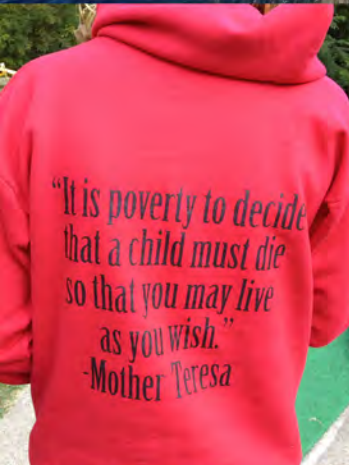




# North American Martyrs Parish Pastoral Plan 2013



January 3, 2013  
Feast of the Most Holy Name of Jesus

Dear Parishioners,

As we begin a New Year, Deacon Rick, Denise Lucas, the Pastoral Council and I would like to wish you a Happy New Year. We have been working on formulating our initial Pastoral Plan for the last two years as part of Bishop Zubik's vision for parishes in the Diocesan guidebook, *One Body, One Mission*. This booklet contains that plan. It is your plan, intended to guide our actions as a faith community, so please take the time to read and understand it.

We hope you become as excited as we are to learn the details of the plan which were crafted through listening to our parishioners in various parish organizations as well as listening to parishioners at large, who made suggestions to me, our Pastoral Council members, and to our staff. This plan was modified through the dialogue with our parishioners at our Parish Assemblies that were held on Wednesday, September 19 at North American Martyrs Church, on Sunday, September 23 at St. Michael Hall, and on Sunday, September 30 at DeLuca Hall. These objectives and goals are something that we should all aspire to accomplish through the unselfish and dedicated efforts of our parish through the grace of God.



One of my favorite images is the story of "the kingdom of heaven being like a mustard seed that a person took and sowed in a field. It is the smallest of all the seeds, yet when full-grown it is the largest of plants. It becomes a large bush, and the 'birds of the sky come and dwell in its branches.'" (Matt. 13:31-32)

Similarly, through seeds of faith planted many years ago, the parishes of North American Martyrs and St. Michael grew and blossomed into strong faith based communities based on the core values of Compassion, Enthusiasm, and Faithfulness. Now, as a result of our merger on September 4, 2010, we have successfully integrated Unity into our core values and we have continued to grow. Most importantly, this growth has added "new branches" and enhanced our ability to address many corporal and spiritual needs of the communities we serve. Did you ever ask a child, "What do you want to be when you grow up?" As outlined in this plan and with the dedication and active involvement of you, our parishioners, our parish will continue to grow and evolve as part of the "Church Alive" as envisioned by Bishop Zubik and supported by me, the Parish Staff and your Pastoral Council.

Thank you for your role in making North American Martyrs Parish a loving and vibrant parish. May the Love, Joy and Peace of the Holy Family remain with you now and always.

In Christ's Service,  
*Rev. Joseph G. Luisi*  
Rev. Joseph G. Luisi  
Pastor

## **North American Martyrs Pastoral Plan**

**A. Discussion:** Shortly after completing the process of developing our parish mission statement, the Pastoral Council began the process of developing this initial long-term Pastoral Plan. The planning team consisted of the Pastoral Council, Father Luisi, Deacon Rick Tucek and our Pastoral Associate Denise Lucas. We began a critical review of our current performance as a parish including existing parish ministries, established parish social groups and events, and all on-going parish programs and projects. Additionally, the team identified and prioritized “near-term” parish needs.

We looked at what we as a faith community were doing to support our parish, the communities in which we live, including Monroeville, Pitcairn and surrounding communities, and where we believed we were along the road to achieving “unity” within the parish.

Existing ministries and social groups within the parish, as well as numerous parishioners were contacted by individuals on the planning team in a one-on-one setting in order to seek as broad a cross-section of input as possible.

From this “analysis” the planning team developed a list of goals and objectives which should be pursued as a parish community. Initially, this was a very long “wish list” of goals and objectives and the difficult task of distilling them down to a meaningful number to include in the plan ensued.

The key guidelines followed by the planning team for the selection of the goals and objectives to be included in this plan included:

1. They had to be consistent with the Diocese of Pittsburgh guidelines as contained in One Body, One Mission, which are the Parish Pastoral Guidelines of the diocese as promulgated by Bishop Zubik.
2. They needed to be consistent with our Parish Mission Statement.
3. They could not have a negative impact on existing parish ministries and/or key programs or projects currently in place.
4. ...and for any selected goals and objectives that require any capital investment or on-going funding, they must follow the process of budget approval the same as any other parish program and therefore be initiated through the parish financial council and business manager.

It should be noted that three Parish Assemblies were held in September, 2012 to review a draft planning document and to seek feedback from the parish at large for consideration by the planning team for incorporation into this final plan.

A key element of the planning process was Bishop Zubik's Pastoral Letter, **The Church Alive**, published for the Diocese of Pittsburgh in June 2008. In this letter, he listed five essential qualities of parish life which the planning team decided would be a good starting point to benchmark the goals and objectives that were selected for this plan. The key areas of parish life listed in the bishop's letter were:

1. **Eucharist** – The convergence point of all the vital elements of Parish life, the source and summit of the parish's expression of its life in Christ as the Body of Christ.
2. **Evangelization** – The element which encompasses any way in which the parish continues to spread the good news of Jesus and to bring others to God.
3. **Catechesis** – The element which teaches, explains and informs parishioners of all ages in the Scriptures and Tradition of the Church.
4. **Formation** – The element which promotes a lived faith which is bold, courageous and effective.
5. **Stewardship** – The element which encompasses prayer of thanksgiving for the many gifts of God and the sharing of those gifts through acts service.

**B. The Long-Term Goals** for our parish are:

1. **Evangelization:** The goal for our parish is to provide all individuals served by our parish the opportunity to develop a closer relationship with Christ. We believed it was important to strengthen our efforts to reach out and embrace not only those who have left the church, but those who are active and practicing Catholics.
2. **Catechesis:** The goal for our parish is to establish a comprehensive religious faith formation program with specific emphasis on young adults (teens) and adults. While we have an excellent religious education program in place for our children, we need to do a better job by providing effective religious formation opportunities for our adult parishioners.
3. **Stewardship / Formation:** The goal for our parish is to develop and initially implement a core social ministry model. We have several active ministries in the parish effectively serving some of the corporal and spiritual needs of needy and deserving parishioners and individuals in the communities in which we reside. We believe that a core social model can leverage the resources available in our parish and our communities and significantly

increase the level of services available and the number of needy and deserving individuals that are served.

C. The **Long-Term Objectives** for our parish are:

### **1. Evangelization**

- a. Enhance our deployment of the technologies available to us in the digital age through the expanded use of digital discipleship to invite participation in all parish activities in FY-2012 / FY-2013. This will include the expanded use of Facebook, Twitter and e-mail, as well as the upgrading of our current web-site. While our school website has been recently upgraded, our parish website needs some revision and, a Website Revision Committee has been formed to make it more user-friendly and interactive.
- b. Continue and expand the “Welcome Home Catholics” program in our parish.
- c. Investigate upgrading the NAM sanctuary wall with a mural with the objective of providing an enhanced environment to facilitate a more meaningful and personal participation in both the liturgy, as well as individual devotion.

### **2. Catechesis**

- a. Create an Adult Faith Formation Team to develop and implement a comprehensive plan for adult faith formation within our parish.
- b. Establish a Youth Advisory Board to assist our youth minister in the planning and implementation of activities for our senior high youth groups.
- c. Support the growth and expansion of our parish school through retention and recruitment by monitoring and supporting the implementation of the School Advisory Committees’ five-year strategic plan which is focused on achieving a growth rate equal to, or greater than, the last three year growth rate of ~10% annually.

### **3. Stewardship / Formation**

- a. Develop and Implement a Parish Social Ministry Model, which we call the North American Martyrs Small Christian Community Model.
- b. Implement a needs assessment for all parishioners who are sixty-five, or older, in order to make sure that these needs are properly addressed in the Social Ministry Model.

# Supplement to the Pastoral Plan

## Stewardship / Formation:

### 1. North American Martyrs Small Christian Community Social Ministry Model

Current plan is that this ministry will consist of eight neighborhoods within the North American Martyrs Parish Community. These “neighborhoods” will initially be set up to consist of approximately 200 to 250 families; be defined within a manageable geography; and, each have as a minimum three coordinators and two assistant coordinators to manage the available resources and to coordinate providing the services in the model to those in their neighborhood that have an identified need.

The individual coordinators will receive appropriate training from both the diocese as well as parish resources and will meet on a monthly basis with Fr. Joe and Denise Lucas, our Pastoral Associate, to review status of the ministry, and to discuss any issues, or needs that come up within the neighborhoods.

The basic services that this model is intended to serve include:

- **Transportation:** usually involving taking people to church, the doctor or dentist, the hospital for therapy or some kind of shopping need.
- **Visitation:** this can be broad-based and involve visiting the sick and elderly at home or in the hospital, visiting the homebound, newcomers to the parish, or those who may be grieving. In summary, there may be many reasons that could be the purpose for a visit.
- **Emergency Home Help:** This could result from a crises or unforeseen situation of almost any type resulting in some kind of home emergency due to an accident or unexpected need.
- **Minor Home Repair:** There can be many occasions when an elderly person or an individual with some type of disability needs assistance with minor home repair that can easily be addressed by a fellow parishioner.

The intent is to not only make sure that the final model is tailored to meet specific needs identified in the parish which can be addressed through the active support of this ministry, but also that...

- It is complementary to and not in any way in conflict with the many service ministries already active in our parish, and...
- The activities we ultimately incorporate into it are coordinated with the resources and services that are available to us in the communities of both Monroeville and Pitcairn, and...

- We understand that it will take time and resources to fully implement our desired “end state”; that each neighborhood may be slightly different depending on their stated needs; and that all services will not be available immediately upon initial implementation since they will be phased in as resources are identified and become available to the Coordinators.

While this is a Social Ministry model for our parish, we know that we draw our strength from God’s grace to accomplish any and all good works. Therefore, in order to remain grounded in Christ, in addition to the goal of providing service, there will also be a goal to develop small faith sharing groups that will meet periodically to study God’s Word, and to pray and share Faith. In doing so, we as a parish community will “keep the fire burning” so that we are able to reach out to those in need in a continuous, sustainable and loving way.

The current timeline for initial implementation of this ministry is the first quarter of 2013, and it will take time and resources to ultimately get to the point where all planned services are available to those needing them.

**2. Parish Health Care Ministry** – In December our parish was notified that we are the recipient of one of the Parish Grant Awards from Oregon Catholic Press. With this \$3,000 grant, we hope to begin a Parish Health Care Ministry located at St. Michael Hall, Pitcairn, to address the needs of those who are sick or ill and who may not have a doctor or who need to be monitored and/or assisted by way of education, prevention and medical assistance.

## **Catechesis: Adult Faith Formation**

**1. Our Marriage Enrichment Ministry** will soon begin the **Covenant of Love**, year-long parish-based ministry program by the Alexander House Apostolate. The goal is to build great marriages at NAM Parish through monthly date night gatherings for all married or engaged couples (babysitting provided). The presentation would involve a DVD program, discussion, couple sharing and fellowship with desserts and appetizers. There will be no participation fee for this program.

**2. Our Adult Faith Formation** ministry now offers a monthly year-long series that began in December called **Catholicism** by Fr. Robert Barron. This widely-acclaimed DVD series will help any Catholic to learn more about their faith particularly in those areas in which one fumbles for answers to those nagging questions that we feel we should have the answers, but either we never learned them or they were forgotten. This series is currently held in the NAM school multi-purpose room on one Thursday and the following Monday once each month at 7 pm.



# North American Martyrs Pastoral Plan

## **Vision**

To be a parish community that cultivates expectant Faith, fervent Hope and unconditional Love following the example of Jesus Christ.

## **Mission**

North American Martyrs is a vibrant parish, built on multi-generational and cultural traditions blended through the grace of the Holy Spirit. Reflecting the unconditional mercy of Jesus Christ, we as a faith community sharing God's love with all people, enthusiastically reach out to embrace everyone, especially the poor, broken, suffering and lost. We draw our strength through prayer, listening to and acting upon God's Word and celebrating the Eucharist, to foster a closer relationship with Christ as humble and faithful members of His Universal Church.

## **Core Values**

**Unity** – we are mindful that we are a merged parish, built on multi-generational and cultural traditions, wanting to bring together those who live in Monroeville, Pitcairn and the surrounding areas to join us in worship.

**Compassion** – we seek to reach out to embrace everyone, especially the poor, broken, suffering and lost.

**Enthusiasm** – we hope to make a real difference in people's lives by being invitational and purposeful instead of just going through the motions.

**Faithfulness** – we hope to be faithful to God's Word, faithful to the Eucharist and faithful to prayer so that we can be faithful to Jesus' commandment to "Love one another as I have loved you."