Dear Parishioners,

An old proverb says, ‘A vision without a plan is just a dream. A plan without a vision is just drudgery...but a vision with a plan can change the world.’

I feel blessed to be part of a community that lives and celebrates the mission of Christ with great vision articulated as “People Ministering to People.” The former pastors, countless lay leaders and community members have not only set a great vision before us, but also strived to live it from the formation of this Parish. However, if we do not have a plan on how to achieve our vision in the changing demographic of the parish, we will likely falter.

With the above realization in mind, the Pastoral Council in collaboration with the parish staff embarked on a planning process for our parish that outlines our goals and objectives for the coming years. Pastoral Council members interviewed all the ministry leads, various leaders, many volunteers, staff members, and council members. We received very valuable input from the interviews conducted, which constituted a major source for formulating the pastoral plan. This plan will embrace different aspects of parish life and will help us to continue where we are good and strengthen areas requiring growth.

This will be the guiding document for pastor and parish staff in their work. It will also guide different councils (Pastoral, Finance, and Spirituality) and committees in their discernment and decisions.

I request that you read and follow through this document carefully so that you know the direction our parish is heading and can actively be part of the implementation process. We have so much going for us and we continue to receive God’s grace in abundance to make it happen. Thank you for your commitment to our parish. May we always remember that when we are in the same boat rowing together with the Spirit, we will go far!

May God bless you and your family abundantly.

With love,

Fr. Saju Joseph
Pastor
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Introduction

This Pastoral Plan is the product of a collaborative effort
among the laity, clergy and staff of this parish, and represents
an extraordinary outpouring of planning, perseverance and
prayer. Clearly, the Holy Spirit is at work!

The Pastoral Plan is our guide to living out our Vision and it
integrates the guiding principals of Word, Worship and Witness
as required by the Diocese of San Jose. The mission is to form
disciples of Jesus Christ, change the world and inspire others to
do the same. To succeed, it will require the commitment,
energy and partnership of ALL the parishioners that make up
our parish. We ask that each of us reflect upon our God-given
gifts and talents as we implement this Plan. Then, pray and
discern a program or activity that best fits your gifts and make
a commitment to a ministry. We believe that our parishioners
and our parish will grow stronger through the relationships we
build with each other and God in fulfilling our Vision.

Let us pray for God’s blessing on this Plan, as well as on each
of us. We must remain open to the workings of the Spirit and
allow the Spirit to guide us all to be the Parish and disciples
God intends us to be. Together we will fulfill the goals of this
plan and continue loving as Christ loves, serving Christ as Christ
serves.
I. Integration of Word, Worship, and Witness into Different Aspects of Parish Life

A. WORD
Form Disciples of Jesus Christ in Various Aspects of Faith Formation

- Build and train a strong RCIA team. Integrate the Tuesday and Sunday RCIA session into one and connect them to Sunday Mass. By the end of formation, the Neophytes and newly Confirmed are integrated into at least one ministry.

- Have at least 400 distinct adults attend at least one spiritual and/or faith formation activity per year by January 1, 2020. (See details in the Spirituality Session).

- Increase the participation of youth and teens in the diocesan retreat and the teen retreat by 10%.

- Faith formation of children and youth will be integrated into the Word, Worship and Witness model.

Financial Stewardship Formation

- Have a vision based budget in place from Fiscal Year 2020.

- Finance Council will discover ways to educate community for increased participation in financial stewardship.

- All ministries will work towards a balanced budget.

- Institute cost cutting measures where possible.
B. WORSHIP

Celebrate the Values that Change the World: Vibrant Liturgies

**Action Items:**

- Increase Sunday Mass attendance and participation ten percent by 2021.
- Start a St. Martin of Tours children’s choir. This may facilitate an increase in Sunday Mass attendance.
- Explore the possibility St. Martin School Band playing at least one Mass, on Sunday, each month.
- All parish and school staff and teachers will be encouraged to be present and actively participate at one Mass each weekend.
- Celebrate/promote/introduce a different ministry at Mass each Sunday. Encourage ministries to take ownership of Mass: Young adult Mass, Scout’s Mass, Life Teen Mass, Edge Mass, children’s Mass and so on.

- Combine the two RCIA sessions (Tuesday and Sunday) and connect them to Sunday Mass.
- Children and youth in Faith Formation will be strongly encouraged/required to attend a certain percentage of Sunday Masses.
- Confirmation youth will take active part in the 6.00 PM Sunday Mass.
- Different groups and ministries will be encouraged to lead Adoration. Introduce “Holy Hour with Happy Hour.” Happy Hour will be at the rectory, if possible.
- Having anointing of the sick on First Saturday with morning Mass (or another agreeable time/day).
C. WITNESS

*Inspire Others to Do the Same*

**Action Items:**

- Facilitate sharing of encounters with Christ in ministries and how ministry transforms life into the Liturgy.

- St. Martin’s Coat Drive, Christmas Giving Tree items stay in the Church as visible signs until the drive is over. Same with the beds during Village House.

- Explore a Mission trip with youth and adult by 2021.

- Continue support for the Food Box Program, Operation Rice Bowl, and St. Vincent De Paul.
II. Strengthen & Coordinate Ministries

Action items:

- Personal Invitation: Staff, ministry lead, coordinator, and ministers involved in ministry extend personal invitation to others to join ministry.
- Leverage technology for communication (See details in the communication section).
- Ministers should have visible identification (name tags).
- All ministers actively greet and get to know others in the community before Mass.
- Celebrate/promote/introduce a different ministry at Mass each Sunday.

- Ministries lead hospitality after Mass as recruiting tool and information sharing opportunity.
- Regular ministry gatherings for formation, training, update, prayer and social.
- Newly trained ministers are integrated into ministry without delay.
- Acknowledge and thank ministry members. Look at the possibility of a Parish Volunteer Appreciation Evening.
- Hold a Ministry Fair.
Goal: Have at least 400 distinct adults attend at least one spiritual and/or faith formation activity per year by January 1, 2020.

Action items:

- Spirituality Council will facilitate at least 2-3 spiritual or faith formation events for adults.
- Faith Formation will facilitate at least 2 events per year for parents of children in faith formation program beginning fall 2019.
- Hold a Parish Mission or Speaker event on current issues that affect the life of the Church.
V. Be a Welcoming Community

Action Items:

- Ministers, parish and school staff strive to participate in weekend Masses, greeting parishioners and welcoming visitors.
- Newly registered parishioners will be sent a welcome letter and invited to a lunch or dinner with the priests and the staff every quarter.
- Continue donuts after the Sunday morning Masses and continue to extend invitation for fellowship after Mass.
- Hold a Friendship Sunday - "Bring a Friend" to Sunday Mass every year.
- Strengthen and grow the Hospitality Committee.
- Discover the possibility of Scouts/Men’s Club/other groups and ministries doing Pancake Breakfasts (4-5 times a year excluding summer).
- Plan Volunteer Appreciation Evening for all Parish volunteers once a year.

VI. Buildings and Grounds

In Collaboration with Diocesan Safety Assessment

Action Items:

- Have a five year plan in place as per the Diocesan specifications. Financial details and future budgeting are to be done accordingly.
- Repave the parking lot - fill cracks and fill sinkholes and reseal the parking lot.
- Church beam repair required because of water leak, termite damage and dry rot in the altar servers' room.
- Lighting of the parking lot - Safety issue.
- Guard rail replacement to the Bailey House - Safety issue must do.
- Replace fence in front of rose garden near Guadalupe shrine.
- Repair of all the church fencing and gates around the parking lot.
- Solar electrical panel installation. Contract signed. Work in 2020- no cost to the parish.