



St. John Paul II Strategic Plan: 2023 Action Items and Timeline

Strategic Planning Process

The early years of Saint John Paul II Parish were focused on growing a parish community and building a church to meet the spiritual needs of Catholics in Cedar Springs and the surrounding area. In 2022, the time was right to undertake a strategic planning effort to create measurable goals and a shared vision for the future as we prepare to celebrate our 10-year anniversary in 2023.

A strategic planning team was formed, including parishioners, staff, and an expert consultant. The team began by gathering feedback to identify our parish's strengths and weaknesses and outside factors that could positively or negatively impact the parish. This was known as the discovery phase and included 12 focus groups, 161 responses to a parish-wide survey, and individual listening sessions conducted by each member of the team.

The strategic planning team reviewed all of the data from the discovery phase and identified three overarching themes: communication, formation, and engagement. They shared these themes at two open review sessions and received positive feedback that these are a good fit for the parish.

After solidifying the themes, the team identified the most important actions to take in the first year of the plan. These actions are also based on the information gathered in the discovery phase and direct feedback from parishioners.

2023 Plan

The 2023 plan outlined on the following pages will guide us during the year. Shading indicates when the work will be taking place to complete each action item. At the end of the time indicated, that task should be completed. The newly formed Stewardship Commission will oversee plan implementation and report to the Pastoral Council regularly on progress. Regular progress updates will be available on the parish website and quarterly updates will be in the bulletin. If you have any questions, please contact Jake Loew (strategic planning chair) or a Stewardship Commission member.

Future Phases

After the 2023 items are completed, the Stewardship Commission and Pastoral Council will evaluate progress and identify the next set of actions to be taken from the strategic plan recommendations. Next steps that were identified during 2023 plan development are located at the bottom of each strategic priority page.

Mission and Vision

One additional outcome of the strategic plan was a simplification of the parish's mission statement and core values. The updated statement retains the intent of the original mission statement while simplifying the language to be memorable and easy to share.

Mission: Walking the narrow path together to be the hands and feet of Christ

Core Values:

- We are formed to be disciples of Christ.
- We celebrate the Eucharist with joy and reverence.
- We welcome people from all walks of life.
- We reach out to serve those in need.
- We offer opportunities for all to participate in parish life.

Strategic Priority: Enhance Parish Communication													
2023	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
1.1 Compile/update interest group email/phone lists													
1.1.1 Define current interest groups, commissions, and involvement opportunities													
1.1.2 Create and send a survey to generate updated membership lists													
1.1.3 Make contact with new member lists													
1.2 Direct parishioners to a consistent source of truth for parish information													
1.2.1 Create a communication team													
1.2.2 Develop a communication plan/guidelines													
1.2.3 Define and update primary source of truth for information/communications													
1.2.4 Create workflow and cadence for website updates													
1.3 Assure timely communication													
1.3.1 Review incoming communication routes and publically define responsible parties													
1.3.2 Set up group leads with communication access to their respective group													

Action items for future phases of “Enhance Parish Communication”

- “Get Involved” page on website
- Evaluate usage of MyParish app
- Follow-up items from communication plan per communication team (e.g., accountability on consistency, promptness, clarity, advance notice, etc.)
- Create personalized notes to say “thank you” or “you are missed” for outreach

Strategic Priority: Form Parish Disciples through Adult Formation													
2023	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
2.1 Organize small groups hosted outside the church													
2.1.1 Create a toolkit for starting/hosting a group													
2.1.2 Make groups discoverable (website, bulletin boards, table tents, etc.)													
2.2 Initiate monthly Theology on Tap													
2.2.1 Invite speakers													
2.2.2 Publish calendar and add to parish calendar													
2.3 Organize and host inspirational programs													
2.3.1 Create and publish a schedule to hold witness talks about living the domestic church													
2.3.2 Bring in outside expert speakers at least two times per year													
2.4 Educate the parish – teach the faith													
2.4.1 Create a formation commission													
2.4.2 Offer in-person bible study/classes at least four times per year													
2.4.3 Offer fully virtual bible study/classes at least two times per year													

Action items for future phases of “Form Parish Disciples through Adult Formation”

- Promote local events and opportunities
- Coffee club
- Offer standard and in-depth options on the same topic
- JP2sday family nights
- Educate on the stewardship model and its benefits
- Create resources and education to bolster the domestic church and encourage faith and prayer in the home

Strategic Priority: Engage Parishioners to Lead and Volunteer													
2023	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
3.1 Provide clear information for volunteers													
3.1.1 Revise volunteer opportunity booklet													
3.1.2 Update website regularly per communication plan													
3.1.3 Create a clear path to sign up to volunteer – hard copy form and website													
3.2 Prepare parishioners to lead													
3.2.1 Schedule a leadership training/seminar													
3.2.2 Form a stewardship commission													
3.3 Conduct a full parish registration													
3.3.1 Conduct a parish re-registration which includes the interest and involvement groups													
3.4 Conduct annual survey of interests													
3.4.1 Invite participation in ministry opportunities (e.g. welcome baskets, digital registration)													
3.4.2 Keep volunteer sign-up cards in the pews, pass on responses to the leaders of parish groups and commissions													
3.4.3 Follow up with all responses													
3.5 Invite participation in parish committees, councils, commissions													
3.5.1 Hold annual stewardship fair/sign-up as part of parish festival with food and games													

Action items for future phases of “Engage Parishioners to Lead and Volunteer”

- Publish volunteer position descriptions
- Make volunteer survey constantly available and annualized for regular updates
- Feature different ministries in promotional parish communication
- Create continuity documentation on key activities and practices to ease transition to new group leaders
- Optimize the “after mass experience” to engage more parishioners
- Host “plus one” events to invite someone to a group event to gauge interest with no pressure for permanent commitment