special focus on hospitality at Mass and at fellowship after Mass. Training for ministers of hospitality and willing others will include assistance with their own discipleship journey and the art of disciple-making conversations.



Priority: Making Disciples through Adult-Centered Faith Formation

This includes people of all ages, ethnicities, stages of faith, and walks of life. Focus will be on growing a personal relationship with Jesus, and learning how to invite others to share in it.

Goal: In order to create and guide an outstanding adult-centered faith formation program, we will **hire two full time faith formation (Campus Ministry) ministers** by September 1, 2015. If finances permit, we will hire one more Faith Formation minister by September 1, 2016. The Pastoral Ministry Manager, reporting to the Pastor, will see that this goal is achieved by the target dates.

Goal: In order to help all grow in their personal relationship with Jesus and as disciples and disciple makers, the Campus Ministers- supervised by the Pastoral Ministry Manager- will see that the **Faith Formation program will include:** developing a **personal relationship with Jesus, witnessing and faith sharing, and catechesis.**

Goal: The Campus Ministers, supervised by the Pastoral Ministry Manager, will **begin our model of faith formation** for: (1) **adults** by October 30, 2016, (2) **youth and young adults** by January 30, 2017, and (3) **children** and their family by September 30, 2017. We will connect these programs as much as possible to a Sunday Mass. The move from the current child-centered faith formation model to one that more deeply involves parent(s) will be done gradually and with sensitivity.

Goal: The Campus Ministers, supervised by the Pastoral Ministry Manager, will **recruit 10-20 to attend Alpha for Catholics** by June 30, 2016. (Alpha creates an opportunity for, as Pope Francis likes to say, "Jesus to find them." It helps people encounter more deeply the life-changing message of Jesus.)

Goal: The Campus Ministers, supervised by the Pastoral Ministry Manager, will **originate faith sharing groups** by November 15, 2017, so that those who have been moved by Alpha and other ministries will have the support they need to continue their faith journey.

Priority: Vocations: Recognizing our Call

We will help everyone keep in mind that Jesus has a unique plan for their life, and encourage and assist them in discerning what that plan is. We will especially encourage vocations to the diocesan priesthood. We will preach that vocations are everyone's concern.

Goal: The Pastor will charter a **Collaborative Vocation Team (CVT)** by February 1, 2016, in order to promote: (1) vocations to the diocesan priesthood in particular, and (2) a culture of vocations in general, by utilizing awareness, prayer and invitation.

Prayer for Vocations

Goal: The CVT, chaired by Fr. Vozzo and working with the Archdiocesan Vocation Office, will **implement prayer for vocations activities** in order to be more open to divine assistance and to let those considering a vocation know they are being prayed for. Among those prayer activities will be: (1) inclusion of a vocation petition at every Mass by July 1, 2015, (2) begin a holy hour or rosary for vocations, held weekly or monthly, by July 1, 2016, and (3) develop an annual prayer activity, such as an annual novena to St. Patrick for vocations, by January 30, 2017.

Vocation Awareness

Goal: By April 1, 2016, with regard to the homily on **Good Shepherd Sunday**, Fr. Sullivan will see that homilists will **preach on vocations** overall, with a special emphasis on the joy of priesthood and how a priest can make a big difference in the lives of others. This will be done in order to promote vocations in general, and to the priesthood in particular.

Goal: By June 30, 2016, the CVT and Faith Formation leadership, supervised by Fr. Vozzo and Fr. McManus, will work together to implement strong elements of **vocation themes in Faith Formation programs** in order to have everyone asking not: "what do I want to do with my life," but "what is Jesus' plan for my life?" The curriculum will also include specific encouragement for all eligible to ask if God may be calling them to the diocesan priesthood (primary emphasis), as well as asking if God may be calling them to Lay Ecclesial Ministry, Religious life, or the Diaconate.

Vocation Inviting

Goal: The CVT, chaired by Fr. Vozzo, will see that **2-5 gifted boys and/or men are annually personally invited to attend a diocesan event on vocations** to the priesthood,

on a quarterly basis, in order to increase the discernment of vocations to the priesthood. This begins by June 30, 2017.

Goal: In order to promote effective responses to a vocation to the diocesan priesthood, both on the **website and in the bulletin**, one of the Campus Ministers will implement a **clear and highly visible invitation to consider diocesan priesthood** and how to take an easy first step, for those interested in pursuing the question. This begins in June 2015.

Goal: As of June 15, 2017, CVT members, chaired by Fr. Vozzo, will begin to **brainstorm once a quarter on the names of candidates** to be invited to speak to an appropriate priest, sister, lay ecclesial minister or deacon, about that vocation, or attend a discernment event relative to that vocation.

Priority: Helping the Poor and Vulnerable Loving and protecting the: poor, unborn, immigrants, homeless, sick and the marginalized. “Whatsoever you did for these least ones, you did for me.”

Goal: The Pastoral Ministry Manager and the Senior Administrative Assistant will begin a yearly **membership recruitment drive to increase membership in groups which work with or for the “least ones,”** by November 2016, in order to both help those in need and deepen the faith of those helping them. These groups may include: The Society of St. Vincent de Paul, The Respect Life Committee, and serving at Lifebridge. The goal is an **overall yearly increase of 5-10 people.**

Goal: Deacon Jesús Peña, supervised by the Pastoral Ministry Manager, will originate a program, by January 30, 2017, to **ensure that all those who are unable to come to Mass are being ministered to**, so that the homebound will be touched by the tender caress of Jesus’ mercy through his church.

Goal: By June 30, 2017, one of the Campus Ministers will charter a committee to **investigate the possibility of a service project outside of the local area**, like a mission trip to the Dominican Republic. Also, the **committee will look at opportunities to partner with local community organizations** (like ECO) to help the homeless and/or poor in the local area. These service projects will be combined with Catholic Spirituality in order that they promote the well-being of the poor and the growth in discipleship of those doing the serving.



The Salem Catholic Collaborative

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Please consider what ways Jesus is calling you to participate in this Salem Catholic Collaborative Pastoral Plan. There are many ways you can make a big difference! How might Jesus be calling you to:

- Bring home are beloved brothers and sisters who are rarely at Mass
- Help make the Sunday Mass experience in Salem an excellent one
- Grow as a disciple of Jesus
- Help all hear God’s call – especially to the priesthood
- Care for Jesus in the poor, and all the “least of our brothers and sisters”

God bless you for all that you will do to carry out Jesus’ mission in Salem!

“Go therefore and make disciples”