

Sample Strategic Plan

Section: Youth Ministry

Vision (the “Why”): *Our (Insert Parish Name) Youth Ministry leads teens into a deep, lifelong relationship with Christ, builds their Catholic identity, forms them as active members and leaders within our parish as well as the global Church, and challenges teens to live as missionary disciples.*

Goal 1: Accompany teens into an every deepening relationship with Christ.

- Objective 1: Establish adult/young adult leaders/mentors to accompany teens in their faith journey
 - Measurement: Youth coordinator will recruit 6 adult/young adult Core Team Members/Mentors, provide them with training in topics of safe environment and ministry best practices, invite them to share in the vision of youth ministry, clearly explain their role and duties, and provide ongoing support with spiritual and ministerial development and guidance.
 - Target Date: October 1, 2019
- Objective 2: Coordinate and develop small discipleship groups for teens
 - Measurement: Youth Coordinator will recruit and train at least 3-5 leaders to lead/facilitate small discipleship groups; find and provide resources to leaders to ensure spiritual, theological, and authentic Christian community formation are central to each discipleship group; work with leaders to allow for uniqueness with each group; work with leaders to individually invite and recruit teens to join the small discipleship groups.
 - Target Date:
- Objective 3: Provide additional, occasional opportunities for spiritual, intellectual, human, and community formation and participation that meet teens where they are at developmentally, socially, and contextually.
 - Measurement: Offer 3-4 social activities on property or offsite for teens and their friends, including OnFire in Vallejo (September 14, 2019)
 - Target Date: By end of Summer 2020
 - Measurement: Offer one mission trip (domestic, international, or local) for teens, which provides immersion experiences, hands on work, as well as Catholic formation.
 - Target Date: By end of Summer 2020
 - Measurement: Offer an annual retreat for teens as a parish community or in combination with other nearby parishes.
 - Target Date: By Spring 2021
 - Measurement: Organize a group of teens and chaperones to attend a youth rally or conference (e.g. Diocesan youth rally in Spring 2020, a Steubenville Conference, and/or a LifeTeen Camp)
 - Target Date: By Spring 2021

Goal 2: Cultivate a strong Catholic identity in the teens.

- Objective 1: Ensure that content offered (small discipleship groups, activities/events in Goal 1.3, etc.) is rooted in Catholic dogma, doctrine, teachings, and spirituality
 - Measurement: Coordinator will find and utilize resources, programs, and events that are rooted in the Catechism, Catholic identity, approved by the USCCB, given Nihil Obstat or Imprimatur, connect to Catholic Social Teaching, etc. Even purely social events will promote Christian ideals of community and incorporate prayer.
 - Target Date: Immediately and ongoing.
- Objective 2: Provide opportunities, programming, and content that address human concerns of everyday life, ethics, and morality of interest and relevance to teens through our Catholic perspectives/teachings.
 - Measurement: Small Discipleship Groups and other events/activities will address at least 3-5 topics per year of life concerns from our Catholic perspective (e.g. LGBTQ+ community and what the Church teaches; stress, anxiety, and other mental health concerns from our Catholic perspective; friendship and authenticity; chastity, healthy relationships, and Theology of the Body; etc.)
 - Target Date: Annual goal by Summer 2020 and ongoing
- Objective 3: Provide opportunities for and encourage teens and their families to be rooted in the Sacraments.
 - Measurement: Encouraging weekly Mass attendance through relational ministry, personal invitation, and encouragement at all programming; inviting teens to participate in liturgical ministry roles; providing opportunities for Eucharistic Adoration, daily Mass, and Reconciliation with Small Discipleship groups and/or other events/activities, such as those in Goal 1.3; incorporate formation about the other Sacraments into programming; etc.
 - Target Date: Immediately and ongoing
- Objective 4: Promote and form teens in what a Vocation is and encourage them to discern their Vocation.
 - Measurement: Collaborate with priests and religious sisters to be present to teens at events/activities/programming; invite priests, religious sisters, and married couples to present regularly or at least several times a year as part of events/activities/programming; teach teens about discernment – what it is, isn't, and ways of discerning in general; provide opportunities for teens to discern their vocation (e.g. inviting them to diocesan Vocation discernment retreats for young men and young women or other Vocation discernment retreats).
 - Target Date: By Summer 2020 and ongoing

Goal 3: Create a sense of belonging and ownership within the youth community and broader parish community.

- Objective 1: Foster intergenerational ministry
 - Measurement: Coordinator will collaborate with adults of all ages to participate in and support youth ministry programming/events, to develop mentorship roles for

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teens, offer talks or activities for teens (e.g. a money management course for teens; college planning for teens; cooking classes for teens; other hobbies and skills; etc.)

- Target Date: By Summer 2020
- Objective 2: Develop the leadership skills of the teens (both ministry skills and general leadership skills)
 - Measurement: Develop a peer leadership team that focuses on relational ministry, outreach, and hospitality at all youth ministry programming/events, all Masses, etc. Provide initial training and formation in Servant Leadership, relational ministry skills, etc. plus ongoing formation (once or twice per year)
 - Target Date: By Spring 2020
 - Measurement: Recruit/Coordinate taking a group of teens to Youth on a Mission leadership retreat/conference.
 - Target Date: June 2020
- Objective 3: Encourage service and leadership in non-youth ministry aspects of parish life
 - Measurement: Have at least one teen on the Pastoral Council; Youth Coordinator will work/collaborate with other ministry leaders within the parish to encourage teens to serve in those ministries; Coordinator will listen to ideas from teens for other services, outreach, ministries, etc. they would like to start or support at the parish, outside of youth ministry.
 - Target Date: By Spring 2020

Goal 4: Challenge the teens to live as missionary disciples

- Objective 1: Incorporate the call to act upon and within our faith in our daily lives into all aspects of content/programming.
 - Measurement: Ensure that there is a call to action or a “so what/what’s next” aspect to small discipleship groups and activities/events from Goal 1.3 (where appropriate); include formation opportunities about what missionary discipleship is and what it looks like for teenagers; create challenges and provide opportunities for teens to put the call to be domestic missionaries into practice; provide opportunities for teens to hear from young adults and adults how they live their faith in their school, work, and social contexts (i.e. to give witness to living as missionary disciples – e.g. what does a Catholic accountant look like, what does a Catholic lawyer look like, what does a Catholic parent look like, what does a Catholic college student look like, what does a Catholic plumber look like, etc.)
 - Target Date: By Winter 2020 and ongoing
- Objective 2: Help teens live their faith in their school settings and invite classmates to explore the Catholic faith.
 - Measurement: Work with teens from the parish to establish Catholic Clubs on local high school campuses; Coordinator will work with students to identify teacher/faculty advisor to work with; Coordinator and/or other adult leaders will visit the Catholic Clubs on campus monthly or weekly.

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- Target Date: By Winter 2021
- Objective 3: Provide opportunities for teens to practice the Corporal and Spiritual Works of Mercy
 - Measurement: Encourage small discipleship groups to incorporate activities where teens can learn about and put into practice the various Corporal and Spiritual works of Mercy; plan and implement 2-3 opportunities per year for teens to learn and put into practice the various works of mercy outside of small discipleship groups; etc.
 - Target Date: By Fall 2020 and ongoing