

# *Growing Disciples Plan 2023 –2027*

Our Lady of Guadalupe Parish  
DMI Plan & Amended Strategic Plan  
February 2023

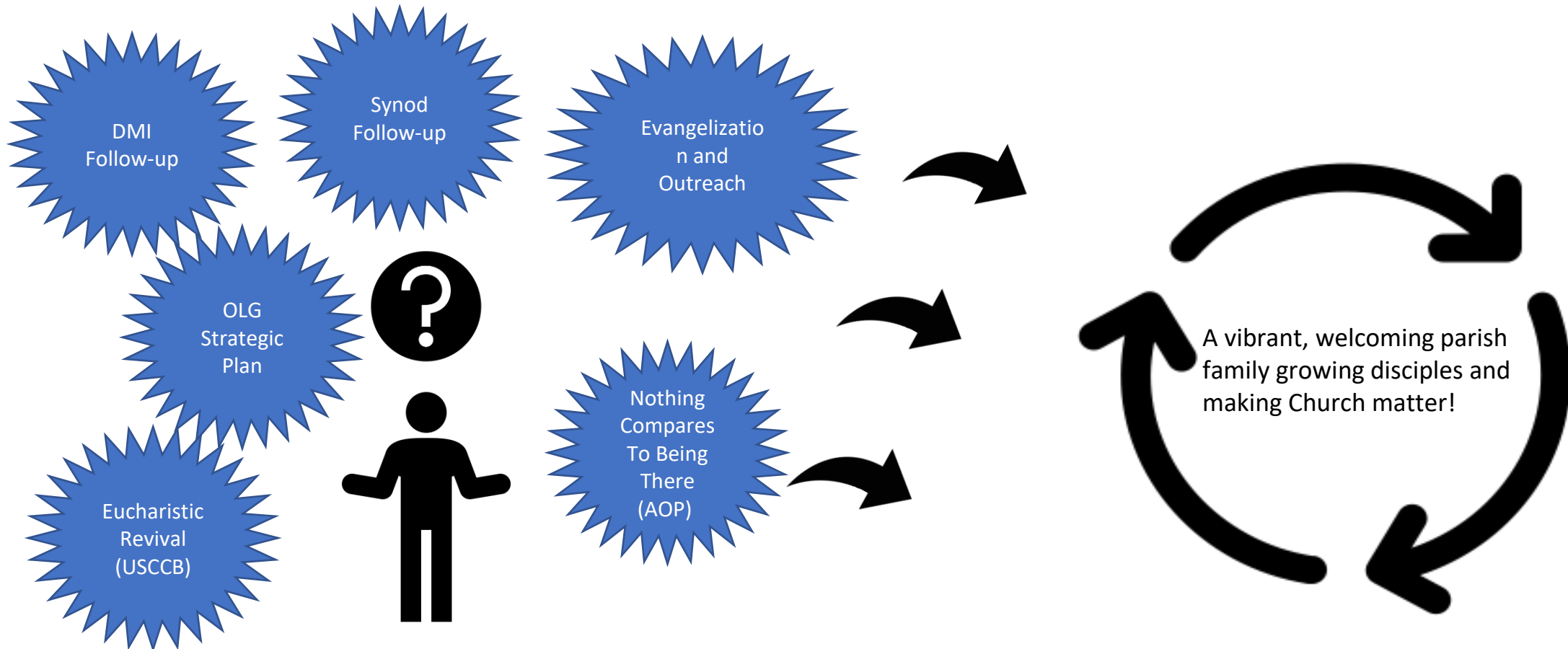


# Our Lady of Guadalupe Parish Strategic Plan Amendment

## *Growing Disciples* Plan 2023 - 2027

- Since 2012, OLG Parish has governed, challenged and guided itself by and through a series of strategic plans. The plans have been rooted in the desire to live our vision, *To be a vibrant, welcoming parish family, growing disciples and making Church matter.*
- Our strategic plans were organized and built around the *Signs of a Vibrant Parish*. We took actions and built the infrastructure to assure we could evidence the signs of a vibrant parish:
  - A Worshiping Parish
  - A Welcoming and Caring Parish
  - A Witnessing and Proclaiming Parish
  - An Educational and Formational Parish
  - A Parish Responsive to Others
  - An Effectively Administered Parish
  - A Gifted Parish, Living Responsibly
- After ten years, OLG has built the infrastructure (ministries, governing and action committees) to be a *Vibrant Parish*. We have also made much progress in becoming one (measured by DMI feedback, parish growth, and leadership and financial stability). We wanted the next phase of the strategic plan to not only build on that progress in the pillars of a *Vibrant Parish* but to address specific needs and challenges expressed by our parish family, archdiocese and society at large, especially as we recover from the impact of the COVID19 pandemic. (\* See Appendix for “The Case for *Growing Disciples*”). We used the process outlined on the next few slides in order to develop the most impactful action plan we could.

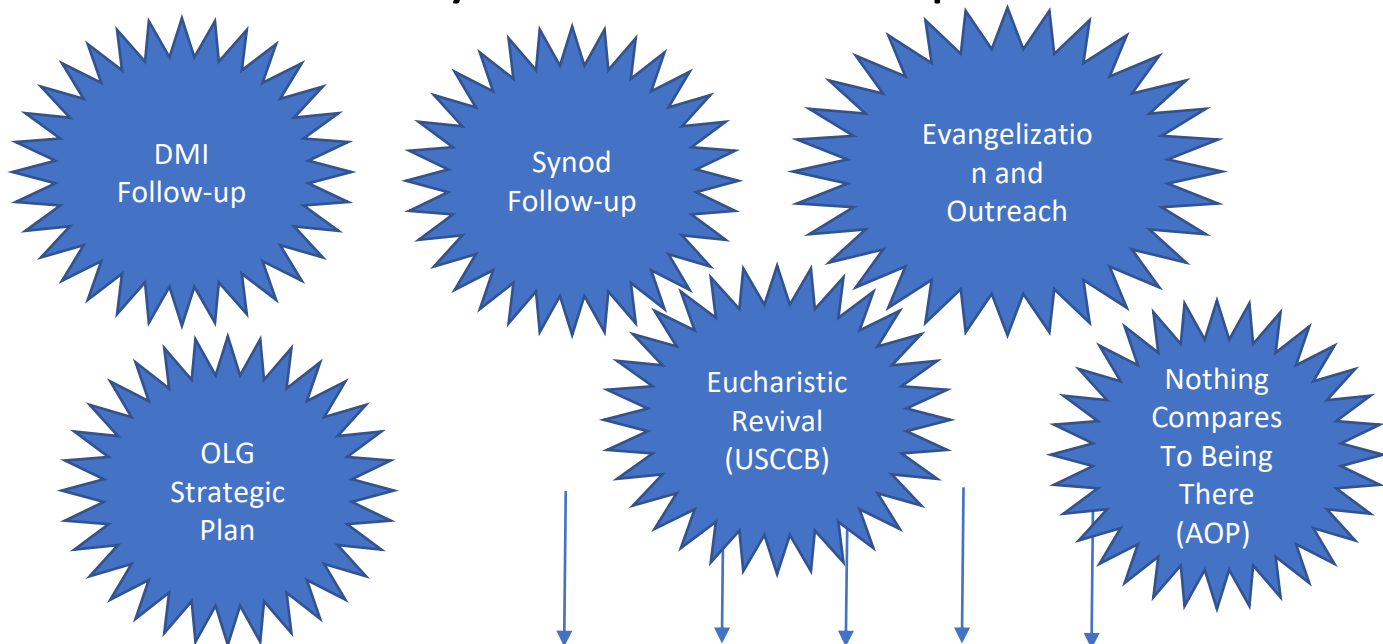
# Our Lady of Guadalupe Parish: Focusing our Efforts



Challenge: How do we achieve the things we need / want and are expected (AOP initiatives) to do without overwhelming or confusing staff and parishioners?

We can process all these opportunities through the OLG Vision for consistency and continuity

# Our Lady of Guadalupe Parish: Focusing our Efforts



## Common Requirements:

- Dialogue with and among parishioners (understanding & healing wounds, open listening and discernment)
- Evangelization / outreach (trust & relationship building, invitation and prayer)
- Adult Faith Formation ("accessible" basic foundation and spiritual growth / development)
- Disciple-making skills (sharing our faith, inviting others to worship, praying with others)
- Vibrant ministries (that include evangelization in their core activities – why Jesus, joy, invitation)



We can process all these opportunities through the OLG Vision for consistency and continuity

# Focusing our Efforts: Manageable Action Plan

## ***Vision***

Our Lady of Guadalupe's vision is enduring, alive and inspires our actions: *We are dedicated to becoming a vibrant, welcoming parish family dedicated to growing disciples and making Church matter*

## ***Focus (message)***

*"We've been living our Vision for over ten years and have made much progress on many fronts. In response to parishioner feedback, pandemic recovery and societal need, Parish Leadership believes the next phase in living our vision requires an emphasis on GROWING DISCIPLES. We have developed a three-year action plan to turn that emphasis into reality"*

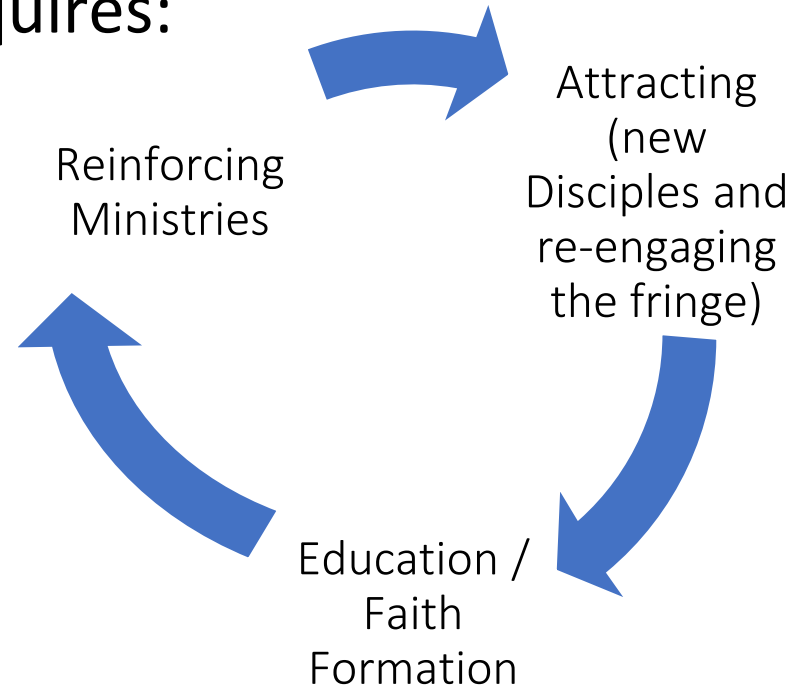
## ***Priorities***

*Growing Disciples, or Evangelizing, means 1) deepening the faith and faith sharing ability of our current parishioners and 2) adding new members to the parish family. Achieving Growing Disciples success requires three priorities:*

- Continuing & strengthening ongoing *Growing Disciples* (evangelizing) activities
- Building Spirituality and Faith Formation in the lives of all our disciples on an ongoing basis
- Realizing an “Even More” Welcoming Community of Disciples

# OLG's *Growing Disciples* Plan is based on an Evangelizing Framework

- *Growing Disciples* requires:

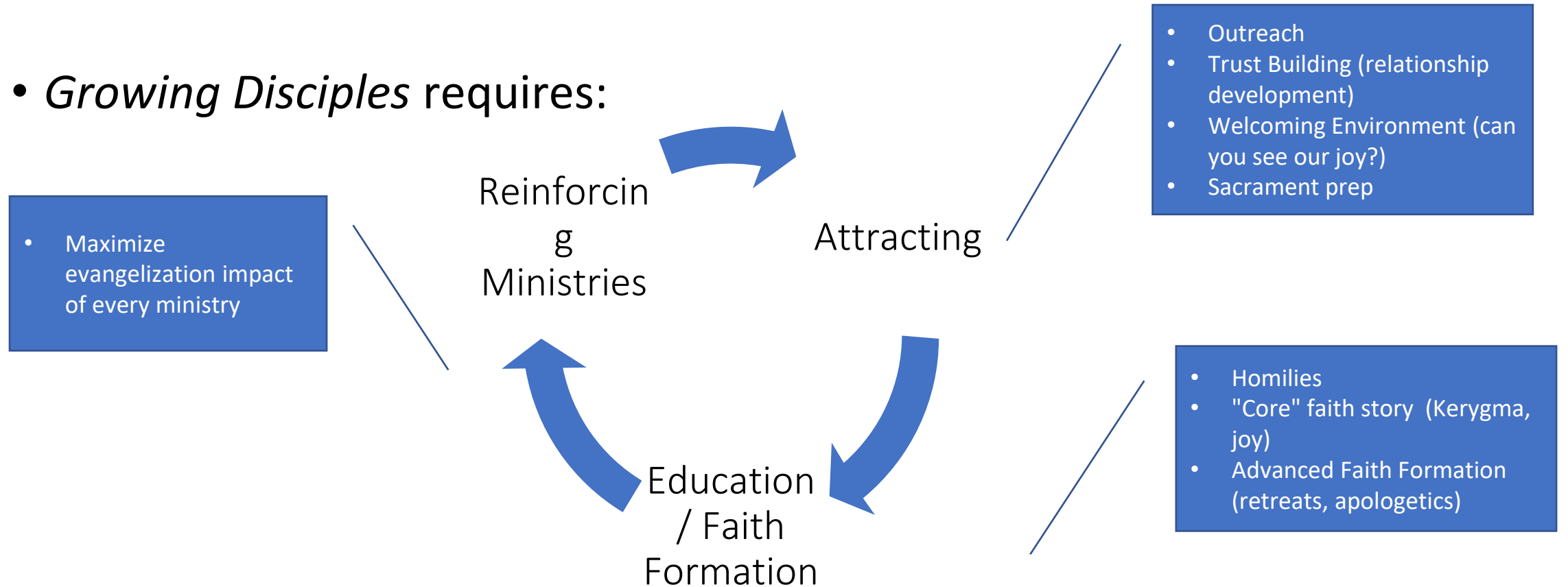


- On a foundation of:

Disciple Makers & Dialogue

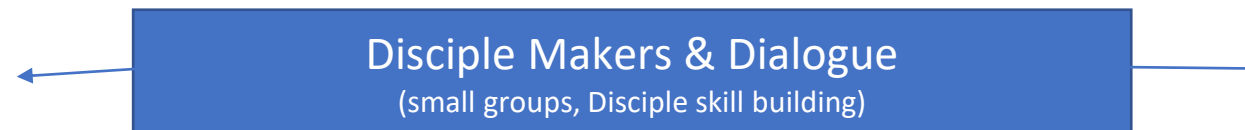
# Growing Disciples Evangelization Framework (detail)

- **Growing Disciples requires:**



- **On a foundation of:**

- Sharing Faith (My Story)
- Inviting Others
- Handling Objections



- Listening and addressing wounds
- Bridge perceived "rigid rules" (Reach out to groups perceived to have been marginalized, ex: separated & divorced, women in leadership, etc.)

# OLG *Growing Disciples Plan*

## *Continuing & strengthening ongoing Disciple Making activities*

Parish community praying the New Evangelization Prayer and sharing the Archbishop's "Go Forth" messages, and the AOP "Nothing Compares to Being Here" Initiatives to build awareness of Eucharistic Revival (creating awareness) and the Sacrament of Reconciliation	1 <sup>st</sup> Sunday of Advent 2022 & Lent 2023 Evaluate and update for 2024 and 2025
Lenten, Advent and Easter Season Preaching Series to focus on Real Presence of Christ (reinforcing core Faith Truths – Kerygma teaching)	2023 – will repeat in 2024 and 2025 with core truth themes
OCIA (faith formation) is very integrated (public) in Parish worship services (supporting and encouraging new Disciples to the Faith)	Ongoing process
Active use of local news outlets to promote activities, events and invitation to "Come and See"	2023 and beyond
Introducing "How to Evangelize for Beginners" workshop (basic skills to prepare parishioners for sharing their faith)	Plan to run twice in 2023 (Spring and Fall) and will modify and expand in 2024 and 2025.
By June 2023, conduct a workshop with Ministry Leaders to challenge them to build Evangelization into core activities of their ministry (share the message, invite and pray)	2023 – evaluate for following years
Re-energize our "Welcome to the Neighborhood" mailers	Spring 2023

### Challenge Questions

- Are we weaving Evangelization (Kerygma, prayer and personal sharing) into every parish activity?



# OLG *Growing Disciples Plan*

## *Building Spirituality and Faith Formation*

Establish an Adult Formation Team (Parishioner volunteers) and through Catholic Foundation of Greater Philadelphia, secure a grant to hire a fulltime Adult Faith Formation / Evangelization Minister	2023 – 2025 – Build out Adult Faith Formation curriculum
Survey existing parishioners for areas of interest in Adult Faith Formation in 2023. Design and deliver initial workshops to Ministry Leaders in Fall 2023	2023 – 2025 Offer workshops twice per year (Spring / Fall)
Identify at least two facilitators, with credentials, who can provide Ministry Skills development to Ministry Leaders by June 2023	2024 – 2025 – Expand OLG Ministry Leadership workshop offerings
Expand workshop offerings to broader parish with two Parish Missions prior to or during Advent and Lent	2024 - 2025
Introduce two more Spirituality Building events in 2023 (ex: Holy Hours, Retreats, Evenings of Prayer, etc.) in addition to current 40 Hours experience	Evaluate and expand in 2024 – 2025.
Create a "Spiritual Life" offering for our weekly bulletin and parish website – highlighting events and opportunities for Spiritual Growth – Late 2023	Evaluate for 2024 and 2025

### Challenge Questions

- Is core teaching *Kerygma*? Does it focus on personal relationship with Jesus? Is it joyful?
- Are we teaching people how to share their Faith (Evangelizing)?
- Catholics haven't historically been strong Faith sharers / Evangelizers, do we have enough skill building and support to overcome that?

# OLG *Growing Disciples Plan*

## *Even More Welcoming Community of Disciples*

Reignite our Hospitality Ambassador / Greeters Ministry, in coordination with ushers, and revive Coffee & Donuts Sundays during Lent, Easter and Advent	Spring 2023
Increase "ask" of parishioners to begin using basic evangelization skills. (greeting each other before mass, inviting friends and family to Mass, door drop invitation cards, etc.)	Assess and expand efforts in 2024 and 2025.
Social Committee will plan and deliver at least two new social activities designed to attract families and adults to see and feel the "OLG Difference"	Assess and expand in 2024 - 2025
Increase targeted outreach to "fringe" parishioners (formal team and process) Assess progress and select new audiences for focus in 2024 and 2025 (ex. Post-baptismal families, Young Adults, etc.)	PREP Parents – Fall 2022 & 2023
Create three more opportunities for service work in 2023 (we're hearing people want physical engagement vs. virtual or financial) - Ask Ministry Leaders to incorporate service into ongoing activities (ex. Corn Hole for Haiti)	Assess and expand programs in 2024 and 2025
Develop and initiate "conversation" series, Town Halls, to address topics of concern for all Catholics about groups who sometimes feel the church hasn't been welcoming ( divorced and remarried, etc.). Hold two session in 2023	Assess and expand in 2024 and 2025

### Challenge Questions

- Relationship building comes before Evangelization, are we providing enough trust / relationship building opportunities?
- Do we include an invitation to engage in all the above activities?

# Appendix:

## The Data Case for *Growing Disciples*

- Our Lady of Guadalupe is a growing parish family!

	2020	2021	2022	Growth
Registered Families (Approx. 1700 at parish creation in 2011)	2694	2725	2797	4%
Registered Parishioners	9656	9875	10135	5%
Minority representation:				
Hispanic		7.8%	8.1%	
Asian		0.8%	0.75%	
Black		0.3%	0.25%	

- But mass attendance has not yet rebounded from the pandemic:

	Pre-Pandemic	December 2022
Average non-holiday, mass attendance	1400	900

- And, # of active givers has remained constant at 600

We are vibrant and financially sound due to a core of engaged disciples, we need to attract and engage the “fringe” parishioners to secure our parish future. We need to *Grow Disciples!*