



Saint Michael
Catholic Community



ST. MICHAEL CATHOLIC COMMUNITY PARISH RENEWAL PLAN

YOU ARE CALLED
YOU MATTER
YOU
Lot
REWA



REVE
The Bo

June, 2025

Table of Contents

I. MISSION	4
II. CONTEXT	5
PART 1: SUMMARY OF MAIN RESULTS OF PARISH SURVEY	5
WORD	5
WORSHIP	5
COMMUNITY	5
SERVICE	5
LEADERSHIP	5
PART 2: MINISTRY GAPS AND NEEDS	6
III. SWOT	7
IV. LEADERSHIP AND ACCOUNTABILITY	8
V. ACTION ITEMS – MINISTRY RENEWAL & SPIRITUAL GROWTH	9
WORD	9
Spiritual Growth Action Item	9
Ministry Renewal Action Items	9
WORSHIP	11
Spiritual Growth Action Item	11
Ministry Renewal Action Items	11
COMMUNITY	13
Spiritual Growth Action Item	13
Ministry Renewal Action Items	13
SERVICE	15
Spiritual Growth Action Item	15
Ministry Renewal Action Items	15
LEADERSHIP	17
Spiritual Growth Action Item	17
Ministry Renewal Action Items	17

I. MISSION

We are a Christ-centered community, rooted in the Eucharist and God's Word. Guided by our Blessed Mother Mary and trusting in Divine Mercy, we commit to forming missionary disciples of Christ, becoming a church of encounter and witness, and strengthening family life. With joy, we celebrate our faith, uphold the dignity and uniqueness of every person, and welcome all into the life of the Church.



II. CONTEXT

PART 1: SUMMARY OF MAIN RESULTS OF PARISH SURVEY

WORD

- Parish programs that blend social and spiritual elements (e.g., retreats, missions, small groups) need more effective promotion.
- Participation is limited by time pressures and a lack of personal connections among parishioners.
- Leveraging social media could strengthen communication and raise awareness of events.

WORSHIP

- Homilies continue to inspire deeper faith.
- There's a strong desire for more meaningful engagement of families and youth in liturgies and ministries.
- Many believe we should make a concerted effort to welcome back Catholics who no longer attend Mass.

COMMUNITY

- Some parishioners feel they haven't yet found caring friendships here.
- Despite our reputation as a safe environment, loneliness remains an issue for some.
- There is widespread agreement that the parish warmly welcomes families into sacramental life.

SERVICE

- Parishioners are deeply committed to protecting the vulnerable and aiding those in poverty.
- There is active support for missionary initiatives.
- Many are unaware of the pastoral care available to the homebound, sick, or dying.

LEADERSHIP

- Young adults are under-represented in leadership and vocational roles.
- Parishioners aged 55–65 form the core of current leadership.
- We need to explore new ways to invite newcomers into active parish involvement.

PART 2: MINISTRY GAPS AND NEEDS

Brief assessment of existing ministries based on the five areas of parish life identifying gaps and needs.

Ministry Group	Current Ministries	Gaps & Needs
Word	Children's Liturgy; Men's Ministry; Monday Bible Studies; Rite of Christian Initiation of Adults (RCIA); Sacrament Preparation (Children); Women's Ministry	1. Outreach Ministry to reach out to those who may not feel included in parish life, such as the newly initiated, seniors, singles, and those who no longer attend Mass; 2. Youth Coordinator for youth programs to involve youth and young adults; 3. Ministries to enhance and deepen faith (e.g., ALPHA, Retreats).
Worship	Altar Servers; Eucharistic Adoration; Eucharistic Ministry (Weekends); Flower Ministry; Funeral Altar Servers; Funeral EMHC; Hospitality; Music Ministry; Music Ministry (Sunday 5 PM); Proclaimer Ministry; Tuesday Rosary Group; Weekday Mass Ministry	1. Ministries to ensure the worship environment is prepared for each liturgical time and season (e.g., Liturgy, Environment); 2. Evaluate liturgical services to consider best practices.
Community	Coffee Sundays; Coffee Wednesdays; Gift Shop; Library; Pastoral Care, Grief Share; Pastoral Care, Funeral Receptions; Pastoral Care, Home Visits; Pastoral Care, Seniors' Homes & Continuing Care Centres; Social Committee	1. Creation of a more inclusive and welcoming environment to combat loneliness; 2. Increase awareness of Pastoral Care ministry within the parish; 3. Ministry to build community & foster relationships, especially for children, youth & families (e.g., Parish Seasonal/Liturgical Events e.g., Advent wreath making, St. Michael's Fest, etc.); 4. Simplify volunteer screening; 5. Encourage new parishioners to be involved in parish life (e.g., Hospitality Desk).
Service	Catholic Women's League (CWL); Knights of Columbus; Knitting Ministry; Partnership of Hope; Pro-life; Society of St. Vincent de Paul; Society of St. Vincent de Paul, Christmas Hampers.	1. Ministry to increase parishioner involvement in helping the less fortunate and vulnerable communities (e.g., Feed the Hungry); 2. Youth advocate; 3. Calendar of events to increase parish awareness of service events
Leadership	Parish Finance Council; Parish Pastoral Council; Parish Renewal Team; Weekly Counters.	1. Increase involvement of young adults in leadership; 2. Encourage succession planning among ministries through mentorship programs; 3. Communications Coordinator and increased digital media presence to raise awareness of existing and new programs.

III. SWOT

Summarize the results of the SWOT (strengths, weaknesses, opportunities, threats) analysis of the parish from the perspective of the three Diocesan Renewal Priorities.

Strengths Forming Missionary Disciples • Robust RCIA program • Liturgically designed facility • Spacious building ready for growth of congregation • Eucharistic Adoration 12 hrs/day, 7 days/week • Inspiring, well-received homilies • Advanced sound system and technical support Church of Encounter & Witness • Active Men's and Women's Ministries • Inspirational music at every Mass • Efficient, organized staff • Rich ethnic diversity among parishioners Strengthening Family Life • Engaging Sunday children's liturgies • Youth altar-server program • Youth choir	Weaknesses Forming Missionary Disciples • Perceived ownership of ministries discourages new volunteer involvement • Lengthy screening process deters volunteers • Lack of combined evangelization & social programs (e.g., Alpha) Church of Encounter & Witness • No outreach to those who may not feel included in parish life, such as the newly initiated, seniors, singles, and those who no longer attend Mass; • Sizeable congregation leaves some feeling isolated and lonely • Absence of a formal post-Mass announcement plan • No designated Communications Coordinator Strengthening Family Life • No dedicated Youth/Young Adult Coordinator on staff
Opportunities Forming Missionary Disciples • Broaden musical offerings • Launch new ministries (Liturgical, Environment) Church of Encounter & Witness • Launch new ministries, (Retreats, Evangelization, Outreach, Social Outreach) • Explore alternative uses for land • Expand digital and social-media engagement • Host major liturgical events (e.g., high school concerts, Beloved Daughters, God Squad) Strengthening Family Life • Develop a Youth Ministry • Deepen ties with affiliated schools (e.g., Rosary instruction) • Launch new ministry (Family Events)	Threats Forming Missionary Disciples • Limited revenue versus parish needs • Volunteer burnout Church of Encounter & Witness • Prevailing consumer-culture influences • Rapid technological changes Strengthening Family Life • Competing demands on time (e.g., work, family, other volunteering, extra-curricular activities)

RENEWAL PRIORITIES & KEY ACTIONS

This section has been completed based on the Diocesan priorities for Renewal, which also reflects the parish's priorities in renewing and strengthening its mission and ministry, aligned with the overall vision of the Diocese.

Form Missionary Disciples in Christ • Invite Others to Know Christ • Teach the Great Story of Jesus • Practice the Faith	Be a Church of Encounter & Witness • Listen to People's Lived Experiences • Witness in Words and Deeds • Lead with Christian Passion and Mercy	Strengthen Family Life • Welcome Families to Sacramental Life • Engage Families & Youth meaningfully • Accompany People at All Stages of Life
---	---	--

IV. LEADERSHIP AND ACCOUNTABILITY

The Parish Renewal Team (PRT) recommends that it remain active beyond the launch of the Parish Renewal Plan (PRP) to oversee its rollout and ensure each step is carried out. Many of the Action Items in Part V align naturally with ministries already operating in our parish; in those cases, the existing ministry should take responsibility for implementation of the action item. However, in cases where a brand-new ministry is recommended, the PRT is the most appropriate body to guide its formation, coordinate its launch, and nurture its early development.

To monitor progress, specific PRT members will be paired with individual ministries. These liaisons will meet regularly with their assigned ministry, review its activities, and confirm that the corresponding action item is being fulfilled. Note that the timelines provided in the Ministry Action Items are suggestions only, with the realization that circumstances, financial resources, and volunteer availability may accelerate or delay the implementation of the action items.

Although the PRT's membership may change over time, every incoming member will be fully informed of, and committed to, his/her responsibility to oversee the PRP. Unless otherwise specified in the PRP, implementation of all action items should be done in collaboration with Pastoral Council, Finance Council, and the Pastor, and subject to the discretion of the Pastor.

V. ACTION ITEMS – MINISTRY RENEWAL & SPIRITUAL GROWTH

WORD

Spiritual Growth Action Item

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
Teach the community about the spiritual benefits of praying before Christ in the Eucharist by introducing “33 Days to Eucharistic Glory” and coordinating this with adoration and exposition of the Blessed Sacrament on Fridays	- Form a small planning team - Develop the weekly curriculum - Integrate with Friday adoration - Announce and invite - Train adoration volunteers - Monitor participation and feedback - Celebrate milestones	Eucharistic Adoration Ministry	In progress

Ministry Renewal Action Items

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
1. Strengthen family life by hiring a Youth Coordinator	- Define the Youth Coordinator role - Recruit and hire a youth coordinator - Introduce the new coordinator to the parish staff, volunteers, and ministry coordinators - Collaborate to develop a Youth Ministry framework - Integrate with family-focused initiatives	Pastor, Finance Council, and staff	By 2026
2. Form missionary disciples by forming an Evangelization Ministry to offer programs such as ALPHA & Life in the Spirit	- Assemble a core team - Discern programs to offer - Train facilitators & hosts - Schedule & promote sessions	Parish Renewal Team	2026 - 2027

3. Become a church of encounter and witness by forming an Outreach Ministry to reach out to those who may not feel included in parish life, such as the newly initiated, seniors, singles, and those who no longer attend Mass	• Invite parishioners to form a new Outreach Ministry • Clarify objectives & roles • Develop outreach materials • Provide ongoing follow-up	Parish Renewal Team	2026-2027
4. Become a church of encounter and witness by establishing a Retreat Ministry to address areas of need such as reconciliation, inner healing, & forgiveness	• Form a core planning team • Define ministry vision & scope • Offer annual Advent retreat • Offer annual Lenten retreat • Offer periodic educational seminars and workshops on Catholic teaching • Coordinate special masses & liturgies such as praise and worship	Parish Renewal Team	2026-2027

WORSHIP

Spiritual Growth Action Item

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
Develop a SMART Goals prayer template for ministry coordinators and volunteers to help make prayer a priority and to form attitudes and dispositions pertinent for ministry	- Define prayer objectives using SMART criteria (Specific, Measurable, Achievable, Relevant, Timebound) - Draft a template for the prayers - Include ministry-specific examples - Review and refine with ministry coordinators - Train ministry coordinators and volunteers	Designated coordinators and volunteers from the Worship group of ministries	2025 - 2026

Ministry Renewal Action Items

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
1. Form missionary disciples by empowering each ministry to develop an educational and formational component to ensure proper formation, preparation and training of volunteers	- Communicate the request - Define requirements - Provide resources, guidance and support	Pastor and designated coordinators of the Worship group of ministries	2025-2026
2. Strengthen family life by encouraging family engagement across all ministries	- Announce family inclusion goal - Survey current ministry practices - Develop family-friendly guidelines - Share best-practice examples - Implement family-inclusive activities - Promote through parish channels	Youth Coordinator	As soon as practical after the hiring of a youth coordinator

3. Form missionary disciples by establishing an Environment Ministry	• Form a core planning team • Define ministry scope and objectives • Recruit volunteers with décor expertise • Create an annual schedule and guidelines	Pastor, parish staff, and TBD	2026
4. Form missionary disciples by establishing a Liturgy Ministry	• Form a core planning team • Define ministry scope and objectives • Recruit volunteers with liturgy expertise • Create an annual schedule and guidelines	Pastor, parish staff, and TBD	2026

COMMUNITY

Spiritual Growth Action Item

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
Initiate times of service with prayer	- Launch service events with group prayer - Encourage individual pre-service prayer	Coordinators of the Community group of ministries	2026

Ministry Renewal Action Items

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
1. Strengthen family life by creating a parish wide celebration that includes volunteers and their families to acknowledge and affirm their contribution to the parish	- Form a celebration planning team - Select date & time - Secure budget, materials & catering - Invite volunteers & their families - Promote through parish communications - Host the celebration & acknowledge contributions	Volunteer Coordinator and parish staff	Ongoing, annual event
2. Create missionary disciples by boosting awareness of existing ministries (with a focus on Pastoral Care)	- Audit & select ministries to profile - Develop a content calendar - Feature ministries in the parish newsletter - Collect & share personal witness testimonials - Create “did you know?” bulletin inserts - Publish thematic book reviews - Distribute content via social media & website	Library Ministry in consultation with the parish staff & future Communications Coordinator	2026-2027

3. Strengthen family life by establishing a Family Events Ministry to celebrate events over the liturgical year	• Form a ministry leadership team • Develop an events schedule • Recruit and train volunteers • Plan family-centered events • Promote events to parish families	Pastor, Parish Renewal Team	Beginning 2026 liturgical year, and annually thereafter.
4. Be a church of encounter and witness by introducing a Hospitality Desk at Sunday masses to foster an inclusive and welcoming environment	• Form a team • Define roles & responsibilities • Recruit and train volunteers • Set up a weekend schedule	TBD	2025 - 2026

SERVICE

Spiritual Growth Action Item

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
Coordinate an annual recognition Mass for each ministry group in the parish	• Form a planning committee • Catalog ministry groups & assign dates • Secure clergy & liturgical support • Develop recognition rituals • Prepare promotional materials • Invite ministry members & parishioners	TBD	2026 and annually thereafter

Ministry Renewal Action Items

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
1. Create missionary disciples by promoting each ministry group at their dedicated Mass	• Establish a promotion team • Identify ministry group Mass dates • Develop promotional materials	TBD	2026 Liturgical year
2. Create missionary disciples by developing a master calendar of Service Ministry events to foster awareness and collaboration with other ministries and parish volunteers	• Form a calendar committee • Gather event details & dates • Design, publish and distribute the master calendar • Regularly maintain & update the calendar	TBD	2025 – 2026

3. Be a church of encounter and witness by establishing a Social Outreach Ministry to offer parishioners a chance to know and serve the less fortunate and vulnerable communities (e.g., Feed the Hungry)	• Form a social outreach planning team • Define mission, goals and service areas • Identify & partner with local agencies • Recruit volunteers • Develop annual activity schedule • Promote opportunities	Parish Renewal Team	Ongoing
4. Strengthen family life by designating a youth advocate in each ministry to encourage youth involvement in ministries	• Define the youth advocate role • Designate the advocates • Orient and train the advocates • Develop a youth engagement plan • Coordinate with other ministry leaders • Promote youth opportunities	Ministry Leaders	2026

LEADERSHIP

Spiritual Growth Action Item

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
Include prayer such as Conversation in the Spirit or Lectio Divina as the first agenda item for all meetings	- Communicate to all ministry leaders - Select prayer methods - Draft a prayer-agenda template for meeting agendas - Train meeting chairs in chosen prayer style	Parish Renewal Team	2026

Ministry Renewal Action Items

Action Item	Suggested Main Steps	Responsible Person(s)	Timeline
1. Form missionary disciples by hosting an annual ministry coordinators' Mass, meet & greet, and workshop	- Define workshop objectives & themes - Select date & time - Prepare the agenda - Invite all ministry coordinators - Secure facilitators & discussion leaders - Prepare materials & resources	Parish Renewal Team	Spring 2026
2. Form missionary disciples by engaging young adults (ages 18–35) in Leadership & Stewardship ministries through targeted invitations and mentorship	- Identify potential invitees - Develop invitation materials - Train current ministry members as mentors - Conduct personalized outreach to invitees - Pair each new member with a mentor	TBD	2026

3. Support the three pillars of parish renewal by hiring a Communications Coordinator to coordinate and promote parish events within the parish and to the broader community	• Define the Communications Coordinator role • Recruit and hire a Communications Coordinator • Collaborate to develop an annual communications plan for parish events and outreach	Pastor, Finance Council, and parish staff	By 2026
4. Support the three pillars of the parish renewal by encouraging ministry leaders to integrate the pillars into their plans, actions, and practices	• Distribute Diocesan information regarding the three pillars • Encourage ministry leaders to seek support from the Parish Renewal Team	Parish Renewal Team	2026 and ongoing