



**ST. AGNES AND
ST. WILLIAM OF YORK**

**St. Agnes & St. William of York
Evangelization-Based
Strategic Pastoral Plan 2022**

Our Sacred Purpose (Mission)

St. Agnes and St. William of York pastorate is called by God, and guided by the Holy Spirit, to continue the mission of Jesus in our parish community and neighborhood so all may know the love of Jesus Christ.

Our Vision

At St. Agnes and St. William of York we are missionary disciples motivated by the love of God. Our family invites all to discipleship through encounter with Christ. Inspired by the Holy Spirit, we worship, we serve, we grow in faith, hope and love. (2017)

The Planning Process

The pastorate was activated for planning in the fall of 2020. The planning has been carried out by a Pastorate Planning Team (PPT) made up of Fr. Makovo, some of his staff leadership, some members of the Pastoral Council, and other invitees. The PPT began work in earnest in March 2021. Monthly meetings shifted between in-person and virtual depending on COVID restrictions. After taking a break for the summer, planning resumed in September, 2021. A variety of factors necessitated a schedule revision, pushing the Sacred Purpose Workshop to February, 2022, and the conclusion of the planning process to May, 2022.

They PPT looked at the changes in the community around the parishes and noticed that there is a high concentration of young adults. There is also racial and religious diversity. The household size is small as many families with school-aged children will move out of the area to find schools. Many households in the community do not have a vehicle as public transportation is easily available.

The PPT also discussed the current state of the parishes and the impact of the pandemic. While Mass attendance has been stable, the parishes rely heavily on rental income which makes them vulnerable to the will of the tenants. The facilities are in good shape, though some spaces are not used much. They also recognized that each parish has their own charism which can appeal to different spiritualities, which is an asset.



The Strategies marked with a star are the priority strategies and will be the first focus.

Our Goals

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



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, STRATEGIES, CRITICAL SUCCESS FACTORS & BARRIERS

Goals

Strategies

WELCOME



- W1** Create a Welcome and Connection Point at each parish that also serves as small group space.
- W2** Recruit and form ushers and greeters of all ages, families, etc. Be mindful of diversity
- W3** Review and upgrade our campus layout and signage. Designated area for guest parking.
- W4** Provide more opportunities for youth and individuals to join existing ministries (sacristy work, cleaning, flowers, etc.)

Critical Success Factors

Access and visibility.
 Construction—need someone to design, build, manage construction.
 Volunteers to staff the desk.
 Funding for construction.
 Functionality, location.
 All parishioners are formed in hospitality

Barriers

Getting the right people to staff the desk.
 Availability of good materials based on budget
 Technology upgrades

ENCOUNTER

- E1** Nurture Faith Formation for Youth & Adults: Bible Study.
- E2** Expand the Arimathean Ministry (funeral accompaniment ministry), to provide more parishioner representation of at funerals and intentional follow-up with families.
- E3** Provide more fellowship opportunities—"Shallow entry points."
- E4** Expand prayer teams who pray for specific intentions requested by community members.
- E5** Provide intentional opportunities for collaboration and community building between St. Agnes and St. William of York.

Critical Success Factors

Promoting a culture of witness
 Making a place at the table for the unexpected guest
 Pastorate must be open and accepting
 Laity engaging in leadership through membership

Barriers

Fear of saying "Yes"
 Fear of long-term commitment
 People already over-committed
 Fear of being vulnerable
 Being truthful with ourselves about who we are

ACCOMPANIMENT



- A1** Expand small groups ministry by providing more opportunities to facilitate people getting to know each other, pray together.
- A2** Create a Prayer Ministry. Prayer chain, prayer partners for new parishioners and existing parishioners, more prayer connection with the sacraments, prayer teams to pray for specific prayer requests.
- A3** Expand our follow-up with people who have been married in the pastorate, had baptisms or other initiation sacraments, and funerals.
- A4** Expand intentional mentorship opportunities thereby developing spiritual friendships i.e. Sponsor couple, Baptism partner families
- A5** Men's group: for fun, fellowship & faith.
- A6** More fellowship opportunities for all. Donuts and coffee after ALL Masses on a weekend, etc.
- A7** "I've got your back" - creating a culture of understanding that people in the pastorate care for one another, support one another.

Critical Success Factors

Trained facilitators for small groups
 "Professional," attractive advertising for events
 Understanding the needs of parishioners and creating groups to meet those needs.
 Special prayer groups & Special interest groups
 Social events for fellowship & community building

Barriers

Getting people to understand they are qualified/equipped to lead a group.
 Helping parishioners to connect and engage with the small group idea.
 Keeping on topic and focusing on Catholic values.
 Making people that may be struggling with their faith

GOALS, STRATEGIES, CRITICAL SUCCESS FACTORS & BARRIERS

Goals

Strategies

SENDING

- ★ S1 Provide opportunities to celebrate the cultural diversity of the parish and the surrounding community as well as the universal Church
- ★ S2 Develop outreach to parishioners, neighborhood associations and service organizations to better understand community needs and how we can interface and fulfill them.
- ★ S3 Partner with a neighborhood food pantry to proactively serve our local community.

Critical Success Factors

Multicultural gathering
 Observance of cultural saints
 Getting to know one another
 Stronger connection to Haiti sister parish
 More cultural diversity among lectors
 Better understanding and knowledge of surrounding community.

Barriers

COVID repercussions—ongoing
 We don't know each other
 Pastorate is siloed in nature
 Belonging and investment, ownership of the pastorate by the parishioners
 Weak neighborhood connections
 Apathy

LITURGY

- ★ L1 Provide a more prayerful environment at Mass by implementing more diverse styles of music (praise & worship particularly); more musicians and choir members to round out groups; praise & worship music as prelude at Mass.
- ★ L2 Provide more youth-focused opportunities: Youth Mass, special blessing upon graduation, etc. Present and recognize Confirmands and First Eucharist children at Mass so that they are more integrated into parish life.
- ★ L3 Provide opportunities for youth to participate in the Mass as Lectors, Gift Bearers, and singing in choir/cantors.
- ★ L4 Develop a brochure and a portal enabling all parishioners to be involved in the ministries of the parish.
- ★ L5 Provide opportunities for our priests to enhance their preaching, including homily series and common themes.

Critical Success Factors

Prayerful musicians
 Music and/or led prayer 15-20 min prior to Mass
 Screens for song lyrics
 Involving a wider range of liturgical ministers
 Leaders for prayer teams and prayer before Mass
 Monthly anointing services
 Designated Mass for youth

Barriers

Lack of leadership
 Networking
 Logistics/personnel
 Lack of Youth involvement
 Push-back from longstanding ministers
 Scheduling

MISSION SUPPORT

- ★ M1 Communication: offer Synod-styled Listening Sessions to create a touchpoint to understand the community as a whole better, learning what people's needs are, what their aspirations are for their parish - better understanding of Encounter vs. Engagement
- ★ M2 Fundraising: Merged Church and School effort.
- ★ M3 Create a new staff position—job description would include skills in various media, including digital video, social media, etc. Ensures unified message. Special focus on reaching youth and young adults
- ★ M4 Update website— browser and mobile versions need streamlining. Add more photos and pastorate history.
- ★ M5 Develop a way to capture, review and understand metrics.
- ★ M6 Create a Homily Podcast.

CSFs

Timely two-way communication
 Getting thank yous out in a timely fashion
 Develop a common purpose
 Finding ways to broadly communicate with those not digitally inclined
 Scheduling time and place for Town Halls
 Keeping meetings peaceful and positive

Barriers

No timely follow up
 Topics for meetings must be engaging and pertinent to the parish
 Finding a good time availability
 People feeling their voices aren't being heard

PRIORITY STRATEGIES

Priority Strategies	Deliverables
W1—Create a Welcome and Connection Point at each parish that also serves as small group space.	Welcome and connection point at each parish. Launch: Fall, 2022 Length: 9 months (ready Easter 2023)
	Champions: Pat Cusick, Harriet Mrisho, Albert Ebhoaye Staff Liaison: Peggy Mrozek (Staff Liaison)
M1—Communication: offer Synod-styled Listening Sessions to create a touchpoint to understand the community as a whole better	Synod-style listening sessions; focus on sending and receiving information, especially to those not digitally inclined. Launch: Fall, 2022 Length: 5 months (first event Lent 2023)
	Champions: Amanda Barrick, Barbie Frederick
A1—Expand small groups ministry.	Provide more opportunities to facilitate people getting to know each other, pray together. Particular focus on offerings for men in the parish and community. Launch: In progress Length: Ongoing
	Champions: Mike & Michelle Burke, Tom & Jan Vidmar, Len & Donna Ascosi, Barbara Naudain, John Jefferson; Staff Liaison: Leslie Mohler
S1—Provide opportunities to celebrate the cultural diversity of the parish and community.	Multicultural potluck; observance of cultural saints; getting to know one another; build stronger connection with Haiti sister parish; better understanding of community. Launch: January, 2023 Length: 4 months (first event Pentecost)
	Champions: Josette Murerwa, Kathie Jarosinski
L1—Provide a more prayerful environment at Mass.	More diverse music styles; prelude music prior to Mass; more musicians and choir members, prayer teams available after Mass to pray with others. Launch: Fall, 2022 Length: 5 months
	Champions: Dan Lohrfink, Stacie Bilinki Staff Liaison: Jennifer Manganaro
L2—Establish a regular youth-focused Mass	Increase youth participation in Mass as Lectors, Gift Bearers, cantors and choir members; presentation and recognition of Confirmands and First Eucharist children. Launch: Fall, 2022 Length: 5 months
	Champions: Scott Oesterle, Emily Kosloski Staff Liaison: Alison Jefferson

Our Monitoring Plan

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



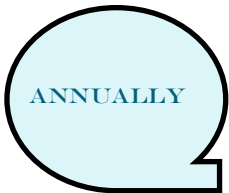
Are we doing what we said we were going to do?

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



Are we getting the results we want to get?

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



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

- What—Analysis of objectives, which strategies have been achieved, new barriers and CSFs to establish priorities for next year by group attending quarterly meetings
- To Whom—Summary provided to parish as part of annual report



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



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



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



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



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



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.



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.

How do I get involved?

Be Missionary Disciples

THE ARCHDIOCESE OF BALTIMORE