

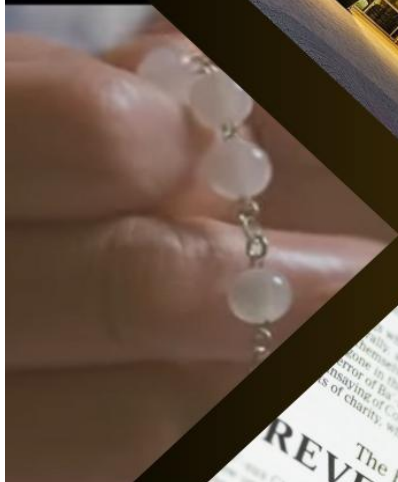


Saint Michael  
Catholic Community



# ST. MICHAEL CATHOLIC COMMUNITY PARISH RENEWAL PLAN

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# PARISH RENEWAL PLAN

Saint Michael Catholic Community, Calgary

## 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 the 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 non-practising Catholics.

#### 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; RCIA; Sacrament Preparation (Children); Women's Ministry                                                                                                                                        | <ol style="list-style-type: none"> <li>1. "Outreach Ministry" to reach out to non-practising Catholics and the newly baptized. Mentorship programs</li> <li>2. Youth Coordinator for youth programs to involve youth and young adults</li> <li>3. Ministries to enhance and deepen faith (e.g., ALPHA, Retreats)</li> </ol>                                                                                                                                          |
| 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. | <ol style="list-style-type: none"> <li>1. Ministries to ensure the worship environment is prepared for each liturgical time and season (e.g., Liturgy, Environment)</li> <li>2. Expand music ministry to offer more diversity of music (e.g., no drums, use of hymn books, Latin Mass)</li> <li>3. Charismatic type prayer and worship services</li> </ol>                                                                                                           |
| 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                               | <ol style="list-style-type: none"> <li>1. Creation of a more inclusive and welcoming environment to combat loneliness</li> <li>2. Increase awareness of Pastoral Care ministry within the parish</li> <li>3. Ministry to build community &amp; foster relationships, especially for children, youth &amp; families (e.g., Parish Seasonal/Liturgical Events e.g. Advent wreath making, St. Michael's Fest, etc.)</li> <li>4. Simplify volunteer screening</li> </ol> |
| Service        | CWL; Knights of Columbus; Knitting Ministry; Partnership of Home; Pro-life; Society of St. Vincent de Paul; Society of St. Vincent de Paul, Christmas Hampers                                                                                             | <ol style="list-style-type: none"> <li>1. Ministry to increase parishioner involvement in help for the less fortunate (e.g. Feed the Hungry)</li> </ol>                                                                                                                                                                                                                                                                                                              |
| Leadership     | Parish Finance Council; Parish Pastoral Council; Parish Renewal Team; Weekly Counters                                                                                                                                                                     | <ol style="list-style-type: none"> <li>1. Increase involvement of young adults in leadership</li> <li>2. Encourage new parishioners to be involved in parish life (e.g. Re-introduce "Welcome Booth")</li> <li>3. Encourage succession planning among ministries through mentorship programs</li> <li>4. Communications Coordinator and increased digital media presence</li> </ol>                                                                                  |

### III. SWOT

Summarize the results of the SWOT analysis of the parish from the perspective of the three Diocesan Renewal Priorities.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Strengths</b></p> <p><b>Forming Missionary Disciples</b></p> <ul style="list-style-type: none"> <li>• Robust RCIA program</li> <li>• Liturgically designed facility</li> <li>• Spacious building ready for growth of congregation</li> <li>• Eucharistic Adoration 12 hrs/day, 7 days/week</li> <li>• Inspiring, well-received homilies</li> <li>• Advanced sound system and technical support</li> </ul> <p><b>Church of Encounter &amp; Witness</b></p> <ul style="list-style-type: none"> <li>• Active Men's and Women's Ministries</li> <li>• Inspirational music at every Mass</li> <li>• Efficient, organized staff</li> <li>• Rich ethnic diversity among parishioners</li> </ul> <p><b>Strengthening Family Life</b></p> <ul style="list-style-type: none"> <li>• Youth altar-server program</li> <li>• Engaging Sunday children's liturgies</li> </ul> | <p><b>Weaknesses</b></p> <p><b>Forming Missionary Disciples</b></p> <ul style="list-style-type: none"> <li>• Perceived ownership of ministries discourages new volunteer involvement.</li> <li>• Lengthy screening process deters volunteers</li> <li>• Lack of combined evangelization &amp; social programs (e.g., Alpha, Praise &amp; Worship)</li> </ul> <p><b>Church of Encounter &amp; Witness</b></p> <ul style="list-style-type: none"> <li>• No outreach for lapsed or newly baptized members</li> <li>• Sizeable congregation leaves some feeling isolated and lonely</li> <li>• Absence of a formal post-Mass announcement plan</li> <li>• No designated Communications Coordinator</li> </ul> <p><b>Strengthening Family Life</b></p> <ul style="list-style-type: none"> <li>• No dedicated Youth/Young Adult Minister on staff</li> </ul> |
| <p><b>Opportunities</b></p> <p><b>Forming Missionary Disciples</b></p> <ul style="list-style-type: none"> <li>• Broaden musical offerings</li> <li>• Launch new ministries (Liturgical, Environment)</li> <li>• Offer praise and worship services</li> </ul> <p><b>Church of Encounter &amp; Witness</b></p> <ul style="list-style-type: none"> <li>• Launch new ministries, (Retreats, ALPHA, Outreach, e.g., Feed the Hungry)</li> <li>• Explore alternative uses for land</li> <li>• Expand digital and social-media engagement</li> <li>• Host major liturgical events (e.g., high-school concerts, Beloved Daughters, God Squad)</li> </ul> <p><b>Strengthening Family Life</b></p> <ul style="list-style-type: none"> <li>• Develop a Youth Ministry</li> <li>• Deepen ties with affiliated schools (e.g., Rosary instruction)</li> </ul>                       | <p><b>Threats</b></p> <p><b>Forming Missionary Disciples</b></p> <ul style="list-style-type: none"> <li>• Limited revenue versus parish needs</li> <li>• Volunteer burnout</li> </ul> <p><b>Church of Encounter &amp; Witness</b></p> <ul style="list-style-type: none"> <li>• Prevailing consumer-culture influences</li> <li>• Rapid technological changes</li> </ul> <p><b>Strengthening Family Life</b></p> <ul style="list-style-type: none"> <li>• Competing demands on time (e.g., work, family, other volunteering, extra-curricular activities)</li> </ul>                                                                                                                                                                                                                                                                                    |



# IV 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.

|                                                                                                                                                                                                 |                                                                                                                                                                                                                           |                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Form Missionary Disciples in Christ</b> <ul style="list-style-type: none"><li>• Invite Others to Know Christ</li><li>• Teach the Great Story of Jesus</li><li>• Practice the Faith</li></ul> | <b>Be a Church of Encounter &amp; Witness</b> <ul style="list-style-type: none"><li>• Listen to People’s Lived Experiences</li><li>• Witness in Words and Deeds</li><li>• Lead with Christian Passion and Mercy</li></ul> | <b>Strengthen Family Life</b> <ul style="list-style-type: none"><li>• Welcome Families to Sacramental Life</li><li>• Engage Families &amp; Youth meaningfully</li><li>• Accompany People at All Stages of Life</li></ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

# 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, whenever 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 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 Parish Renewal Plan and the implementation of the action items, in collaboration with 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 parish community about the spiritual benefits of praying before Christ in the Eucharist by introducing: <i>"33 Days to Eucharistic Glory"</i> and coordinating this with adoration and exposition of the Blessed Sacrament on Fridays. | <ul style="list-style-type: none"> <li>Form a small planning team</li> <li>Develop the weekly curriculum</li> <li>Integrate with Friday adoration</li> <li>Announce and invite</li> <li>Train adoration volunteers</li> <li>Monitor participation and feedback</li> <li>Celebrate milestones</li> </ul> | 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. | <ul style="list-style-type: none"> <li>Define the Youth Coordinator role</li> <li>Recruit and hire a Youth Coordinator</li> <li>Develop a comprehensive youth ministry framework</li> <li>Design programs for junior and senior high students</li> <li>Create engagement opportunities for young adults</li> <li>Integrate with existing family-focused initiatives</li> <li>Adjust and expand offerings as needed</li> </ul> | Pastor, Finance Council, and staff                     | By 2026     |
| 2. Form missionary disciples by forming ALPHA Ministry   | <ul style="list-style-type: none"> <li>Assemble a core team</li> <li>Train facilitators &amp; hosts</li> <li>Schedule &amp; promote sessions</li> </ul>                                                                                                                                                                                                                                                                       | Designated volunteer from the Word group of ministries | 2026 - 2027 |

|                                                                                                                                        |                                                                                                                                                                                                                                                                                                                |                                                                              |           |
|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------|
|                                                                                                                                        | <ul style="list-style-type: none"> <li>• Launch kick-off event</li> <li>• Run weekly gatherings</li> </ul>                                                                                                                                                                                                     |                                                                              |           |
| 3. Become a church of encounter and witness by forming an Outreach Ministry for lapsed and newly baptized Catholics                    | <ul style="list-style-type: none"> <li>• Invite parishioners to form a new Outreach Ministry</li> <li>• Clarify objectives &amp; roles</li> <li>• Develop outreach materials</li> <li>• Provide ongoing follow-up</li> </ul>                                                                                   | Parish Renewal Team                                                          | 2026-2027 |
| 4. Become a church of encounter and witness by establishing a Retreat Ministry to address reconciliation, inner healing, & forgiveness | <ul style="list-style-type: none"> <li>• Form a core planning team</li> <li>• Define ministry vision &amp; scope</li> <li>• Offer annual Advent retreat</li> <li>• Offer annual Lenten retreat</li> <li>• Design periodic educational seminars</li> <li>• Coordinate special masses &amp; liturgies</li> </ul> | Pastor, parish staff, designated volunteer from the Word group of ministries | 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 | <ul style="list-style-type: none"> <li>Define prayer objectives using SMART criteria</li> <li>Draft a template layout for the prayers</li> <li>Include ministry-specific examples</li> <li>Review and refine with ministry coordinators</li> <li>Train ministry coordinators and volunteers</li> </ul> | Designated coordinators and volunteers from the Worship group of ministries | Fall 2025 |

### 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 | <ul style="list-style-type: none"> <li>Communicate the request</li> <li>Define requirements</li> <li>Provide resources &amp; templates as requested</li> </ul>                                                                                                                                        | Pastor and coordinators of the Worship group of ministries | 2025-2026                                                 |
| 2. Strengthen family life by encouraging family engagement across all ministries                                                                                                | <ul style="list-style-type: none"> <li>Announce family inclusion goal</li> <li>Survey current ministry practices</li> <li>Develop family-friendly guidelines</li> <li>Share best-practice examples</li> <li>Implement family-inclusive activities</li> <li>Promote through parish channels</li> </ul> | Youth Minister                                             | As soon as practical after the hiring of a youth minister |

|                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                     |                                                   |      |
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| 3. Become a church of encounter & witness by offering a Praise & Worship service on a quarterly or semi-annual basis where parishioners are encouraged to invite at least one other person to attend. | <ul style="list-style-type: none"> <li>• Form a planning team</li> <li>• Define service format</li> <li>• Set dates &amp; venue</li> <li>• Create an invitation campaign</li> <li>• Host the praise &amp; worship service</li> </ul>                                                                                                                                                | Pastor, parish staff and a designated parishioner | 2026 |
| 4. Form missionary disciples by establishing an environment & liturgy ministry                                                                                                                        | <ul style="list-style-type: none"> <li>• Form a core planning team</li> <li>• Define ministry scope and objectives</li> <li>• Recruit volunteers with décor, music, and liturgy expertise</li> <li>• Create an annual liturgical calendar</li> <li>• Develop design guidelines for each season and event</li> <li>• Secure materials, vestments, and technical resources</li> </ul> | Pastor, parish staff, and designated volunteers   | 2026 |

## COMMUNITY

### Spiritual Growth Action Item

| Action Item                                                                 | Suggested Main Steps                                                                                                                                                                                                                                                       | Responsible Person(s)                                                     | Timeline |
|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------|
| Initiate times of service in and from prayer to assist in service to others | <ul style="list-style-type: none"> <li>• Train volunteers in prayerful discernment such as Lectio Divina</li> <li>• Launch service events with group prayer</li> <li>• Encourage individual pre-service prayer</li> <li>• Collect reflections &amp; testimonies</li> </ul> | Parish Renewal Team and 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 | <ul style="list-style-type: none"> <li>• Form a celebration planning team</li> <li>• Select date &amp; time</li> <li>• Secure budget, materials &amp; catering</li> <li>• Invite volunteers &amp; their families</li> <li>• Promote through parish communications</li> <li>• Host the celebration &amp; acknowledge contributions</li> </ul> | Volunteer Coordinator and parish staff                                                       | Ongoing, annual event |
| 2. Create missionary disciples by boosting awareness of existing ministries (with a focus on Pastoral Care)                                                            | <ul style="list-style-type: none"> <li>• Assemble a communications team</li> <li>• Audit &amp; select ministries to profile</li> <li>• Develop a content calendar</li> <li>• Produce short video spotlights</li> <li>• Feature ministries in the parish newsletter</li> </ul>                                                                | Library Ministry in consultation with the parish staff (& future Communications Coordinator) | 2026-2027             |

|                                                                                                                                               |                                                                                                                                                                                                                                                                                                              |                                                        |                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------|
|                                                                                                                                               | <ul style="list-style-type: none"> <li>• Collect &amp; share personal witness testimonials</li> <li>• Create “did you know?” Bulletin inserts</li> <li>• Publish thematic book reviews</li> <li>• Distribute content via social media &amp; website</li> </ul>                                               |                                                        |                                                          |
| 3. Strengthen family life by establishing a Family Event Ministry to celebrate events over the liturgical year                                | <ul style="list-style-type: none"> <li>• Form a ministry leadership team</li> <li>• Develop an annual liturgical event calendar</li> <li>• Recruit and train volunteers</li> <li>• Design family-centered event templates</li> <li>• Promote events to parish families</li> </ul>                            | Pastor, Parish Renewal Team and designated parishioner | Beginning 2026 liturgical year, and annually thereafter. |
| 4. Be a church of encounter and witness by re-introducing the Welcome Booth at Sunday masses to foster an inclusive and welcoming environment | <ul style="list-style-type: none"> <li>• Form a Welcome Booth team</li> <li>• Define roles &amp; responsibilities</li> <li>• Design booth layout &amp; materials</li> <li>• Recruit and train greeter volunteers</li> <li>• Set up a Sunday schedule</li> <li>• Promote the booth to parishioners</li> </ul> | Hospitality Ministry                                   | Fall 2025                                                |

## 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 | <ul style="list-style-type: none"> <li>Form a planning committee</li> <li>Catalog ministry groups &amp; assign dates</li> <li>Secure clergy &amp; liturgical support</li> <li>Develop recognition rituals</li> <li>Prepare promotional materials</li> <li>Invite ministry members &amp; parishioners</li> <li>Conduct the recognition Mass</li> </ul> | Member(s) from the Service group of ministries | 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                                                                                     | <ul style="list-style-type: none"> <li>Establish a promotion team</li> <li>Identify ministry group Mass dates</li> <li>Develop promotional materials</li> <li>Collect testimonials &amp; stories</li> </ul>                                                                                                            | Pastor and designated member(s) of the Service group of ministries               | 2026 Liturgical year |
| 2. Create missionary disciples by developing a master schedule of Service Ministry events to foster awareness and collaboration with other ministries and parish volunteers | <ul style="list-style-type: none"> <li>Form a calendar committee</li> <li>Gather event details &amp; dates</li> <li>Design the master schedule format</li> <li>Incorporate collaboration opportunities</li> <li>Publish &amp; distribute the schedule</li> <li>Regularly maintain &amp; update the calendar</li> </ul> | Designated member(s) of the Service group of ministries and the Parish Secretary | 2026                 |
| 3. Be a church of encounter and witness by establishing a Social Outreach                                                                                                   | <ul style="list-style-type: none"> <li>Form an social outreach committee planning team</li> </ul>                                                                                                                                                                                                                      | Parish Renewal Team                                                              | Ongoing              |



|                                                                                                                                |                                                                                                                                                                                                                                                                                                       |                                |      |
|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------|
| Ministry to offer parishioners a chance to serve those in temporal need (e.g., Feed the Hungry)                                | <ul style="list-style-type: none"> <li>• Define mission, goals &amp; service areas</li> <li>• Identify &amp; partner with local agencies</li> <li>• Recruit volunteers</li> <li>• Develop annual activity calendar</li> <li>• Promote opportunities to parishioners</li> </ul>                        |                                |      |
| 4. Strengthen family life by appointing a Youth Advocate to encourage youth involvement in Service group events and ministries | <ul style="list-style-type: none"> <li>• Define the youth advocate role</li> <li>• Recruit and appoint the advocate</li> <li>• Orient and train the advocate</li> <li>• Develop a youth engagement plan</li> <li>• Coordinate with ministry leaders</li> <li>• Promote youth opportunities</li> </ul> | Pastor and Parish Renewal Team | 2026 |

## LEADERSHIP

### Spiritual Growth Action Item

| Action Item                                              | Suggested Main Steps                                                                                                                                                                                                                                                                    | Responsible Person(s) | Timeline |
|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------|
| Include prayer as the first agenda item for all meetings | <ul style="list-style-type: none"> <li>Communicate to all ministry leaders</li> <li>Select prayer methods (Conversation in the Spirit, Lectio Divina, etc.)</li> <li>Draft a prayer-agenda template for meeting agendas</li> <li>Train meeting chairs in chosen prayer style</li> </ul> | 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 and workshop                                                            | <ul style="list-style-type: none"> <li>Define workshop objectives &amp; themes</li> <li>Select date &amp; time</li> <li>Prepare the agenda</li> <li>Invite all ministry coordinators</li> <li>Secure facilitators &amp; discussion leaders</li> <li>Prepare materials &amp; resources</li> </ul> | 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 | <ul style="list-style-type: none"> <li>Identify potential invitees</li> <li>Develop invitation materials</li> <li>Train current ministry members as mentors</li> <li>Conduct personalized outreach to invitees</li> <li>Pair each new member with a mentor</li> </ul>                            | Parish Renewal Team   | 2026        |

|                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                            |                                                  |                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|------------------|
| <p>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</p> | <ul style="list-style-type: none"> <li>• Define the Communications Coordinator role</li> <li>• Recruit and hire a Communications Coordinator</li> <li>• Introduce the new coordinator to the parish staff, volunteers, and ministry coordinators</li> <li>• Collaborate to develop an annual communications plan for parish events and outreach</li> </ul> | <p>Pastor, Finance Council, and parish staff</p> | <p>By 2026</p>   |
| <p>4. Support the three pillars of parish renewal by encouraging ministry leaders to integrate the pillars into their plans, actions, and practices</p>                             | <ul style="list-style-type: none"> <li>• Distribute diocesan information regarding the three pillars</li> <li>• Encourage ministry leaders to seek support from the Parish Renewal Team</li> </ul>                                                                                                                                                         | <p>Parish Renewal Team</p>                       | <p>Fall 2025</p> |