***Strategic Plan and Guiding Principles for 2021 – 2026***

***Mission Statement of Our Lady of Guadalupe Parish, Buckingham***

As we continue our journey to answer the call to discipleship, we, the faithful of Our Lady of Guadalupe Church, affirm our Judeo-Christian tradition and our Roman Catholic Faith in communion with Our Holy Father, our Archbishop and our parish clergy.

We commit ourselves to:

* Worship God through the sacramental, liturgical and devotional life of our parish – especially the celebration of the Eucharist.
* Build a parish community that will cultivate the virtues of faith, hope and love.
* Provide ongoing formation in our faith through education and evangelization.
* Embrace stewardship of time, talent and treasure as a way of life in the service of all our sisters and brothers.

We pray to Father, Son and Holy Spirit through the intercession of Our Lady of Guadalupe, Mother of America, as we endeavor to reflect the light of Jesus Christ that shines before God’s people.

We reaffirm our Mission Statement first published on December 12, 2002 on the Feast of Our Lady of Guadalupe, two-and-a-half years after our being established as a parish on June 1, 2000. We recommit ourselves to building a foundation in faith by proclaiming that foundation and stirring into flame the gift of God. We work toward our vision of *making our community a vibrant welcoming parish family dedicated to growing disciples and making Church matter.* On behalf of the members of our parish, we, the members of the Parish Pastoral Council and the Parish Finance Council, with faith and trust in God, proudly yet humbly offer this plan on June 29, 2021.

 The present strategic plan is to be read in the context of our past two, 2012-2017 and 2017-2022, strategic plans that have served as a springboard to the future. The Pastoral Council formulated a strategic plan tracking instrument to implement those action items and will be updated to reflect the action recommendations in the 2021-2026 Strategic Plan. We believe that we have successfully addressed or implemented, as appropriate, all action items of the prior strategic plans, save for a few which are carried over into the present strategic plan.

 One of the major outcomes of the implementation process of the strategic plan 2017-2022 was the establishment of the Parish Evangelization Committee made up of members from both the Pastoral Council and Finance Council. As time progressed, it was discerned that the best way to assist the Evangelization Committee to fulfill its task was to divide its charge into three key steering or working sub-committees. Members of these subcommittees were appointed from the Pastoral and Finance Councils along with other committed volunteers from outside the two main councils. These three sub-committees are:

1. The Outreach/Evangelization Committee (Pastoral Council)
2. The Organization/Institution Review Committee (Pastoral and Finance Councils)
3. The Fiscal Responsibility/Stewardship Committee (Finance Council)

These three sub-committees have been key to the success of the completion of our previous strategic plan. As a part of the present strategic plan, these three sub-committees will continue to guide the implementation of the goals and objectives by working with the committees and organizations of the parish, and when appropriate, creating new ones. These goals and objectives are based on the [Seven Signs of a Vibrant Parish](http://archphila.org/pastplan/INDEX/AnnRevIndex.html) defined by the Archdiocese of Philadelphia, summarized in the next section.

This strategic plan is not meant to be restrictive, rather it guides our parish toward fulfilling its goals and objectives. This document is designed to be flexible enough to adapt to new priorities as they arise, and which may not fit under one particular category.

It will be the responsibility of the Pastoral and Finance Councils to make sure the strategic plan is monitored, updated and further developed as appropriate and necessary, as well as monitor and evaluate the success of the proposed goals and objectives of the present strategic plan. This document will be our guide over the next five years, 2021 – 2026.

***Seven Signs of a Vibrant Parish (summary):***

1. *A Worshiping Parish*

 “The liturgy is the summit toward which the activity of the Church is directed; it is also the font from which all her power flows. It is therefore the privileged place for catechizing the People of God.” (Catechism of the Catholic Church, #1074, *Sacrosanctum Concilium*, #12)

1. *A Welcoming and Caring Parish*

“The parish is a privileged place where the faithful concretely experience the Church. Parishes are called to be welcoming and fraternal …attentive to the cultural diversity of the people, open to pastoral projects which go beyond the individual parish… The parish can be the source of great hope. It can gather people in community, assist family life, overcome the sense of anonymity, welcome people and help them to be involved in their neighborhood and in society.” (Ecclesia in America #41)

1. *A Witnessing and Proclaiming Parish*

“Evangelization is bringing the Good News of Jesus into every human situation and seeking to convert individuals and society by the Divine power of the Gospel itself. (Go and Make Disciples #10)

“The pastor…is to make every effort with the aid of the Christian faithful, to bring the gospel message also to those who have ceased practicing their religion or who do not profess the true faith.” (Code of Canon Law #528)

1. *An Educational and Formational Parish*

“The parish is, without doubt, the most important locus in which the Christian community is formed and expressed. The parish is also the usual place in which the faith is born and in which it grows…the prime mover and pre-eminent place for catechesis.” (The General Directory for Catechesis # 257)

1. *A Parish Responsive to Others*

“To live charity is a primary form of mission. The word proclaimed becomes visible when it is incarnated in acts of solidarity and sharing and in gestures that concretely demonstrate the face of Christ, the true friend of humanity.” (Pope Benedict XVI, Papal Address May 26, 2009)

1. *An Effectively Administered Parish*

“Today, the pressing pastoral task of the new evangelization calls for the involvement of the entire People of God, and requires a new fervor, new methods and a new expression for the announcing and witnessing of the Gospel. This task demands priests who are deeply and fully immersed in the mystery of Christ and capable of embodying a new style of pastoral life, marked by a profound communion with the pope, bishops and priests, and a fruitful cooperation with the lay faithful, always respecting and fostering the different roles, charisms and ministries present within the ecclesial community.” (John Paul II, On the Formation of Priests in the Circumstances of the Present Day #38)

1. *A Gifted Parish, Living Responsibl*y

“The Christian faithful are obliged to assist with the needs of the Church so that the Church has what is necessary for divine worship, for apostolic works and works of charity and for the decent sustenance of ministers.” (Code of Canon Law #222)

“As Christian stewards, we receive God’s gifts gratefully, cultivate them responsibly, share them lovingly in justice with others, and return them with increase to the Lord.” (Stewardship: A Disciple’s Response, United States Conference of Catholic Bishops)

***Goals and objectives for the next five years:***

We commend our initiatives and accomplishments listed in our previous strategic plans. As a part of the update of the 2021-2026 Parish Strategic Plan, and in accordance with the Archdiocesan documents, [Rationale, Principles and Guidelines for Parish Pastoral Councils](http://archphila.org/pastplan/PDF/rpgppc.pdf) and [Parish Finance Councils Purpose, Principles and Obligations](http://archphila.org/archdiocesan-finances/), we re-commit ourselves to being a vibrant parish which is responsible, transparent and solvent in all aspects of its life. We are dedicated to applying sound spiritual, liturgical, educational, evangelization, fiscal and pastoral principles as we live up to our parish vision to be “*a welcoming parish family dedicated to growing disciples and making Church matter*.” To that end we pledge ourselves to implementing the following recommendations:

*Outreach/Evangelization Committee (Pastoral Council)*

* Increase attendance and participation (in-person or by video outreach) at all Sunday Masses with a goal of increasing attendance and active participation by another 20% over the next five years.
* Become a regional host site for a marriage preparation program, in coordination with the parish clergy, to prepare couples for a grace and joy filled marriage in the Catholic Church.
* Expand integration of our Spanish speaking families through shared liturgical celebrations, fostering lay ministry leadership, and participation in parish social groups.
* Expand programs sponsored by the Adult Faith Formation Committee in order to strengthen faith and draw new members.
* To continue to invest in, and become more adept in the use of technology (*e.g.*, messaging on social media, and online resources like [FORMED](https://formed.org/), or [Word on Fire](https://www.wordonfire.org/), etc.) to invite and foster greater engagement of separated parishioners and others interested in the Catholic faith.
* Develop a parish initiative, in coordination with the Archdiocese of Philadelphia, to foster deeper spiritual family life, and promote vocations to the priesthood and religious life.

*Organization/Institution Review Committee (Pastoral & Finance Councils)*

* Review and update SOPs to include new observation points, safety and security procedures, and make additional recommendations as needed.
* Continue to review safety and security procedures and work with Finance Council to continue to improve and invest in the safety and security of parishioners while on campus.
* Continue to monitor present ministries, organizations and committees of the parish to ensure new recruitment, succession of leadership development, and on-going education.
* Collaborate with the Fiscal Responsibility/Stewardship Committee to assess the need and timing to build a Parish Educational Center and Sports Complex on the lower end of the property with all appropriate and necessary amenities.

*Fiscal Responsibility/Stewardship Committee (Finance Council)*

* Grow our Weekly Offertory to $32,000 per week by June of 2021. In addition, the Offertory collection should grow to $35,000 during the planning period.
* Continue to establish cash flow projections to determine any necessary increases beyond 2021 by developing reasonable and sound 5-year forecasts.
* Conduct an annual Stewardship Appeal with an appropriate goal (2020 goal was $150,000), and account for appropriate allocation throughout the year to include: ministry funding, evangelization and outreach, as well as other special projects determined in collaboration with the Pastoral Council, and as recommended to the Pastor.
* Provide for funding of major projects from our ordinary sources of income, including Weekly Offertory and Stewardship Appeal, before exploring other methods of funding.
* In collaboration with the Business Manager, take an active role to help prioritize according to pastoral need significant projects ($5,000 and above) proposed by the Pastoral Council, Evangelization Committee and other entities within the Parish, prior to recommending them to the Pastor.
* Assist the Business Manager and Pastor to ensure that the process of awarding contracts is in accord with Archdiocesan Guidelines and Parish Policy.
* Work in collaboration with the Business Manager when there are budget deviations over 10 percent and assist as needed.
* Assure proper disbursement of all Legacy Campaign monies to include $2.4 million balloon payments, and then principal reduction.
* Promote on-going memorialization of artistic projects and other works associated with the completion of the Church campus.
* Work toward maintaining a minimum of three- to six-month cash reserve in accordance with Archdiocesan recommendations.
* Conduct bi-annual reviews of vendors/contractors/utilities/office expenses to ensure top level service at cost-effective prices

***Revised June 29, 2021***