

# *Strategic Plan for the Parishes of St. Agnes & St. William of York*



**Prepared for the parishioners by the  
St. Agnes & St. William of York Pastoral Council**

**June 2014**

# Letter from the Pastor

September 2014

Dear Friends:

I am happy to present to you this Strategic Plan for the Parishes of St. Agnes and St. William of York!

This document is the fruit of over a year's labor by the Joint Pastoral Council of our parishes. It will guide the pastoral priorities of our communities as we seek to live out the Gospel message and to be a light to the world.



Pope Paul VI taught that the Church exists to evangelize (Apostolic Exhortation *Evangelii Nuntiandi*, no. 14). So, as you will soon see, evangelization is a key component of this plan. As a community we must reach out to others to share the good news of Jesus Christ. This evangelistic impulse of our plan is what we are calling "mission." Each area of parish life has a missionary component.

While the Church must always be missionary, she also cares for the sheep who are already in the fold. This is what we are calling "ministry." The ministry component of this plan seeks to help those who are already members of our communities to grow in holiness and Christian discipleship.

My thanks to all the members of the Joint Pastoral Council who have helped to bring this plan into existence and will be working on its implementation. My thanks also to Mrs. Daphne Daly, from Bishop Madden's office, who guided us through this strategic planning process.

May St. Agnes and St. William of York pray for us!

Yours in Christ,

A handwritten signature in black ink that reads "Rev. Michael J. Foppiano". The signature is written in a cursive, flowing style.

Rev. Michael J. Foppiano  
Pastor

# *Introduction*

## ***A PLAN FOR THE PARISHES OF ST. AGNES AND ST. WILLIAM OF YORK***

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This strategic plan represents nine months of work on the part of the St. Agnes and St. William of York Pastoral Council to discuss, discern and put onto paper the priorities for the council over the next several years.

It is guided by the desire to focus the council's work, and that of its subcommittees, on those efforts that will bear the most fruit in terms of bringing people closer to a personal encounter with Christ.

## ***ST. AGNES AND ST. WILLIAM OF YORK PASTORAL COUNCIL MEMBERS (2013-2014)***

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### **St. William of York**

Cheryl Council

Larry Davis

Albert Ebhoaye

Kathie Jarosinski

Rachel Vinton

### **St. Agnes**

Ed Bentley

Stacey Bilenki

Patrick Cusick

Sandra Holt

Ellen Kiel

### ***Ex officio***

Fr Michael Foppiano

Fr. Raymond Harris

# The Planning Process

## PROCESS OVERVIEW

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In October 2013, the newly constituted St. Agnes and St. William of York Pastoral Council gathered to begin developing a strategic plan for the two parishes. This plan was to serve as a blueprint for the council's work over the next several years. Council members took time to objectively consider what the parishes do well and how they might be able to improve upon the ways in which they reach parishioners and non-parishioners alike with the saving message of Christ's love.

Over the next eight months, the council devoted most of their monthly meeting time to crafting the plan. The council began with a discussion of the demographic characteristics of those living within the parish boundaries and how the Gospel message might be shared with them. With this context in mind, the council considered the six areas of parish life, identifying for each their **priorities** over the next several years, as well as **strategies** for achieving the priorities. At the end of this work, they suggested potential actions that could implement the strategies. However, this work was merely a starting point for generating ideas about the many actions that potentially could support the council's priorities and, ultimately, the mission of the parishes and the Church universal.

**Priority: something given or meriting attention before competing alternatives**

**Strategy: a plan or method for achieving a particular goal, usually over a long period of time**

## AREAS OF PARISH LIFE

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The pastoral council considered the priorities for the parishes in the context of the six areas of parish life. Not only do these roughly correspond with the mission priorities of the Archdiocese of Baltimore, but they also touch on the full range of ways in which we seek out and respond to the presence of God in our lives.

The pastoral council envisions forming subcommittees focused on the six areas of parish life as needed, and empowering them to help implement this plan with the assistance of other parishioners.

The six areas of parish life are:

- ✪ Evangelization
- ✪ Worship



- ⌘ Service
- ⌘ Stewardship (including finances and facilities)
- ⌘ Education (including faith formation, family formation, and Catholic school education)
- ⌘ Community Life

### ***MISSION VS. MINISTRY***

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The pastoral council was asked to consider strategies that would achieve its priorities in terms of those that were mission-focused and those that were ministry-focused.

Mission-focused work seeks to draw in those who currently are not active disciples of Christ, which could include the unchurched, lapsed Catholics, and even people within the parish who need to grow in their relationship with Jesus.

Ministry-focused work helps to more fully form those who are already on the path to discipleship, primarily through worship, service, and education.

**“The parish is...an environment for hearing God’s word, for growth in the Christian life, for dialogue, proclamation, charitable outreach, worship and celebration. In all its activities the parish encourages and trains its members to be evangelizers. It is a community of communities, a sanctuary where the thirsty come to drink in the midst of their journey, and a center of constant missionary outreach.”**

- Pope Francis, *The Joy of the Gospel*

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**MISSION STATEMENTS**

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This plan is meant to be an expression of the mission of each parish, a plan for ensuring that the work of the pastoral council and its subcommittees consistently relates back to the Gospel roots of the Church. In its simplest form, it is a plan to carry out Christ's Great Commandment to love God above all else and to love our neighbors as ourselves, as well as His Great Commission to make disciples of all nations. The parishes of St. Agnes and St. William of York have crafted their own unique wording for this mission:

**St. Agnes Mission Statement**

To minister in the name of the Father as we create an environment of peace, and of the Son as we live the Good News, and of the Holy Spirit as we reflect His love to others.

**St. William of York Mission Statement**

The love of God causes us, as stewards of St. William of York Roman Catholic Church, to promote and continue the mission of Jesus Christ through worship, education, fellowship, social justice and service.

We receive the grace to fulfill our mission through prayer and the celebration of the sacraments, especially Eucharist. Strengthened by our individual experiences and encouraged by one another's faith, as a small parish community we move forward secure in direction and strong in devotion to Christ's Word, under the guidance of the Holy Spirit.

# *Priorities, Strategies & Actions*

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The following pages contain the priorities of the pastoral council for the next several years, beginning in fall 2014. The priorities are organized around the six areas of parish life (see “The Planning Process” for a definition of these areas). They represent those things that the council feels need to be the focus of their work, and the work of the subcommittees that support them, in order to live out their mission statements.

Each priority has a set of strategies that will help to achieve it. These strategies are identified as either mission-oriented or ministry-oriented (see the description of each under “The Planning Process” for more information). The relative sequencing for each strategy is indicated as either short-term or long-term. “Short-term” refers to those strategies that could begin over the next 1-2 years; it does not refer to the duration of the strategy. Initiatives that already are being done are included in this category, along with strategies that could be started within this time frame. Strategies that likely would not be started in the next 1-2 years are indicated as “long-term.” However, long-term strategies can be initiated at any time if desired.

Each strategy has at least one action listed for it. These actions are not meant to be a list of tasks to be completed, but rather ideas for further discussion about the ways in which each of the strategies might be approached.



# Evangelization

## **PRIORITIES, STRATEGIES & ACTIONS**

Equip people to be disciples by living out and sharing their faith

### **Ministry Strategies**

#### **Short-Term Strategies**

Demystify "evangelization" and help parishioners feel comfortable sharing about their faith

- ✂ Share conversion and faith stories once a month in the bulletin
- ✂ Create training on how to explain the Catholic faith and ways to invite people to consider Catholicism
- ✂ Allow people to choose the ways in which they are comfortable sharing their faith
- ✂ Provide information on and resources for apologetics to help people feel empowered to explain the faith
- ✂ Offer a faith-based retreat for families to grow spiritually together
- ✂ Form Bible study groups or other small groups for faith sharing

Encourage spiritual reflection throughout the week

- ✂ Preach homilies in series, such as the "Fear of..." homily series
- ✂ Post homily online for parishioners to reflect on throughout the week
- ✂ Send daily reflections, bible verses, saints, etc. through electronic mailing list or Twitter or facebook posts

Build up participation in adult faith formation offerings

- ✂ Provide adult faith formation opportunities that help people understand what they are called to do and why they are called to do it
- ✂ Encourage parishioners to respond to the Great Commandment and the Great Commission of Christ, especially outside of the church itself

I dream of a  
"missionary option,"  
that is, a missionary  
impulse capable of  
transforming  
everything, so that the  
Church's customs,  
ways of doing things,  
times and schedules,  
language and  
structures can be  
suitably channeled for  
the evangelization of  
today's world rather  
than for her self-  
preservation.

- Pope Francis,  
*The Joy of the Gospel*

## ***Long-Term Strategies***

**Introduce people to prayer practices and techniques to help them grow closer to Christ**

- ☞ Encourage people to use prayer books to write down thoughts and things to pray for
- ☞ Hand out notecards/small prayer cards after Mass or at prayer events
- ☞ Teach centering prayer, lectio divina and other prayer practices

**Make the visible witness to our faith more commonplace**

- ☞ Continue to have Eucharistic processions in the community
- ☞ Develop a strategy for visible witness that will help parishioners overcome their hesitancy or fear of witnessing to their faith
- ☞ Reinforce the strategy by talking about it frequently

**Host events that appeal to people at all stages of their faith journey**

- ☞ Hold events such as an annual women's and/or men's dinner
- ☞ Continue to offer Vacation Bible School



**Encourage unchurched and/or non-practicing Catholics to be open to the Holy Spirit and the Word of God**

## ***Mission Strategies***

### ***Short-Term Strategies***

**Reach out to people within the parish boundaries**

- ☞ Project your joy in Christ to others; smile when talking with people, esp. when talking about the Lord
- ☞ Develop and distribute to parishioners notecards/ speaking points that answer the questions "Why go to Mass?" and "Who is Jesus/God?" so that they are prepared to discuss these when speaking with others
- ☞ Establish a home-to-home visitation strategy to reach out to the different streets in parish neighborhoods



**Host "non-threatening" events aimed at drawing in people who normally do not attend church**

- ☞ Host events such as concerts, lectures, or craft fairs in the church / hall
- ☞ Offer church tours that would include explanations on what/why we believe
- ☞ Hold an Open House/cookout prayer service that would appeal to people at all stages of their faith journey

**Reach out to St. Agnes School families who are not Catholic or may not attend Mass regularly**

- ☞ Invite school families to parish events, particularly those that are "non-threatening," as a way to help them feel comfortable in the parishes

- ✎ Provide information to school families about the RCIA program
- ✎ Have a workshop for non-Catholic families on the basics of the faith being taught in the school

### ***Long-Term Strategies***

Help people become curious about God and how/why they need Him in their life

- ✎ Continue to offer and promote the ChristLife series, especially outside the parish
- ✎ Provide answers to people's questions/concerns/issues through apologetics and other fact- and faith-based resources
- ✎ Offer lectures, presentations, etc. to help people explore faith and topics such as who the Holy Spirit is and how the Holy Spirit works
- ✎ Establish a prayer station in specific areas of the church, inviting people to share prayer requests as a way to help them seek God and feel Him at work in their lives
- ✎ As we do works of charity & mercy out in the community, better promote St. Agnes/St William of York to reinforce the link between faith and charity and the way God works through us
- ✎ Pray for the Lord to work in people's hearts, individually, by organizing an evangelization prayer team, and by incorporating evangelization prayers into the prayers of the faithful



Invite those who currently are not affiliated with a church to worship at St. Agnes or St. William of York and welcome them

### **Mission Strategies**

#### ***Short-Term Strategies***

Conduct frequent outreach to areas of the parish where there are large numbers of rental properties or new homeowners

- ✎ Develop a strategy to regularly share information about Mass times, special Masses or devotions, and upcoming programs with people in areas where there is a high turnover of residents
- ✎ Advertise the ChristLife and RCIA programs in these areas
- ✎ Conduct seasonal events such as Christmas caroling in the various neighborhoods of our parishes
- ✎ Establish a home-to-home visitation strategy to reach out to the different streets in parish neighborhoods



## Create a welcoming and accessible environment for visitors to the churches

- ☞ Continue and enhance the parking and cleaning ministries
- ☞ Provide better signage at St. William of York to delineate the entrance to the church and make it more welcoming for visitors
- ☞ Be especially welcoming at Christmas and Easter Masses so that visitors feel comfortable at church

### ***Long-Term Strategies***

Build up worship practices and programs that are welcoming and appeal to a culturally and generationally diversifying population

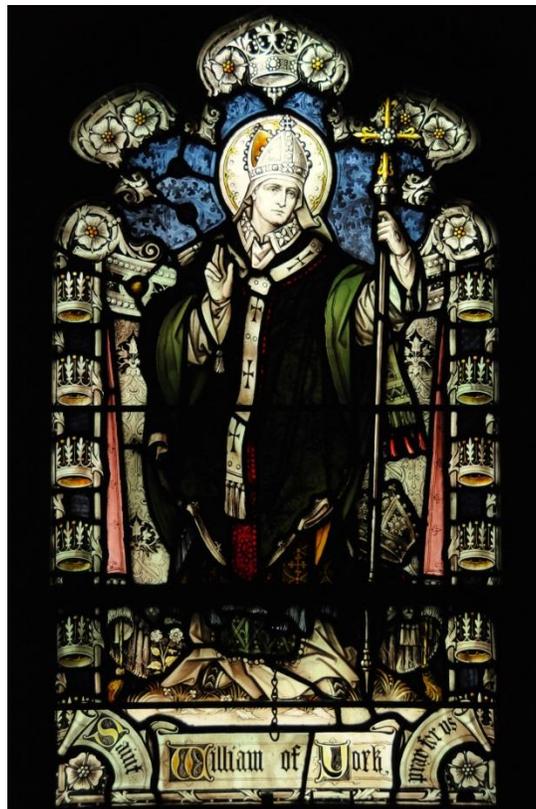
- ☞ Identify the cultural groups we are trying to reach and some of their faith traditions, then invite them to share in the practice of those traditions at St. Agnes or St. William of York
- ☞ Explore different types of music that could be offered as a way to appeal to different cultures and age groups, in collaboration with Worship Committees at both parishes
- ☞ Hold concerts or other events in the church that will appeal to a broad range of cultures and ages

### **Ministry Strategies**

#### ***Short-Term Strategies***

Encourage and equip parishioners to participate in a welcome/invitation campaign

- ☞ Create training on ways for people to share their faith and invite people to worship with us
- ☞ Train teams of parishioners to participate in a door-knocking campaign
- ☞ Encourage those who are attending Mass regularly to invite one person to attend with them



## **PRIORITIES, STRATEGIES & ACTIONS**

Help people cultivate a personal relationship with the Lord individually

### **Mission Strategies**

#### **Short-Term Strategies**

Explain the Mass to help people see how God is reaching out to them during it

- ✪ In collaboration with those working in evangelization and education, periodically celebrate Mass as an Instructional Mass (aka Stop and Go Mass); publicize these days, especially outside of the parish
- ✪ Use the parish websites as tools to explain parts of the Mass

Use giveaways of religious items to encourage people to use them

- ✪ Explore the possibility of giving away free Bibles, rosaries or other prayer aides
- ✪ Consider using the Dynamic Catholic book program to encourage people to read a Catholic-based book importance

Use the Lenten season to help people explore their relationship with the Lord more deeply

- ✪ Prepare a homily series with reflections on a theme during Lent
- ✪ Organize small groups to provide a comfortable setting for exploring/discussing issues of faith

### **Ministry Strategies**

#### **Short-Term Strategies**

Encourage daily prayer

- ✪ Host programs that explain and teach different prayer techniques and practices
- ✪ Provide prayer resources through the bulletin, website, adult/family faith formation, etc.
- ✪ Use the bulletin board on the St. Joseph side of the church at St. William of York in a way that will encourage daily prayer
- ✪ Send daily reading and reflections, bible verses, saints, etc. through electronic mailing list or Twitter or facebook posts



Promote an awareness of God in all areas of our lives and at all times during the week

- ✪ Provide resources for daily meditation

Promote Eucharistic adoration

- ✪ Establish a monthly Holy Hour with music, modeled on the successful one at Our Lady of Perpetual Help in Ellicott City



Help people cultivate a personal relationship with the Lord as a community

### **Mission Strategies**

#### ***Short-Term Strategies***

Strive for a “high quality” celebration of the Mass that will entice people to continue on their faith journey as part of a community

- ✪ Underscore the universal nature of the Mass and our participation in it as part of a larger faith family
- ✪ Determine how liturgical ministries can be enhanced to provide a better experience, including the ongoing formation of current ministers

#### ***Long-Term Strategies***

Establish communal prayer opportunities outside of Mass that will encourage those just seeking prayer time to participate

- ✪ Recite a decade of the Rosary before or after Mass
- ✪ Explore opportunities to provide times of prayer and worship in different formats and with different musical styles
- ✪ Encourage non-parishioners to attend programs being held at the churches so that they can participate and explore/share their faith with others

### **Ministry Strategies**

#### ***Short-Term Strategies***

Focus on music to enhance the prayerful nature of Mass

- ✪ Explore the possibility of incorporating different styles of music into the celebration of Mass; Latin, traditional choir, and more contemporary praise music may all be options
- ✪ Consider introducing a contemporary music group at St. Agnes, starting with a monthly Mass at which they sing
- ✪ Underscore that hymns and music are forms of prayer, and therefore should be a joyful response from the entire parish to God’s blessings
- ✪ Ensure that those primarily responsible for providing the music during Mass are well-rehearsed and have opportunities to develop their gifts through workshops and other forums

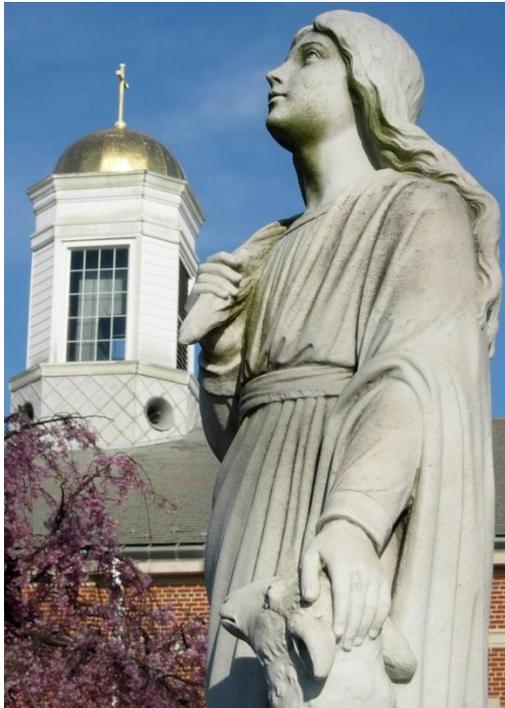
#### ***Long-Term Strategies***

Cultivate ways for people to grow in faith as a community

- ✪ Periodically celebrate Mass as an Instructional Mass (aka Stop and Go Mass)
- ✪ Preach a homily series on the importance of active participation in the Mass
- ✪ Collaborate with Evangelization and Community Life to establish small groups for faith sharing

## **PRIORITIES, STRATEGIES & ACTIONS**

Promote works of mercy towards those in the parish



### **Mission Strategies**

#### **Short-Term Strategies**

Extend works of mercy to those who may have become detached from the parish

- ✪ Call, send a postcard to, and/or visit those that are not active in church, including members of our parish (based on envelopes not being used)
- ✪ Establish a prayer chain
- ✪ Form service teams to visit the sick or homebound, provide meals for the needy and sick, and help the elderly
- ✪ Create a place for people to ask for help or prayers so that the parish can better know who needs help

#### **Long-Term Strategies**

Help people develop the gifts that God has given them

- ✪ Actively try to discern the gifts that each person brings to the parish and community and help them bring those gifts into use

### **Ministry Strategies**

#### **Short-Term Strategies**

Provide opportunities for people to serve others in the parish

- ✪ Establish a way for people to be connected with transportation when they need rides to church
- ✪ Form prayer chains and communal prayer for those parishioners in need, either specific individuals or parishioners in general
- ✪ Create a means of knowing who within the parish is in need
- ✪ Create a list of parishioners who are interested in serving in specific ways by polling them or having a ministry fair

#### **Long-Term Strategies**

Make parishioners aware of the resources that exist in and out of the parish to meet their needs

- ✪ Provide information in the bulletin and on parish web pages about places to get help and how to get it
- ✪ Evaluate the various resources that may already be available in the parishes and identify a contact person that people can be put in touch with to tap into those resources



Promote works of mercy towards those within the greater community

### Mission Strategies

#### Short-Term Strategies

Continue active participation in praying for staff, women and babies at Hillcrest facility, and for the closure of the facility

- ✎ Incorporate prayers during Mass
- ✎ Participate in Forty Days for Life
- ✎ Hold Eucharistic processions to the Hillcrest clinic

#### Long-Term Strategies

Identify and execute projects or initiatives that enhance the quality of life for those in the parish neighborhoods

- ✎ Read community newspapers, newsletters and websites to see where help is needed (Catonsville Times, Woodlawn Messenger, area non-profit websites)
- ✎ Form service teams to help with local food banks, families needing help, the homebound
- ✎ Work with parish youth on projects in the parish neighborhoods

### Ministry Strategies

#### Long-Term Strategies

Provide opportunities for people to serve those in the community

- ✎ Maintain sign up lists of people interested in service in various capacities
- ✎ Continue existing ministries, such as Franciscan Center, Our Daily Bread, My Brother's Keeper
- ✎ Create service opportunities for families to participate in together
- ✎ Encourage individuals and families to participate in days of service
- ✎ Conduct food and clothing drives



# Stewardship

## **PRIORITIES, STRATEGIES & ACTIONS**

Encourage parishioners to answer their baptismal call to support the parish and universal Church by giving of their time, talent and treasure

### **Ministry Strategies**

#### **Short-Term Strategies**

Build a strong base of volunteers

- ✎ Help people identify their gifts through a process such as Called and Gifted
- ✎ Make personal invitations to people to put their gifts to use through ministries that are compatible with those gifts
- ✎ Provide varied opportunities to fit different schedules and life situations
- ✎ Develop a running list of service opportunities and times and make it widely available
- ✎ Hold a ministry fair for parishioners to become aware of service opportunities; consider including information about community agencies or organizations that need help
- ✎ Create a “welcome committee” of parishioners that approaches new members of the parish, gauges their interest, and personally invites them to actively participate in different areas of parish life
- ✎ Poll parishioners about their interests for giving their time and talent, and give examples of ways in which they can do so
- ✎ Create a stewardship campaign that involves direct visits and calls to parishioners to ask for specific help in the areas of time, talent and treasure (similar to the capital campaign)

Increase giving

- ✎ Promote the Biblical and spiritual roots of giving and why it is our responsibility as Christians to give
- ✎ Explore ways to encourage Electronic Funds Transfer (EFT), tithing, and other regular giving methods, as well as incremental increases in giving



Create a welcoming environment and experience at both campuses

### **Mission Strategies**

#### **Short-Term Strategies**

Assess campuses for accessibility and welcoming feel (signage, parking, landscaping, lighting, etc.) from the perspective of a visitor

- ✎ Conduct church tours that explain why we are here and what we believe
- ✎ Improve parking lots and signage at both parishes
- ✎ Provide better signage at St. William of York to indicate the Breezeway entrance

## Ministry Strategies

### *Short-Term Strategies*

Assess campuses for accessibility and welcoming feel (signage, parking, landscaping, lighting, etc.)

- ☞ Update St. Agnes facilities to enhance the worship experience; follow through on altar renovation, bathrooms and chapel at St. Agnes
- ☞ Offer coffee and doughnuts after Mass
- ☞ Station greeters at every entrance or door OR set aside time to greet one another at the very beginning of Mass
- ☞ Improve parking lots and signage at both parishes



## **PRIORITIES, STRATEGIES & ACTIONS**

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Cultivate strong formation opportunities for children, adults, and families

### **Mission Strategies**

#### **Long-Term Strategies**

Offer opportunities for non-Catholics and non-practicing Catholics to learn more about the faith

- ✎ Collaborate with clergy and the Worship Committees of both parishes to offer teaching Masses
- ✎ Hold meetings after Mass to answer questions, have dialogue on topics
- ✎ Develop adult faith formation programs that explain the Mass and its importance
- ✎ Develop a system in which people could drop a question or concern in the collection basket and receive an answer from the priest or a parishioner later
- ✎ Ask people what they want to learn more about – for themselves and for their children
- ✎ Bring in big-name Catholic speakers for quarterly talks
- ✎ Offer Bible study groups that are accessible to non-Catholics and non-practicing Catholics

### **Ministry Strategies**

#### **Short-Term Strategies**

Increase participation in adult education programs currently offered

- ✎ Conduct a survey to find out the obstacles to people participating in adult faith formation and determine how the parish can address them (babysitting, transportation, etc.)
- ✎ Create a formation series that explores and aspect of being an active disciple

Encourage family prayer and other ways for families to grow in faith together

- ✎ Explore the possibility of offering “whole family” faith formation programs such as Generations of Living Faith (GOLF) and/or family retreats
- ✎ Promote Bible study and catechesis both at home and in the church

Explore integrating Children’s Liturgy of the Word and activities for toddlers during Mass

- ✎ Work with a group of parents and catechists to explore options for integrating Children’s Liturgy of the Word and/or other faith-based activities for toddlers and children during Mass

#### **Long-Term Strategies**

Investigate options and need for religious education programs for special needs children

- ✎ Form a team of parents and catechists to explore resources available to provide inclusive religious education for those with physical, mental or other challenges

Provide resources (programs, workshops, small groups) that support and educate people on Catholic parenting

- ☞ Talk with young parents about how they approach Catholic parenting and what help or resources they might need
- ☞ Invite parishioner to talk to their children about their faith, or be interviewed by children about their faith



Work with the St. Agnes School Board and Principal to enhance the school's effectiveness as a means of evangelization and faith formation

### Mission Strategies

#### *Short-Term Strategies*

Share the Gospel message and the Catholic faith with non-parish school families

- ☞ Encourage families to worship together
- ☞ Promote family activities within the school and parish
- ☞ Add a component to HSA meetings that addresses formation in Christian discipleship
- ☞ Conduct a retreat for school parents

### Ministry Strategies

#### *Short-Term Strategies*

Explore ways to make St. Agnes School an attractive option for parishioners

- ☞ Conduct focus groups or a targeted survey of parents of young children to find out what their needs and desires are for their children's education; share the result with the School Board and Principal
- ☞ Create stronger connections between the school and sacramental preparation programs
- ☞ Work with the School Board to address reasons why parish families may not be attending St. Agnes School



# Community Life

## **PRIORITIES, STRATEGIES & ACTIONS**

Build fellowship opportunities that encourage people to get to know each other and their unique situations

### **Mission Strategies**

#### **Long-Term Strategies**

Host meals and/or social gatherings with a ministry focus for new parishioners

- ✎ Pair widowed or single seniors with families to build connections; provide rides to Mass, invite to parish functions, celebrate Grandparents Day, etc.
- ✎ Program social gatherings with new and existing parishioners of the same age or who have children the same age
- ✎ Host regular parish dinners or something similar to Soup and Stations (but less frequent)
- ✎ Be intentional in inviting those outside of the parish to fellowship events



### **Ministry Strategies**

#### **Long-Term Strategies**

Identify ways to recognize and address the needs of parishioners

- ✎ Use personal letters or other outreach to ask parishioners about their needs
- ✎ Hold a welcome event for new parishioners that provides a way for them to make any needs known
- ✎ Cultivate small, faith-sharing groups as a way to encourage closer contact with people and, therefore, better knowledge of their needs
- ✎ Ensure that there are service and outreach efforts focused on providing for parishioners in need (i.e., Christmas baskets)

# *Implementation*

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This plan contains a tremendous collection of ideas for enriching, enlivening, and engaging the parishes of St. Agnes and St. William of York, so that they might be compelled by faith and by love for their neighbor to share the joy of Christ and serve in His name.

But in order for these ideas to come to fruition, it will take much prayer and hard work. And it will take the entire community acting not as consumers of the offerings of the parish, but as providers of the offerings for others. In other words, it is incumbent on all parishioners to think about and pray over the ways in which the Holy Spirit is leading them into service for the Lord.

What gifts and talents has the Lord bestowed on you? How can they be shared with others in a way that makes Christ present through you?

The pastoral council will be sharing this plan with parishioners and asking them to consider their answers to these questions in light of what is set forth in these pages. The plan is built around a framework of priorities and strategies, but the specific actions that could achieve them are almost limitless. This is where you come in.....what is the Holy Spirit calling you to do? How will you use the gifts you have been granted for the glory of God and the good of His church?

*As each one has received a gift, use it to serve one another as good stewards of God's varied grace.*

*Matthew 4:10*