

**Draft Report of the
Pastoral Goals Subcommittee**

**Prepared for the
Saint Agnes Parish Council Meeting
April 27, 2016**

Summary

The Pastoral Council Goals Subcommittee (PCGS) was convened to summarize and analyze the Parish Survey results. Based on that analysis the PCGS was charged with preparing a set of goals and objectives that would serve to guide Parish activities for an approximate five-year window.

The PCGS membership included Maury James, Eileen Dooley, Stacey Hobbs, Jan Yates, James Eros and Donna Eby, Fr. Mat Rowgh, Larry Halvey-Goodwin and Tony Maciorowski.

This draft interim report remains a work in progress and requires additional refinement. However, the PCGS has made substantial progress. Six primary goals with specific objectives for each goal have been identified. They follow below. The PCGS is seeking feedback from the entire Parish Council on its work prior to sharing the work with staff and representatives of the broader Parish.

Goals and Objectives

Goal 1 (Survey Questions 1, 2, 4, Categories A, C, H, I) – To continue growing as an inclusive, welcoming Eucharistic community which respects each person and invites all to actively participate in worship, prayer and faith formation opportunities.

Objective 1-1 – To develop an action plan providing at least three prayer, meditation and/or faith sharing activities.

- *Responsible Committee and / or Staff Member* – Adult Faith Formation Committee and the Director of Liturgy
- *Schedule and Due Dates* – Annually beginning November 2016
- *Performance Measures* – Conducted activities
- *Example Activities*
 - speakers/workshops
 - faith sharing
 - Vespers
 - Taize Prayer
 - Healing Service
 - Monthly Prayer Group

Objective 1-2 – To provide at least two formation sessions for liturgical ministers to enhance understanding and growth in ministry

- *Responsible Committee or Staff Member* – Director of Liturgy
- *Schedule and Due Dates* – Annually beginning 2016
- *Performance Measures* – *Evaluation by participants*
- *Example Activities*
 - Theological formation (Eucharist, Lectors, Hospitality)
 - Ministry formation and training workshops (Eucharist, Lectors, Hospitality)

Objective 1-3 – To extend invitations to all parishioners and the broader community to attend specific Parish celebrations

- *Responsible Committee or Staff Member* – Pastor
- *Schedule and Due Dates* – Minimum of two annually as appropriate
- *Performance Measures* – predetermined participation
- *Example Activities*
 - Special Liturgical Celebrations (e.g. Christmas, Easter)
 - Anniversary of Worship Space Dedication
 - Special Events (e.g. Musical Performances, Speakers)

Objective 1-4 – Provide workshops and presentations for parents of CFF students

- *Responsible Committee or Staff Member* – Faith Formation and Youth Coordinator
- *Schedule and Due Dates* – *annually as appropriate*
- *Performance Measures* – determined by presenter
- *Example Activities*
 - Reconciliation
 - Eucharist
 - Confirmation

Goal 2 (Survey Questions 1, 2, 5, Categories D, F) – To establish an effective and coordinated system of communication that enhances Parish-wide (pastor, parishioners, Parish Councils, committees and staff) understanding and cooperation

Objective 2-1 – Establish a digital committee to research and evaluate the existing's communications practices and advance the Parish's digital practices.

- *Responsible Committee and / or Staff Member* – *Pastor and Pastoral Council*
- *Schedule and Due Dates* – *November 2016*
- *Performance Measures* – established committee

Objective 2-2 – Collect, store, and share vital Parish information and data

- *Responsible Committee and / or Staff Member – Digital Committee*
- *Schedule and Due Dates – Monthly reports to PC within six months of formation*
- *Performance Measures – established committee*
- *Example activities of the digital committee include but are not limited to:*
 - Posting
 - Pastoral and Finance Councils meeting minutes digital posting in the Narthex
 - liturgical worship schedule
 - monthly calendar
 - weekly bulletins
 - pastor's homilies
 - focus on upcoming events
 - liturgical ministers schedule
 - general parish information such as:
 - opportunities for ministries
 - committees
 - contact information and
 - functions
 - Resources
 - CFF materials for students and parents
 - materials for liturgical ministers
 - committee resources (AFF, Social Concerns, Social, Health and Well-Being)
 - surveys
 - parish policies & procedures
 - new parish member registration
 - publication of a Parish directory with annual updates
 - internal and external parish staff communications
 - communication process between Pastoral Council and all Parish committee
 - sacramental preparation for reception of
 - Baptism,
 - Eucharist,
 - Reconciliation,
 - Confirmation,
 - Marriage, and
 - Anointing of the sick
 - facility and event scheduling

- Columbarium niche reservation
- Personnel Information
 - biographies of pastor and staff

Goal 3 (Survey Questions 1, 2, 5, 6, 9, Categories B, E, G, I) – Conduct a program that allows all parishioners the opportunity to commit their time, talent, and treasure to meet Parish stewardship needs.

Objective 3-1 – Conduct a Parish Ministries recruitment weekend

- *Responsible Committee or Staff Member* – representatives of appropriate Ministries
- *Schedule and Due Dates* – October, 2016
- *Performance Measures* – Conduct weekend activity

Objective 3-2 – Establish a stewardship committee to responsibly manage available church resources (committees/ministries/Parish talents).

- *Responsible Committee or Staff Member* – Pastor and Pastoral Council
- *Schedule and Due Dates* – Fall 2016
- *Performance Measures* – Committee established

Objective 3-3 – Define and implement a stewardship model to responsibly manage available church resources (committees/ministries/Parish talents)

- *Responsible Committee or Staff Member* – Stewardship Committee
- *Schedule and Due Dates* – December 2016 and ongoing
- *Performance Measures* – Determined by Committee
- *Example activities:*
 - Define Stewardship for St Agnes by reviewing other stewardship committee models (ethics, values, purpose).
 - Construct the committee on the model that best addresses St Agnes needs
 - Educate the Parish on the ethics, values, and purpose of this model.
 - Recommend programs and committee needs
 - Manage commitments
 - recruit, train and schedule, at least 5 additional lectors, Eucharistic and hospitality ministers for the 5:30 pm and 8:00 am masses, and 10 additional Eucharistic and hospitality ministers for the 10:30 am Mass with a special emphasis on recruiting younger parishioners.
 - conduct Stewardship Sunday on Pentecost Sunday to invite all parishioners to pledge time, talent and treasure

- conduct a Lenten recommitment activity for the parish
- consider a Lenten steward activity for parishioners

Goal 4 (Survey Questions 2, 4, 5, 9, Categories A) – To enrich our Parish family by promoting and gathering for social occasions in addition to liturgical and educational events

Objective 4-1 – Establish a Social Activities Committee to plan, implement support, and coordinate all Parish social activities among and between Parish committees and organizations

- *Responsible Committee or Staff Member – Pastoral Council*
- *Schedule and Due Dates – November 2016*
- *Performance Measures – Established Committee*

Objective 4-2 – Plan, implement, support, and coordinate all Parish social activities among and between Parish committees and organizations

- *Responsible Committee or Staff Member – Stewardship Committee*
- *Schedule and Due Dates – December 2016 and ongoing*
- *Performance Measures – Determined by Committee*
- *Example activities:*
 - Parish picnic
 - Pot luck suppers
 - After liturgy coffee and snacks
 - Light luncheons for Sunday speakers
 - Food preparation for workshops
 - Small social events for specific marginalized groups of parishioners
 - Small social events for various age groups
 - Youth pancake breakfasts
 - Lenten soup supper
 - Chili cook-off
 - Food preparation for fundraising events
 - Funeral receptions

Goal 5 (Survey Questions 9, 10, 11, 12, 13, 14, Categories A, B, C, D, E, F, G, H, I) –To promote programs that strengthen the spiritual, mental, physical, and overall well being of the Parish family

Objective 5-1 – Establish a Parish Health & Well-being Committee

- *Responsible Committee or Staff Member – Pastoral Council*
- *Schedule and Due Dates – November 2016*
- *Performance Measures – Committee Established*

Objective 5-2 – Provide health and well-being programs and activities of service to parishioners

- *Responsible Committee or Staff Member – Parish Health & Well-being Committee*
- *Schedule and Due Dates – November 2016 and ongoing*
- *Performance Measures – Committee Determined*
- *Example Activities*
 - Stress management
 - Time management
 - Parenting various age groups
 - Aging concerns
 - Financial management

Objective 5-3 – Compile, maintain and publish a resource list of available services that specifically address senior needs. The resource list will be paper sourced in the back of church and recorded on the St Agnes web site.

- *Responsible Committee, Organization, or Staff Member – Older, Wiser, Livelier, Seniors (OWLS)*
- *Schedule and Due Dates – December 2016 and ongoing*
- *Performance Measures – Project completed*
- *Example entries*
 - Light house-keeping
 - Transportation
 - Simple repairs
 - Food services
 - Senior advocacy programs
 - Health care
 - Hospice
 - Communication aids
 - Senior centers

Objective 5-4 – Develop and implement a plan to hold at least 3 annual workshops on specific topics of interest to seniors.

- *Responsible Committee, Organization, or Staff Member – Older, Wiser, Livelier, Seniors (OWLS)*
- *Schedule and Due Dates – December 2016 and ongoing*
- *Performance Measures – participants evaluation*
- *Example topics*
 - Death and dying
 - How to deal with aging parents
 - How to keep the brain vital

- Depression with aging losses.

Goal 6 (Survey Question 9 Categories A, B, C, D, E, F, G, H, I) – To involve the Parish family in service to those in need, and in the promotion of peace and justice

Objective 6-1 – Offer a minimum of three service activities designed to assist groups addressing local needs

- *Responsible Committee, Organization, or Staff Member* – Social Concerns Committee, other groups and individuals as appropriate
- *Schedule and Due Dates* – November 2016 and ongoing
- *Performance Measures* – Committee Determined
- *Example Activities*
 - Migrant personal hygiene kits
 - Backpacks and school supplies for children
 - Collection of diapers for infants and toddlers
 - Collection of Christmas gifts for individuals submitted by local non-profits
 - Assist Jefferson County Community Ministries (JCCM) with meal preparation for the homeless, chaperones for the hypothermia shelter, and donation of cash cards to fund meals.
 - Emergency assistance to those in need through Society of Saint Vincent DePaul

Objective 6-2 – To facilitate a minimum of three programs designed to serve individuals in need in our region, national and in developing countries

- *Responsible Committee, Organization, or Staff Member* – Social Concerns
- *Schedule and Due Dates* – November 2016
- *Performance Measures* – Committee Determined
- *Example activities*
 - Haitian coffee sale to benefit development projects in Haiti with Shepherd Campus Ministry.
 - Catholic Relief Services Fair Trade Sale to benefit international organizations with ties to local parishioners.
 - Grants of financial aid from the Parishes' Tithing program to local, regional, national or international organizations serving human needs and provide information about these organizations to parishioners.

Objective 6-3 – Offer a minimum of three opportunities for parishioners to engage in legislative and social justice and peace advocacy

- *Responsible Committee, Organization, or Staff Member* – Social Concerns Committee
- *Schedule and Due Dates* – November 2017; Annually

- *Performance Measures* – Committee Determined
- *Example activities*
 - *Advocacy Workshops such as*
 - How a Catholic decides to vote
 - Bread For the World Offering of Letters
 - How to support appropriate legislation on the local, state and national levels
 - How to support issues promoted by the United States Catholic Council of Bishops
 - Network Lobby
 - *Actions putting the Church's social teaching into practice in our lives such as*
 - *environmental issues*
 - *racism*
 - *sexism*
 - *reducing poverty and hunger*

Objective 6-4 – Provide direct service assistance to local individuals and or families. These services are designed to bring about systemic change in their lives and afford them the opportunity to be self-sufficient.

- *Responsible Committee, Organization, or Staff Member* – Society of Saint Vincent DePaul
- *Schedule and Due Dates* – As Needed
- *Performance Measures* – Determined by Organization
- *Example activities*
 - Emergency Assistance
 - Systemic change
 - Getting ahead while getting out
 - Bread For the World Offering of Letters

Objective 6-5 – Create and implement a process to serve homebound and other parishioners who would benefit from outreach and regular contact.

- *Responsible Committee, Organization, or Staff Member* –Older, Wiser, Livelier, Seniors (OWLS)
- *Schedule and Due Dates* – November 2016 ongoing
- *Performance Measures* – project completed

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