



Rev. Msgr. David A. Sork, Pastor
Rev. Artur Gruszka, Associate Pastor
Rev. Msgr. Eugene Gilb, Pastor Emeritus

The Pastoral Plan of
St. John Fisher Catholic Church
“Celebrating Life in the Light of Christ”
Rancho Palos Verdes, California

Originally Published: September, 2004
Last Revised: September 2007

Table of Contents

Features of the Updated Pastoral Plan	page 3
Your Role as a Parishioner in the Pastoral Plan	page 6
The Saint John Fisher Parish Pastoral Plan And 2004-2005 Action Record	page 7
The Pillars of the Plan	page 8
An Overview of the Plan	page 9
Community	page 11
Worship	page 16
Word	page 20
Service	page 24
Putting the Plan into Action	page 28
As We Proceed Together	page 28
“My Personal Commitment to My Parish” Explanation	page 29
“My 2007-2008 Personal Commitment to My Parish” Chart	page 30
Formulation of the Updated Plan	page 32
Pastoral Council Points of Contact	page 34

FEATURES OF THE UPDATED PASTORAL PLAN

Vision, Direction and

Structure. Everything flows from the Parish identity as “A Catholic Community For All: Celebrating Life in the Light of Christ,” the new parish theme developed by the Pastoral Council, and which Msgr. Sork announced earlier this year.

There are four tiers to the Plan. The first level, the Parish Mission Statement developed with the 1999 Plan, has been refined to make the four pillars easily identifiable for all Parishioners.

The second level articulates the desired state for our Parish life. Again, the themes are the result of Parishioner input.

These first two levels provide the “umbrella” for all pastoral activity, including those areas or ministries not specifically mentioned in the Plan, and the use of “we” is meant to be an encompassing reference to all Parishioners.

Question: “Why isn’t my ministry specifically mentioned in the Plan?”

Answer: Every ministry is invited to participate in the implementation of this plan. You may tailor each category to the gifts of your ministers and the needs of the people your ministry serves.

Evangelization. The 1999 Five-Year Plan had the separate category of Evangelization, defined briefly as *strengthening the faith of current Parishioners and non-parishioners, and spreading the Good News of Jesus Christ.*

As some goals in this category were reached and others were attempted, it became apparent

that Evangelization is a common thread that truly should occur in *every* part of every category.

Therefore, this updated Pastoral Plan does not have a separate Evangelization category. But when SJF Parishioners, the Parish Staff, and all SJF ministries actively participate in reaching the goals of the Plan, Evangelization, with its at-home and far-reaching implications, undoubtedly will take place.

Flexibility. While the first two tiers are long-term oriented, the third (Strategies) and fourth

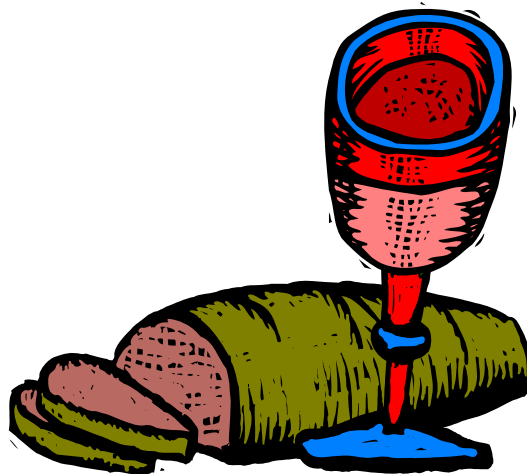
(Actions) are designed to be modified as needed. Indeed, the fourth tier is a one-year action plan that will be updated and distributed to Parishioners annually.

Ongoing Dialog. There are several places where feedback from Parishioners is requested throughout the year. The updated Plan is designed to foster ongoing dialog, so Parishioners' voices will be continually sought, heard, and responded to in many ways.

Responsibility and Accountability. The detailed master version of the Plan (not included here) identifies one or more positions, ministries or individual Parishioners who are responsible for the implementation of each action item.

Universal. Besides serving as a primary source of direction to both the Pastoral Staff and Pastoral Council, ideally every ministry, individual, and family will set their own spiritual priorities in accordance with the Parish Plan.

“For I know well the plans I have in mind for you, says the Lord, plans for your welfare, not for woe! plans to give you a future full of hope. When you call me, when you go to pray to me, I will listen to you. When you look for me, you will find me. Yes, when you seek me with all your heart, you will find me with you, says the Lord...” Jeremiah 29:12-14



**YOUR ROLE AS A PARISHIONER
IN THE PASTORAL PLAN**

***As You Read Through
This Plan***

You will note a number of places where the responsibility for taking action lies specifically with each of us as Parishioners. Please pay special attention to those categories, and consider prayerfully what you and your family can do to make St. John Fisher an even more special place of worship and support.

To assist you in this effort, every category includes scriptural verses and other Church teachings, questions for reflection, and space to jot down your thoughts and ideas. In fact, you may want to have a pen in hand as you read the Plan.

***At the End of the Plan
Document***

You will note that a page is included for you (and your family, if applicable) to note the specific actions you will take to help our Parish accomplish our mission. From the thoughts you have jotted while reading the Plan, please write down the one or more actions you will take, and you will be joining with every other member of the Parish to take responsibility for the progress we can all make together.

Question: What can I do to help? How can I be part of this plan with my limited time availability?

Answer: This Plan will help by focusing your time and talent. As you read, highlight areas of interest, and then contact SJF's Coordinator of Volunteer Ministries to see if any areas can dovetail with your availability.

***After reading the
Pastoral Plan***

You may have many questions regarding this document. To facilitate the answers to your questions, specific points of contact have been set up for each of the areas: Community, Worship, Word, and Service. Please contact these persons listed at the end of the document to make sure that you understand the Plan and how you can get involved in making it a reality.

Thank you for taking the time to read and understand your Parish Plan and to help us all make St. John Fisher a very special place of worship and fellowship.

**THE SAINT JOHN FISHER
PARISH PASTORAL PLAN
AND 2007-08 ACTION RECORD**

“Thomas said to him, ‘Master, we do not know where you are going; how can we know the way?’ Jesus said to him, ‘I am the way and the truth and the life. No one comes to the Father except through me.’” John 14:5-6

“Jesus spoke to them again, saying, ‘I am the light of the world. Whoever follows me will not walk in darkness, but will have the light of life.’” John 8:12

“But when he comes, the Spirit of truth, he will guide you to all truth. He will not speak on his own, but he will speak what he hears, and will declare to you the things that are coming.” John 16:13

St. John Fisher Parish
A Catholic Community for All:
Celebrating Life in the Light of Christ

Our Mission

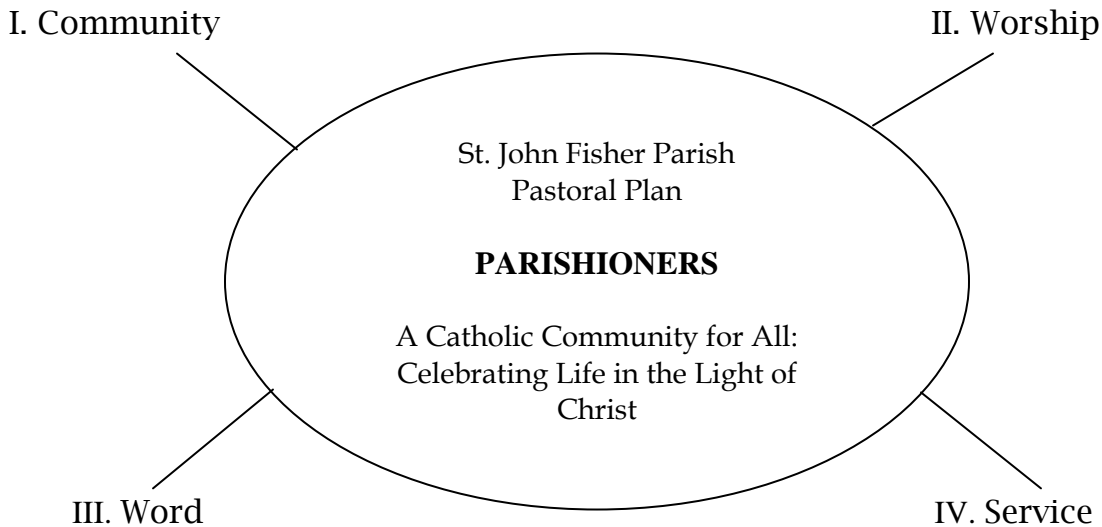
We are a warm and welcoming Catholic Christian community in which all are invited to belong and participate fully.

We unite in worship and prayer centered in the Body and Blood of Jesus Christ.

We grow in our faith based on Scripture and Catholic Tradition.

Inspired by the Holy Spirit, we express gratitude for our many gifts, and faithfully share them in the service of God.

The Plan



***Parishioners: You are central to the success of this plan.
With you as the foundation, we can fulfill our mission.***

An Overview of the Plan

- I. COMMUNITY: We are a warm and welcoming Catholic Christian community in which all are invited to belong and participate fully.**
 - A) We aspire to create a vibrant parish life that promotes the involvement of and connects parishioners from all life circumstances.
 - B) We each share responsibility for effective, open, honest communication with all parish members, staff and clergy.
 - C) We strengthen and unify the St. John Fisher community through a personal commitment to common goals and objectives.

- II. WORSHIP: We unite in worship and prayer centered in the Body and Blood of Jesus Christ.**
 - A) We foster active, conscious and full participation in Sunday Mass.
 - B) We enrich our faith through understanding and celebration of the Sacraments.
 - C) We continually renew our devotion to God through individual and communal prayer.

- III. WORD: We grow in our faith based on Scripture and Catholic Tradition.**
 - A) We cultivate our enthusiasm for the Word of God through study and reflection.
 - B) We understand Catholic Church tradition, and can explain and promote the Catholic Faith.
 - C) We choose to live daily with purpose and meaning.

- IV. SERVICE: Inspired by the Holy Spirit, we express gratitude for our many gifts, and faithfully share them in the service of God.**
 - A) We reach out to serve those in need within and beyond the parish.
 - B) We promote understanding of Catholic teachings on social justice.
 - C) We prudently use the financial, physical, and human resources that God has entrusted to us.

Community



“So then, you are no longer strangers and sojourners, but you are fellow citizens with the holy ones and members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the capstone. Through Him, the whole structure is held together and grows into a temple sacred in the Lord; in him you also are being built together into a dwelling place of God in the Spirit.” Ephesians 2:19 - 22

WHAT PARISHIONERS SAID ABOUT “COMMUNITY”:

The 1998 survey revealed that parishioners felt there was need for improvement in providing a “warm and welcoming” sense of community, and measures were included in the 1999 Pastoral Plan to this end (greeters, introductions at beginning of Mass, hospitality after Mass, youth involvement).

*The 2003 survey showed that most respondents do feel the parish is more warm and welcoming today, while the call for continued improvement remains significant, as **24%** said they would select the “sense of warmth and welcome” if they could improve just one aspect of their experience with SJF.*

*Almost half (**47%**) of the respondents said that our “overall priority as a parish community” should be “strengthening the SJF parish community through communication and involvement.”*

*Respondents (**84%**) said they generally are better informed today than three years ago.*

***56%** said they are more active in parish activities.*

***96%** acknowledged their personal responsibility for involvement in the parish, and identified one area for their improvement.*

HOW THE PASTORAL PLAN REFLECTS YOUR INPUT:

The greater our sense of common purpose, the greater our sense of belonging, and with it the “warm and welcome” experience upon which we continue to want to build. A commitment to understanding ourselves better as a Parish community will cause us to improve the “connectedness”

within the high levels of social and pastoral activity already alive at SJF Parish. That connectedness is necessary to meet the challenge of today’s busy lifestyles, and support parishioners’ desire to share the responsibility for strengthening the SJF Parish community.

I. COMMUNITY: We are a warm and welcoming Catholic Christian community in which all are invited to belong and participate fully.

A. We aspire to create a vibrant parish life that promotes the involvement of and connects parishioners from all life circumstances

1. More fully understand parishioners' needs and interests by family and life circumstance so that opportunities of potential benefit to them can be developed and offered.
2. Use a targeted approach to educate parishioners regarding parish resources and opportunities.
3. Implement personal appeals to increase parishioners' involvement in Parish activities and ministries.

ACTIONS FOR 2007-08

- **Seek feedback from youth and those involved in youth ministry concerning how the parish activity center could serve the needs of youth**
- Develop methods for capturing attention of fallen away Catholics at special ceremonies in the church, i.e. weddings and funerals. Work to design impact message cards to be placed in pews and used at these events.

ACTIONS FOR 2008-09

- **Design the parish activity center based on the needs assessment of youths**

B. We each share responsibility for effective, open, honest communication with all Parish members, Staff and Clergy.

1. Continually secure the "voice of the Parish" so that we improve our understanding of how best to meet the needs of all Parishioners.
2. More fully encourage, act upon and quickly provide feedback to those who provide Parish representatives with suggestions and ideas.

3. Develop a comprehensive communication strategy for the Parish, and add, delete, and change communication vehicles for optimal effectiveness.

ACTIONS FOR 2007-08:

- Raise level of awareness and participation in parish website by moving forward on Phase 2 of the website upgrade. Develop a communication strategy for the parish that fully utilizes the internet to reach more parishioners on a frequent basis. Examples would be, reflection of the day, inspirational quotes, teaching moments, Sunday scripture readings, upcoming events, special link for youth, etc.
- Encourage youth to be involved in the development process of the website.
- In order to enhance communication,
 - a. Revise and expand the Parish Bulletin,
 - b. Include Pastoral Council biographies and pictures in the monthly newsletter, *Impact*
 - c. Add September issue of *Impact* to focus on opportunities to get involved at SJF, leading into the Ministry Fair.
- Establish a protocol for publicizing and promoting events at St. John Fisher.
- **Continue a formal communication strategy with the aim to optimize awareness of Parish activities and involvement, including Mass attendance**
- Share the Pastoral Plan goals that are set out to be accomplished by the Pastoral Council and Parish Staff with the parish at large.
- Communicate accomplishments and implement an effective feedback process that allows parishioners to answer the question, “How are we doing at SJF?”
- Schedule future gatherings for Pastoral Council and Pastoral Staff. Continue to encourage excellent communication and cooperation between council and staff to better implement the Pastoral Plan.

ACTIONS FOR 2008-09:

- **Design an administration building that facilitates cooperation and coordination among the various offices of the parish**

C. We strengthen and unify the St. John Fisher community through a personal commitment to common goals and objectives.

1. Fully communicate the SJF Mission and its implications, and provide guidance to help Parishioners support and achieve our mission.
2. The Priests, Staff and ministries will review progress against our mission on a regular basis and make plan corrections as needed.

ACTIONS FOR 2007-08:

- As a parish community, continue to support Campaign 21, and encourage participation for those that have not already done so.

TO CONSIDER AND TO ASK: *(The), mission (of the Church, which is the People of God) is to be salt of the earth and light of the world. This people is “a most sure seed of unity, hope, and salvation for the whole human race.” Catechism of the Catholic Church #782*

Behold, how good it is, and how pleasant, where brethren dwell as one! It is as when the precious ointment upon the head runs down over the beard, the beard of Aaron, till it runs down upon the color of his robe. Psalm 133:1-2

How can I personally help create an environment that helps all Parishioners feel connected to SJF? At Mass? In my ministry/-ies?

How do my “life circumstances” affect my involvement at SJF? Do I need to change anything? How can SJF help?

ACTIONS I CAN TAKE THIS YEAR IN “COMMUNITY”: (E.g., Review and evaluate my priorities)

Worship



“Rejoice in the Lord always. I shall say it again: rejoice! Your kindness should be known to all. The Lord is near. Have no anxiety at all, but in everything, by prayer and petition, with thanksgiving, make your requests known to God. Then the peace of God that surpasses all understanding will guard your hearts and minds in Christ Jesus.” Philippians 4:4-7

“The cup of blessing that we bless, is it not a participation in the blood of Christ? The bread that we break, is it not a participation in the body of Christ? Because the loaf of bread is one, we, though many, are one body, for we all partake of the one loaf.” 1 Corinthians 10:16-17

WHAT PARISHIONERS SAID ABOUT “WORSHIP”:

Sunday Mass is the central source of spiritual fulfillment for the majority of Parishioners (66%). This is further affirmed by the following responses: “The best way the Parish can support our Parishioners’ spiritual growth is through:” homilies (42%) and explanations during Mass (29%).

Several write-in comments and focus group comments reinforced Parishioners’ desire to have a “take home message” from the homilies, presumably to inspire and guide their lives during the week.

Regarding the Sacraments, the 2003 survey indicated

respondents felt they have a high level of understanding of the Sacraments in general. However, the 1998 survey revealed a particular limitation in their understanding of Eucharist and Reconciliation.

Prayer, devotions and personal reflection are the primary source of spiritual fulfillment for 21% of the respondents. Many write-ins also made reference to the importance of prayer, most commonly in response to the question about ways to bring the Church teachings and message to distanced Catholics.

HOW THE PASTORAL PLAN REFLECTS YOUR INPUT:

Priests, liturgists and Parishioners alike must all share responsibility for making Sunday Mass as fulfilling as possible. Ultimately the aim is to increase Mass attendance consistently and genuinely.

Because of the importance of the Sacraments in Catholic tradition, especially in light of the Parishioners’ desire for stronger knowledge of what it means to be a Catholic (see next section on “Word”), the Plan will continue to

encourage greater strength toward this end.

A greater appreciation of prayer, besides being of stated importance to a significant number, is a vital complement to the concentration on Sunday Mass. The practicality of the “take-home message” and the yearning of Parishioners to be inspired (next section) underscore the role of prayer toward personal spiritual fulfillment on a daily basis.

**II. WORSHIP: We unite in worship and prayer
centered in the Body and Blood of Jesus Christ.**

A. We foster active, conscious and full participation in Sunday Mass.

1. Provide the means to encourage a greater understanding of and participation in Sunday Eucharist.
2. Enhance the practicality of Sunday homilies for value in the daily lives of Parishioners.
3. Provide accommodations at Mass as best as possible to help make Sunday Eucharist more fulfilling to those with practical needs.
4. Continually request feedback from Parishioners regarding their fulfillment from Sunday Mass.
- 5 Recruit more participants in liturgical ministries (e.g. Eucharistic Ministers, lectors, choir, ushers, greeters etc.).

ACTIONS FOR 2007-08:

- **Design a worship space in the new Church conducive to full active participation**
- **Design the sanctuary in the new Church in such a way that makes it wheel-chair accessible to the handicapped**

B. We enrich our faith through understanding and celebrating the Sacraments.

1. **Increase Parishioners' knowledge and participation in each of the Sacraments in addition to Sunday Eucharist.**

ACTIONS for 2007-08:

- **Encourage Parishioners to receive Eucharist and Reconciliation regularly**
- **Provide resources that augment Parishioners' understanding of each Sacrament.**

C. We continually renew our devotion to God through individual and communal prayer.

1. Develop for Parishioners the clear meaning and importance of prayer.

ACTIONS FOR 2007-08:

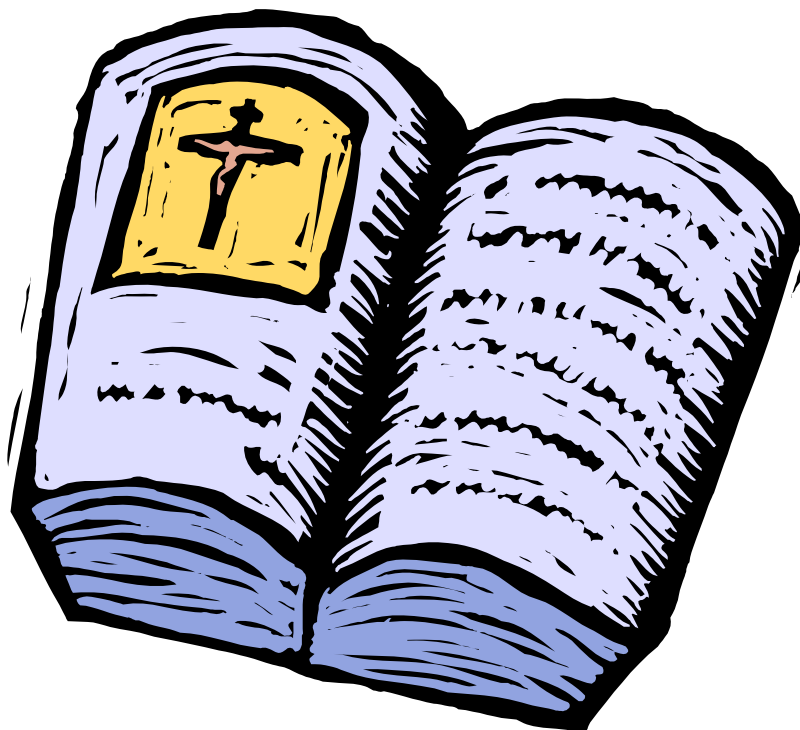
- **Design the chapel of the Blessed Sacrament in the new Church in a way that creates a climate for silent reflection**
- **Design a section in the new Church for public devotional prayer**
- Recruit parishioners who would study scriptures and attend Liturgy Planning Team meetings (Monday at 10:30AM) in order to get more input when planning weekly liturgies.
-

TO CONSIDER AND TO ASK: *The mission of the Holy Spirit in the liturgy of the Church is to prepare the assembly to encounter Christ; to recall and manifest Christ to the faith of the assembly; to make the saving work of Christ present and active by his transforming power; and to make the gift of communion bear fruit in the Church.* Catechism of the Catholic Church, #1112

What can I do personally to enhance my experience at Sunday Mass? Do I need to change how often I celebrate the Sacraments? How is my prayer life?

ACTIONS I CAN TAKE THIS YEAR IN “WORSHIP”: (E.g., “Study the Sunday readings prior to attending Mass”)

Word



“In the beginning was the Word, and the Word was with God, and the Word was God...And the Word became flesh and made his dwelling among us, and we saw his glory, the glory as of the Father’s only Son, full of grace and truth.”
John 1:1, 14

“What was from the beginning, what we have heard, what we have seen with our eyes, what we looked upon and touched with our hands concerns the Word of life--for the life was made visible; we have seen it and testify to it and proclaim to you the eternal life that was with the Father and was made visible to us—what we have seen and heard we proclaim now to you, so that you too may have fellowship with us; for our fellowship is with the Father and with his Son, Jesus Christ.” 1 John 1:1-3

“But you, beloved, build yourselves up in your most holy faith; pray in the holy Spirit. Keep yourselves in the love of God and wait for the mercy of our Lord Jesus Christ that leads to eternal life.” Jude 20 - 21

WHAT PARISHIONERS SAID ABOUT “WORD”:

The single highest response to any multiple-choice question was for “The best way for the Church to help me live my faith is...” Almost **59%** said, “inspire me” and another **21%** said, “educate me.”

Further, in answering what our highest priority as a Parish should be, **28%** answered “faith formation and faith sharing within and outside the Parish.”

In addition, following the **24%** preference for a more warm and welcome community, another **22%** said, “if I could improve just one aspect of my experience with SJF, it would be” ... “faith formation

experiences” (**11%**) and “education programs” (**11%**).

Survey results indicate a large number of Parishioners are not satisfied with their knowledge of the Bible (**53%**).

Though not specifically solicited by the survey, many write-in comments, along with statements commonly made in various small-group discussions, indicate a desire of Parishioners to strengthen their knowledge of what it means to be a Catholic. This was expressed both for knowledge of tradition as well as actions of daily living.

HOW THE PASTORAL PLAN REFLECTS YOUR INPUT:

In addition to new plans described below, the improved communication methods addressed under the Community section will enable Parishioners to benefit from the many learning and service opportunities already available.

Beyond simply enhancing knowledge, Catholic learning takes place in educational settings as well as community, worship and service experiences. Some significant portion of the Parishioners’ desire for greater understanding can be accomplished by consciously articulating our “Catholicity” in the course of the many “teachable moments” where parishioners are gathered and participating.

This goes beyond Mass and the classroom. The desire of

Parishioners to be more enriched has been expressed in so many different ways that all aspects of Parish life must reinforce one another.

It is clear from consistency of responses over the broad age range of respondents (three generations, seven decades) that faith formation and growth is a life-long experience. This reality emphasizes the need not only for comprehensive programs offered through the Parish, but for Parishioners to truly value their individual responsibility for making their faith journeys as fulfilling as possible.

III. WORD: We grow in our faith based on Scripture and Catholic Tradition.

A. We cultivate our enthusiasm for the Word of God through lifelong study and reflection.

1. Make an unwavering commitment to the implementation and success of the RENEW program from 2004 - 2006.
2. Continue to foster existing and new Scripture study.

ACTIONS FOR 2007-08:

- **Promote participation in individual and group Scripture study**
- Encourage participants of RENEW and other members of the parish to integrate into Christian Life Communities, (CLC's). Select a few members of PC to join a Steering Committee for CLC's.
- Encourage all members of PC to become involved in a bible study or faith sharing group.

B. We understand Catholic Church Tradition, and can explain and promote the Catholic faith.

1. Provide the means for Parishioners to know and value the Traditions of the Catholic Church.
2. Promote the value of Catholic education.

ACTIONS FOR 2007-08:

- Develop programs to educate the parish on procedures of mass, to enhance the mass experience for both those currently attending regularly and those who attend occasionally.
- **Continue to increase enrollment in Parish School, Religious Education classes, RCIA and Adult Education.**

C. We choose to live daily with purpose and meaning.

1. Expand participation in faith communities in addition to Sunday Mass.
2. “Live the homily” each week.

ACTIONS FOR 2007-08:

- **Encourage Parishioners to incorporate the homily message into their actions and dialog during the week**
- **Continue to encourage all parish organizations and committees to incorporate “First Fifteen” into their meeting agendas.**

TO CONSIDER AND TO ASK: *Christ provides for our growth: to make us grow toward him, our head, he provides in his Body, the Church, the gifts and assistance by which we help one another along the way of salvation. Catechism of the Catholic Church, #794*

What can I do this year to strengthen my Catholic beliefs and knowledge of our faith? What areas in my Catholic faith need more attention?

ACTIONS I CAN TAKE THIS YEAR FOR “WORD”: (E.g., Join a RENEW group)

Service



“There are different kinds of spiritual gifts but the same spirit; there are different forms of service but the same Lord; there are different workings but the same God who produces all of them in everyone. To each individual the manifestation of the Spirit is given for some benefit.” 1 Corinthians 12:4 - 7

“Father, they are your gift to me.” John 18:24

“Moreover, God is able to make every grace abundant for you, so that in all things, always having all you need, you may have an abundance for every good work.” 2 Corinthians 9:8

“And the king will say to them in reply, ‘Amen, I say to you, whatever you did for one of these least brothers of mine, you did for me.’” Matthew 25:40

WHAT PARISHIONERS SAID ABOUT “SERVICE”:

Children/youth and their parents were designated as the highest priority for outreach within the Parish (**43%**). The second highest response of **18%** was for needy/homebound Parishioners. These priorities held true for all age and gender cross-sections among the respondents.

Regarding outreach beyond the Parish, the top priorities indicated are “poor and hungry” (**43%**) and “parishes in poor neighborhoods” (**30%**).

Survey responses and subsequent focus group discussions included many references to Parishioners’ desire to be better informed on what it means to be Catholic in today’s society.

Respondents indicated a high level of involvement in community activities outside of SJF Parish, most commonly charitable, service and civic organizations, and, for those with school age children, their children’s school and sports activities.

HOW THE PASTORAL PLAN REFLECTS YOUR INPUT:

The ideal formation process for youth will foster a continual, seamless progression to validate that they indeed belong as valued members of the SJF community (true for any constituent of any age). Every concerted effort should be made by all involved with youth and parents to optimize the effectiveness of programs and resources, and minimize opportunities for families to “drift away” at various stages.

The significant reference to needy and homebound Parishioners warrants a better understanding of the needs of seniors so that appropriate resources can be made available. Efforts will be undertaken to this end.

Part of living as a Catholic includes responsible citizenship.

Parishioners will benefit from a greater understanding of Catholic social teaching to support their thoughtful decision-making in personal, business, and civic life.

Many areas of community outreach are being currently served by SJF Parishioners, who tend not to call attention to themselves. As we strive to answer our collective call to be good stewards of all that is entrusted to us by God, we need to encourage a better understanding of how these blessings contribute.

Meeting the needs of people within and beyond our Parish in so many ways calls for the responsible use of our abundant resources and blessings at SJF. Indeed, the Pastoral Plan itself is a vital resource for the parish and must be continually developed, implemented, and monitored.

IV. SERVICE: Inspired by the Holy Spirit, we express gratitude for our many gifts, and faithfully share them in the service of God.

A. We reach out to serve those in need within and beyond the Parish.

1. Develop a comprehensive plan and program for youth ministry, which includes plans to support parents in raising their children in the faith.
2. More fully understand demographic trends related to the aging of the Peninsula residents and its projected impact on SJF Parishioners.
3. Continue to expand ministry activity in service of poor and homeless, and of parishes in poor neighborhoods.

ACTIONS FOR 2007-08:

- Support both seniors and youth in our parish with programs to involve both demographics. Encourage exchanges between both generations to share experience of the past and hope for the future. Help the Director of Evangelization with ideas and implementation of future program.
- Encourage the youth who are currently involved in the PC to develop ideas and suggestions to better serve the needs of the youth in our parish.
- Support the youth ministry by encouraging more volunteers from the parish.
- Look for ways to get more participation from parents of youth in parish.
- Ask PC members to get involved with youth programs.

B. We promote understanding of Catholic teachings on social justice.

1. Encourage Parishioners to be socially conscientious citizens.
2. Develop an education plan to address social justice responsibilities.

ACTIONS FOR 2007-08:

- Assist volunteer ministry coordinator to continue to support the reestablished Peace & Justice committee.

- Bring social justice to the attention of every parishioner.
- Ask PC members to get involved in helping build up new committee.

C. We responsibly use the human, physical and financial resources that God has entrusted to us.

1. Foster an awareness and conscious appreciation of our blessings and promote their proper use in all aspects of Parish life.
2. Coordinate Parish resources and activities such that major Pastoral Plan initiatives can achieve optimal effectiveness.

ACTIONS FOR 2007-08:

- Develop a PC recruiting committee for upcoming year and have a year-long recruiting process for new candidates.
- Encourage Current PC members to have greater presence at Masses and church functions, including wearing name badges at church.

TO CONSIDER AND TO ASK: *“In the building up of Christ’s Body (the Church) there is engaged a diversity of members and functions. There is only one Spirit who, according to his own richness and the needs of the ministries, gives his different gifts for the welfare of the Church.”* Catechism, #791

What are my gifts and blessings? How can I best use them in service to others, perhaps in ways or with age groups I’ve never thought of before?

ACTIONS I CAN TAKE THIS YEAR IN “SERVICE”: (E.g., Take my son to LifeTeen sessions, and possibly volunteer as a facilitator)

PUTTING THE PLAN INTO ACTION:

Now that our Plan has been developed, its effective execution becomes our driving purpose. In addition to the active participation of each Parishioner (see “My Personal Commitment to My Parish” on page 33) and Pastoral Staff, the following steps will bring life to the Plan, and ensure optimal progress:

- Each item includes a way to measure progress, and a timeline for implementation. A special oversight group of the Pastoral Plan Steering Committee, Pastoral Council members, and other Parishioners will monitor progress against the Plan on a regular basis. A master copy also is posted on the Parish website, www.sjf.org.
- The Pastoral Staff and Pastoral Council meetings will include a review of progress against the Plan on a monthly basis.
- Progress reports will be communicated to all Parishioners so that you may see the progress being made.
- The Pastor will give the Parishioners an annual update during his State of the Parish address.

AS WE PROCEED TOGETHER

This Plan is intended to be a "living document" to be revised as the needs of our Parishioners change. In the future, it is anticipated that certain actions will be modified or even deleted, and new ones created as Parishioners provide information regarding their needs.

The Steering Committee has tried to incorporate all the suggestions, comments, needs, and desires that were transmitted to them in your survey responses and focus groups. It is important that they continually hear from each Parishioner so that changes in direction can be incorporated into our Plan. The goal is to increase the communication and unity among all SJF Parishioners, and share in the many gifts God has bestowed on us and on our Parish. This can only happen when everyone partakes in this opportunity.

MY PERSONAL COMMITMENT TO MY PARISH

WHAT PARISHIONERS SAID ABOUT “MY INVOLVEMENT IN THE PARISH”:

The 2003 survey showed that most respondents desired to improve their involvement in the Parish. When asked for “just one aspect” they would like to improve, most respondents would like to “take advantage of the faith and education programs” at the Parish (32%), whereas 17% would like to “read the Bible more often.”

Additional respondents saw

value in their more regular attendance at Mass (14%), and others in volunteering their time and talent in ministries or other Parish activities (14%).

Taking personal responsibility for welcoming and acknowledging others was noted by 13%, while 10% realized a value in their providing more feedback to the Parish Administrator or Pastoral Council.

The “**My Personal Commitment to My Parish**” chart on the facing page will help you reflect on your own involvement, and spotlight what you personally can do this year to help SJF fulfill the dream of “Celebrating Life in the Light of Christ”. Look back at the actions you jotted down while reading the Plan, then decide which one(s) you can write in this chart. You may choose to take on all of the actions you noted, or you may choose the one, two, or three to which you truly can commit for the year (September through August).

Perhaps you would like to select one or two actions that seem easy to do, and one or two that will challenge and stretch you. Whatever you decide, please know that the efforts of every Parishioner will combine to make SJF the Parish we all want it to be. Moreover, if we each prayerfully consider our commitments, then we can be assured that we all are seeking God’s will for St. John Fisher Parish.

This chart will be included annually in the updated pages sent to all Parishioners. Thus, you will be able to reconsider and update your personal goals every year as part of the St. John Fisher family.

Additional copies of this chart for all of your family members are available in the Parish office.

My 2007-2008 Personal Commitment to My Parish

As a St. John Fisher Parishioner committed to helping my Parish grow in faith and in the love of God and our neighbors, I will do my part by taking the following action(s):

Action	By when / or how often	How will I know I've succeeded

Examples:

I will personally contribute to making SJF a more hospitable & welcoming community by seeking out people I don't know after Mass, then introducing myself and looking for common ground.	Beginning immediately; after each Mass	I will be able to recognize and have conversations with a handful of people/families that I had not known previously.
I will commit to seeking out the "take-home" message from each Mass' homily, and will consider its meaning and take steps during the week to "live the message".	Beginning immediately; each Mass and throughout the week	As a result of the message, I will engage in at least one behavior during the week that demonstrates that I am living the message.

NOTES

FORMULATION OF THE UPDATED PLAN

WHAT HAS CHANGED?

The following is a sampling of the circumstances familiar to SJF Parishioners at the time of the original Pastoral Plan in 1999 vs. 2004:

<u>1999</u>	<u>2004</u>
<i>Initiating</i> a new Pastoral Plan Plan called for by archbishop Categories dictated by archdiocese Small Parish Staff School in transition Calm public image	<i>Updating</i> an accomplished Plan Plan called for by Pastor Structure decided at Parish level Larger Staff organization School flourishing Clergy crisis and public awareness
Both 1999 and 2004: <i>New ministries continuing to emerge, including the Stewardship Council, LifeTeen, Peace & Justice Council, and others. Parish website www.sjf.org in place and maturing.</i>	

HOW THE PLAN WAS DEVELOPED

Gathering Input. The Pastoral Plan Steering Committee began its work in February, 2003, with the question, “What is God’s will for St. John Fisher Parish?” Whatever the answer is, we know it involves the tremendous talents and resources with which God has blessed us.

One of those resources is the hearts and minds of our Parishioners, so the question arose, “How do we access the collective wisdom of our Parishioners?”. This was a bit more tangible than the first question and led to the development of a new Parish-wide survey.

The responses from the 1998 Parishioner survey are still

very relevant today, in part because of the broad respondent base (31% of Parishioners). Building on this, the 2003 survey was able to be less data-oriented and more focused on the attitudes and desires of SJF’s constituents.

To make efficient use of existing Parish resources, the survey was mailed as an insert into the Impact monthly newsletter to 3150 households. Though we’ll never know for sure, the 17% response rate was a likely product of this understated promotion. Nonetheless, the responses offered a bounty of extremely valuable insight.

Charting a Course. Before approaching Parishioners, however, the Steering Committee believed it was necessary to anchor itself with guiding principles that would provide

purpose and consistency for the planning efforts. The following were established in collaboration with Msgr. Sork:

St. John Fisher Parish Pastoral Plan Guiding Principles

As disciples of Jesus, our identity is centered in the Eucharist, drawing us together in intimate union as a Parish community.

Recognizing that Church is People of God, we are all responsible for working in collaboration for the good of the Parish and the building up of the kingdom of God.

We acknowledge that God has gifted each person with unique talents and skills. In loving gratitude we accept those gifts, cultivate them and share them in the service of God.

In the spirit of evangelization that embraces and unifies all ministries we aspire to proclaim the Gospel through our words and deeds.

These principles would shape the way all interactions with Staff and Parishioners were conducted. The first “public” exercise was to ask the eight members of the Pastoral Staff, based on their vast knowledge and

experience, “What should we be asking the Parishioners?” This same request was made of the Pastoral Council members and leaders of the larger ministries, all resulting in the 2003 Parish survey.

PROCESSING YOUR SURVEY RESPONSES

With the assistance of professional statisticians, the results of the 539 surveys were compiled, sorted and cross-referenced. Complete results are posted on the Parish website, www.sjf.org. In addition, more than half the respondents provided additional write-in comments.

Both the “rankings” and “preferences” responses

highlighted the areas that need to be improved or celebrated. In almost all cases, the distribution of responses held true over the various age groups. Each main section of the Pastoral Plan is preceded by a statement of the corresponding responses and the guidance they provide toward that part of the Plan.

**Pastoral Council Points of Contact
For Pastoral Plan
2007-2008**

Community: Ann Armstrong
Maxim Ofina

Worship: John Barbieri
Pat Dahlberg
Victor Rzeteljski

Word: Christina Britt
Victor Rzeteljski

Service: Heather Cassano
Sean O'Leary

In addition, any correspondence to the Contact Points may be addressed to them, and mailed to the St. John Fisher Parish Office, 5448 Crest Road, Rancho Palos Verdes, CA 90275.