

1.Liturgy					
Objective 1A: The Divine Liturgy- Celebration of the Sunday Mass Goal: To promote quality worship in the parish.					
1.1 Analyze and evaluate the Liturgical programs of the parish and make necessary recommendations for its enrichment and improvement.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Review the feedback provided by the parishioners to our Parish Survey	Deacon Luke Yackley	October 2018	Survey Results	The Liturgy Committee makes recommendations to the Pastor, based on the data, on recommendations submitted	Active
1.2 Plan and prepare all parish liturgies that meet the needs of the Parish.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
1. Quarterly the Liturgy Committee will meet to discuss/help plan Parish-wide liturgies. 2. Members of the Liturgy Committee will meet with Good Shepherd School	1. Deacon Luke Yackley 2. Fr. Jay, Deacon Luke, and Renée	August 2019 May 2019	1, 2, 3. Liturgical Calendar for the year. Breaking Bread Song Books. Lectionary and Children's Lectionary.	Liturgies are planned. For the Masses with the students, they verbalize an understanding of	Active

students to plan the end-of-school Mass and the Eight Grade Graduation Mass. 3. Will provide to the school resources they need for planning school liturgies.	LeBrun 3. Renée LeBrun, Deacon Luke, Fr. Jay	June 2019		the process and have input into the planning.	
1.3 Develop a plan to partner with other local parishes in Cecil and Harford counties for opportunities for sharing Liturgical resources.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Meet with members of Immaculate Conception in Elkton to discuss sharing Liturgical Resources.	Deacon Luke, Fr. Jay, members of the Liturgy Committee	June 2019	Deciding on a meeting place and time Provide the meeting space at Good Shepherd for this meeting.	Begin this dialogue with our neighboring parishes	Active
Objective 1B: Communal and Personal Prayer Goal: Create within the Parish an environment that supports members to grow spiritually through worship, sacraments and education.					
1.4 Provide learning opportunities for members to understand the reason and purpose of developing our spiritual life.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Provide at least one retreat/presentation annually for our parish focusing on an aspect of our spiritual life.	Deacon Luke, Fr. Jay, Senior Adult Ministry	June 2019	Schedule an annual retreat/presentation for the parish. Choose where the	An Annual event in the parish for	

	Committee		event will take place.		
1.5 Foster the appreciation of the presence of Christ in the Eucharist and all sacraments and encourage Adoration.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
1. Continue to train Extraordinary Minsters of Holy Communion (EMOHC)	1. Deacon Luke	June 2019	1. Training PowerPoints and scheduling time and place for the trainings.	1. Train ten new EMOHCs annually	Active
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
2. Support the Prep Programs sacramental preparations.	2. Deacon Luke, Terri Yackley, and Fr. Jay	May 2019	Schedule time to meet with teachers.	2. Staff and faculty voice they have received support from our Staff.	
1.6 Assure that our small groups and ministries incorporate specific purpose and intent for spiritual growth.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
1. Provide at least one retreat/presentation annually for our seniors focusing on an aspect of our spiritual life. 2. Hold an annual retreat for our School's Junior High. 3. Hold an annual retreat for our parish's Confirmandi	1. Deacon Luke, Fr. Jay, Senior Adult Ministry 2, 3. Deacon Luke, Sinead Boyd, Terri Yackley, Fr.	June 2019	Place and scheduling of the event	1. Hold a retreat/presentation specific to the spiritual needs of our seniors, Junior High students, and our Confirmandi.	Active

	Jay				
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2. Friendly and Welcoming Parish



Objective 2: Live our Faith commitment in a friendly and welcoming atmosphere sharing stewardship of Time, Talent and Treasure.

Goal: To encourage all to be generous Christian stewards who share time, talent and treasure as a grateful response to God's blessings.

2.1 Creating opportunities for share their time, talents and treasures.

Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status



3. Evangelization

Objective 3.1 To enhance and advance the current ministries and programs that bring parishioners to a fuller encounter with Jesus Christ, thereby creating an evangelistic environment.

Goal: To deepen our commitment as a congregation as an outward expression to all and to show Christian discipleship.

Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status

3.1.1 Establish a parish information-action program designed to promote parishioners volunteering talent, time, and treasure for the others less fortunate.					
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4. Education

<p>Objective 4A: School-PreK through 8th Goal: The mission of GSCS is to provide a superior pre-k to grade 8 education, in the Catholic tradition, for the mind, body, and spirit of children of the parish and community in and around western Cecil County.</p>
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Objective 4.1 Create a strategic plan provides the foundation for creating an environment of Sustainability and Permanence.

Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status

Objective 4.2 Develop Immediate and Short-Term Objectives

Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Define roles and responsibilities with a structure that drives focus and success.					

Define what support the school needs from the Parish and look for opportunities for mutual engagement of the school and the Parish.					
Establish Incentive Team					
Drive Awareness from School-Team					
Messaging from Leadership					
Objective 4B: Faith Formation-PreK through 8th Goal: Provide Good Shepherd Parishioners with Faith Formation opportunities to enhance their spiritual lives and lifelong desire to stay connected with God.					
Objective 4.3: Continually evaluate our Faith Formation Programs to determine their adequacy and relevance in maintaining the core values of our faith, in the context of changing times, demographics, cultural and language diversity.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Develop a Faith Formation model that resonates with the current trends in communication and technology and facilitates opportunities for learning through multiple methods.	Terri Jeanmarie Fr. Jay	Ongoing	Television(s) for sharing videos & music	Use of music/video in PREP	Planning
			Opportunities for different types of prayer	Attendance at events increased	In use
			Service opportunities		Planning
			Flocknote/website/		In use

			Facebook for adults		
Establish a Faith Formation resource center on Good Shepherd webpage where parishioners can access sanctioned Catholic faith education resources.	Terri Jeanmarie	September 2018	Catholic resources of interest to diverse age groups	Page completion	Planning
Recognize the needs of bilingual families, in which there may be a language divide within Spanish-speaking households, to allow us to reach both the children and their parents in their preferred language.	Terri Jeanmarie Deacon Luke	Ongoing	Use of bilingual books & music Spanish-speakers to translate information & documents for parents		In use In use



5. Central Campus

Objective 5.1 Gather data and develop a 10-year plan for the parish that could consolidate and centralize parish facilities while optimizing resources.
Goal: Provide the Parish with feasible and reasonable options and a recommendation along with a strategy for moving to a central community campus.

Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Develop a cogent problem statement to communicate to the entire Parish the current need for a Vision Committee					
Get census data from Parish office					

Get Financial data from Finance, Building and Maintenance, and Parish Committees.					
Develop a Parish survey to assess the parish's interest in pursuing a single worship campus.	Migs	EOM April 2018	Staff Support	Complete and distribute the survey and Increase 2018 survey participation by 15% from 2013 Parish Survey	complete
Communicate to the Parish results and recommendation					
Objective 5.2 Develop a Needs and Feasibility Analysis.					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Objective 5.4 Create a Financial Analysis					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status

Objective 5.5 Develop courses of actions and recommendations					
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status



6. Stewardship-Responsible Stewardship of Parish Resources (Administration/Building)

Objective 6.1 Strengthen a Master Plan for which ensures adequate space usage and preservation of current assets.
 Goal: To ensure the Parish staff and leadership practice transparent and fiscally responsible stewardship of the resources entrusted to the parish (people, money, facility) for the pursuit of worship, education, fellowship, and Christian discipleship.

Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Conduct reassessments of facilities resources, uses, and current and predicted space demands in order to adequately align resources to assets.	Building and Maintenance Committee (B&MC)	May 2019	Finance data, facility inspection/review	Data on facility utilization and complete sustainment expense	Active
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
In conjunction with the Vision Committee, develop a Master Plan to address current facility use needs and future facility requirements.	Building and Maintenance Committee/Vision	Oct 2019	Data on facility use and long term maintenance requirements, Vision	Completed Master Plan approved by Pastor	Active

	Committee		input		
Action	Responsibility	Completion Timeline	Resources Needed	Indicators of Success	Current Status
Maintain Good Shepherd Parish historical facilities with annual plans and resources requirements.	Jan Kuhs, Deacon Luke, Building and Maintenance Committee	November 27, 2018	At the October B&MC Meeting, members will be asked to bring a list of short and long term maintenance items	Creation of both the Long and Short Term Maintenance priorities.	Active