



## St. Michael's Catholic Parish Strategic Plan

The Strategic Plan for 2014 to 2019 builds on the Parish's strong foundation and addresses all six Diocesan Goals with particular emphasis on Goal II, the New Evangelization. Its main objective, meeting the needs within and beyond the Parish, will focus on nurturing and sustaining conversion and spiritual renewal, proclaiming the gospel and evangelizing through liturgical celebrations, reaching out to those in need and supporting on-going faith formation.

The following are some of the achievements for 2015/2016 and future plans for 2016/2017 for each of the six Goals. A more comprehensive description of each Goal, Achievements and Future Plans is available on the St. Michael's website: [www.stmichaels.dioceseoflondon.ca](http://www.stmichaels.dioceseoflondon.ca)

### **Goals I and V Strategic Priority: *Nurture and sustain ongoing conversion and spiritual renewal that responds to Diversity and One's relationship with Christ***

- † Father Don's very popular Bible Study was completed June 2016 with a future Bible study or scriptural study considered for Fall 2016.
- † Oremus Prayer has been well received, and there are intentions to repeat the program in Fall 2016. Other forms of prayer are also being investigated.
- † The Parish continues to encourage an environment of including and welcoming everyone from diverse ethnic communities.
- † Youth Ministry continues "YouNight" and Teen Nights as a means of attracting youth activity within the Parish.

### **Goal II Strategic Priority: *Evangelize through living out our faith in our parish and beyond through clear proclamation of the Gospel***

- † The Community Meal (Northern Hospitality) is becoming more ecumenical as a group of Jewish university students are volunteering on a regular basis, and Maitland Baptist Church is serving meals at least twice a year.
- † Father Don's Baptism Program "Basics of Baptism" and the relationship that occurs is well received.
- † Goal III Strategic Priority: Evangelize through reaching out to the wounded, the searching, the entrapped and those in material and spiritual need
- † Northern Hospitality Community Meal will continue to be served weekly through 2016/2017.
- † The Pastoral Team meets with school principals annually.
- † Visiting the homebound and lonely at five nursing homes and First Friday visits to the elderly continue to be a priority.
- † "Yarning with Love" is a very successful Saturday morning program growing in popularity.

### **Goal IV Strategic Priority: *Evangelize through meaningful liturgical celebration***

- † An increased numbers of gift bearers, altar servers and Eucharistic Ministers.
- † A new program (Faith in Action Teams) FIAT will start with two elementary schools in September 2016. This program is designed to connect schools/students with the Parish in a more visible way.
- † Confessions in Nursing Homes have been implemented and well received.

### **Goal VI Strategic Priority: *Employ and model governance practices***

- † Regular invitations to various volunteer opportunities in bulletin and individual requests to parishioners to share talents.
- † Currently redesigning website with intent of being 'first thought' for finding information about Parish and its various ministries.
- † Ensuring effective communication with parents of children celebrating sacraments at St. Michael's Parish continues to be a high priority of the Parish team.
- † Continuing implementation of upgraded Health and Safety strategy. Safe handling of food training completed July 2015. AED installed, training completed Fall 2015. Fire and Safety evacuation plan in progress.

The Pastoral Team and the Parish Pastoral Council continue to use the strategic plan as a guide when considering new activities that support the vibrant, welcoming St. Michael's community.

**St. Michael's Parish Strategic Plan 2014-2019  
Status Report for Goal I and V  
June 2016**

**Goals I and V Strategic Priorities – NURTURE AND SUSTAIN ONGOING CONVERSION AND SPIRITUAL RENEWAL THAT RESPONDS TO DIVERSITY AND ONE'S RELATIONSHIP WITH CHRIST**

*As living signs of Christ's presence, we will respond to the call to personal holiness given to all by committing ourselves to opportunities for ongoing conversion and spiritual renewal. (Bishop Fabbro, Pastoral Plan, Pentecost 2010). In response to this invitation we, as a Parish community, over the next five years (2014-19) will embrace the call of our baptism to know more deeply God as a loving merciful God. We will provide opportunities to grow in this invitation.*

*Inviting all to co-responsible ministry, we will encourage and support ongoing formation of laity, religious, and ordained. (Bishop Fabbro, Pastoral Plan, Pentecost 2010). In response to this invitation we, as a community, over the next five years (2014-19) will commit to seeking to invite all the baptized to grow in their Baptismal anointing to be the presence of Christ. This goal walks hand in hand with Goal II.*

<b>Goals I and V Strategic Actions</b>	<b>Completed and ongoing fulfillment of Goals I and V</b>
<p>Invite the community to embrace their baptismal anointing by providing a variety of programs: sacramental preparation, liturgy, family faith formation</p> <p>Provide universal faith formation programs e.g. Catholicism Series, Bible Study, "Priest, Prophet, King" video series</p> <p>Provide small group faith study program e.g. youth gathering to talk, moms' group, men's faith sharing group, "Why Catholic?"</p> <p>Provide workshops, conferences, programming and retreats for targeted demographics e.g. "Lifeteen", men's conference, families, couples, divorced, separated, widow/widower; Catholic movies and concerts, Fr. Robert Barron series, marriage, chastity, NFP, social based CD's and books</p> <p>Visit our consecration as Religious/Married, Priesthood, Single</p>	<ul style="list-style-type: none"> <li>• Liturgy Committee continues to meet regularly</li> <li>• Father Don includes home visits in the Baptism preparation with a focus on family faith formation</li> <li>• Parish continues to encourage an environment of including and welcoming everyone from diverse ethnic communities to actively participate in liturgies and ministries</li>   <li>• Father Don's very popular Bible Study was completed in June 2016</li> <li>• Priest, Prophet, King videos may be considered during Lent 2017</li> <li>• Oremus prayer post Tuesday mass is well attended and to be continued Fall 2016, Winter 2017</li>   <li>• Mom's Group well received</li> <li>• Youth Ministry continues "YouNight" and Teen Nights as a means of attracting youth activity within the Parish. Sylvain exploring other programs</li> <li>• Bereavement Ministry initiated and well attended</li>   <li>• Family programs to be offered as part of Diocesan initiative</li> <li>• Men's Conference to be hosted again Winter 2017</li> <li>• Planning Parish Mission 2017</li> <li>• Catholic resources: Lighthouse books, CD's actively promoted at selected events</li> <li>• Natural Family Planning Speaker well received at Marriage Prep. Course February 2016</li> <li>• Future bible study or similar scriptural study being considered Fall 2016/Winter 2017</li> <li>• Implementation of "Y Disciple" and "Lifeteen" to attract teens. Youth Coordinator is looking at new, innovative approaches to Youth Ministry</li> <li>• Continuing Art Club (limited interest) and Knitting Group (significant interest)</li>   <li>• Holy Hours to focus on Vocations</li> <li>• Exposition of Eucharist is extended to 3:00 PM on First Fridays</li> <li>• Seminarians encouraged to work with youth at schools and assist with Masses at Christmas and Easter</li> <li>• Hosted final profession of vows for Sisters of Precious Blood May 2016 with over 300 in attendance</li> </ul>

**St. Michael's Parish Strategic Plan 2014-2019  
Status Report for Goal II  
June 2016**

**Goal II Strategic Priority – EVANGELIZE THROUGH LIVING OUT OUR FAITH IN OUR PARISH AND BEYOND THROUGH CLEAR PROCLAMATION OF THE GOSPEL**

Called by Christ, we will evangelize through the clear proclamation of the Gospel and the constant teaching of the Catholic faith, assuring such proclamation and teaching is linked to the life experience of the people (Bishop Fabbro, Pastoral Plan, Pentecost 2010) In response to this invitation we as a Parish community will over the next five years (2015 - 20) strive to welcome those seeking to know God, the baptized and unbaptized

Goal II Strategic Actions	Completed and ongoing fulfillment of Goal II
<p>Develop one-on-one relationships with the unbaptized and the unchurched.</p> <p>Foster a culture “all are welcomed”</p> <p>Develop an R.C.I.A process for children and young adults</p>	<ul style="list-style-type: none"> <li>• Fr. Don’s Baptism program “Basics of Baptism” and the relationship that occurs is well received</li> <li>• Additional greeters recruited at both entrances for all Masses</li> <li>• Host Northern Hospitality (Community Meal) for remainder of 2016 and 2017 with additional meals added in June and August</li> <li>• Call for new volunteers continues, published in bulletin and personal invites implemented</li> <li>• A new church Maitland Baptist Church is serving the Northern Hospitality meal on two occasions and a group of Jewish University students are volunteering on a regular basis</li> <li>• Implement new team approach to RCIA and RCIC (Rite of Christian Initiation for Adults and Children) Fall 2015</li> </ul>

**St. Michael's Parish Strategic Plan 2014-2019**  
**Status Report for Goal III**  
**June 2016**

**Goal III Strategic Priority – EVANGELIZE THROUGH REACHING OUT TO THE WOUNDED, THE SEARCHING, THE ENTRAPPED AND THOSE IN MATERIAL AND SPIRITUAL NEED**

*With our sights set on the mission of Jesus, we will minister with Justice and Compassion to the wounded, the searching, the entrapped and those in material need. (Bishop Fabbro, Pastoral Plan Pentecost 2010). In response to this invitation we, as a Parish Community, commit to finding ways to walk with our brothers and sisters who are in need. The Gospel of Matthew 25: 35, 40 clearly states when "I was hungry you gave me food."*

Goal III Strategic Actions	Completed and ongoing fulfillment of Goal III
<p>Host Northern Hospitality, an ecumenical sharing of feeding the hungry</p>	<ul style="list-style-type: none"> <li>• Served on average 91 guests at weekly ecumenical meal (Sept. 2015 to June 2016). Additional meal scheduled Aug. 22, 2016. Meals will continue to be served each Monday through 2016-2017 in St. Michael's Parish hall</li> <li>• Northern Hospitality Ecumenical Prayer Service scheduled for Sept. 27 with New St. James Presbyterian, Colborne Street United, Holy Trinity Lutheran Church, Maitland Baptist Church and St. Michael's Catholic Parish to launch a new year of loving service to those who are hungry</li> </ul>
<p>Reinforce commitment to parish schools and provide tangible assistance and support</p>	<ul style="list-style-type: none"> <li>• Masses at all schools and breakfasts at St. Michael's continue to be offered</li> <li>• Pastoral Team meets with school principals annually</li> <li>• Strong Parish support for St. Michael's breakfast program</li> <li>• Parish continues to look at ways to support children and their families</li> <li>• Clothing provided by St. Vincent de Paul and Knights of Columbus to those in need at St. Michael's school</li> </ul>
<p>Foster additional programs for Seniors</p>	<ul style="list-style-type: none"> <li>• Visiting the homebound and lonely at five nursing homes and First Friday visits to the elderly</li> <li>• Young At Heart and Seniors on the Move remain successful</li> <li>• Saturday morning knitting group "Yarning with Love"</li> </ul>
<p>Respond to emerging needs and cultural changes of the poor</p>	<ul style="list-style-type: none"> <li>• Pastoral Team always open to requests for programs and needs</li> <li>• Northern Hospitality meals expanded to include two Mondays in June and one Monday in August</li> <li>• Society of Saint Vincent de Paul providing aid to those in need through home visits, distribution of food and household vouchers and donations of furniture and household items</li> <li>• Meals were prepared and delivered to Habitat for Humanity House in March and April 2016</li> </ul>

**St. Michael's Parish Strategic Plan 2014-2019**  
**Status Report for Goal IV**  
**June 2016**

**Goal IV Strategic Priority – EVANGELIZE THROUGH MEANINGFUL LITURGICAL CELEBRATIONS**

*As the Body of Christ, formed by word and sacrament, we will make provision for meaningful liturgical celebrations in our Parish communities to ensure full, conscious and active participation by all. (Bishop Fabbro, Pastoral Plan, Pentecost 2010). In response to this invitation over the next five years (2015-20) we as a Parish will seek new and old ways to invite all to give God praise and thanks.*

<b>Goal IV Strategic Actions</b>	<b>Completed and ongoing fulfillment of Goal IV</b>
<p>Personally invite members of the faith community into roles of Liturgical Celebrations</p> <p>Seek different liturgical prayer types (taize, adoration, meditative prayer, music, Malabar Rite, Adoration times)</p> <p>Provide ongoing training for participants in liturgies</p> <p>Offer Sacrament of Confession for seniors in homes for the aged</p>	<ul style="list-style-type: none"> <li>• Increased numbers of gift bearers, altar servers and Eucharistic Ministers</li> <li>• Renewed subscription for online scheduler for lectors, Eucharistic Ministers, ushers and gift bearers for those parishioners with e-mail access</li> <li>• New adoration hours at church moved to 3:00 PM</li> <li>• First Fridays adoration is scheduled to start in the schools in September 2016</li> <li>• New Youth Choir singing at one Mass per month with Youth Minister planning to expand to additional Masses</li> <li>• Father Murray met with Music Directors in Fall 2015 with a variety of music being considered</li> <li>• A new program (Faith in Action Teams) FIAT will start with 2 schools September 2016. This program is designed to connect schools/students with the Parish in a more visible way, and will actively involve them in the liturgical parts of the Mass with the exception of Eucharistic Minister</li> <li>• Fr. Don continues to work with altar servers and ushers</li> <li>• Fr. Murray and Yana continue training Eucharistic Ministers, Lectors and all Children's Ministries volunteers</li> <li>• Confessions in Nursing homes implemented and well received</li> </ul>

**St. Michael's Parish Strategic Plan 2014-2019**  
**Status Report for Goal VI**  
**June 2016**

**Goal VI Strategic Priority – EMPLOY AND MODEL GOVERNANCE PRACTICES**

*Imitating Christ the servant-leader, we will employ and model governance practices at all levels that seek to meet the needs of God's people, support the Church's mission, ensure appropriate participation in decision-making by the laity, religious and ordained, uphold Gospel Stewardship and promote accountability and transparency. (Bishop Fabbro, Pastoral Plan, Pentecost 2010). In response to this Goal we, as a Parish community, commit over the next five years (2015-20) to embrace transparency in all we do as a faith community.*

Goal VI Strategic Actions	Completed and ongoing fulfillment of Goal VI
<p><b>Stewardship</b> Recruit time, talent and treasure in support of liturgical ministries</p> <p><b>Communication</b> Enhance transparent communication and accountability</p> <p><b>Governance</b> Effectively utilize available resources to meet the evolving needs of our parish community</p> <p><b>Consultation</b></p>	<ul style="list-style-type: none"> <li>• Regular invitations to various volunteer opportunities in bulletin and individual requests to Parishioners to share talents</li> <li>• Give to Grow Capital Campaign pledges being honoured to support long-term security of St. Michael's</li> <li>• Instituted semi-annual financial reporting</li> <li>• Currently redesigning Parish website with the intent of being 'first thought' for finding information about Parish and its various ministries</li> <li>• Updating Parish Newsletter being published three times/year</li> <li>• Announcements continue to be an important part of Mass</li> <li>• Parishioners are being encouraged to update records to include e-mail addresses</li> <li>• Electronic display boards being implemented as part of the communication process</li> <li>• Each group/committee is invited to share information through articles in Newsletter and/or on website</li> <li>• Ensuring effective communication with parents of children celebrating sacraments at St. Michael's Parish continues to be a high priority with the Parish team</li> <li>• Relevant information is shared during monthly meetings at Parish Pastoral Council and weekly meetings for Pastoral Team</li> <li>• Strategic Plan monitored and reported through the Parish bulletin, newsletter and website</li> <li>• Approved minutes from monthly Parish Pastoral Council meetings posted on Parish Website</li> <li>• Continuing implementation of upgraded Health and Safety strategy. Safe handling of food training completed July 2015. AED installed, training completed Fall 2015. Fire and Safety evacuation plan in progress</li> <li>• Finances being monitored for each Ministry</li> <li>• Involving various other teams and Parish initiatives including Deanery, Diocesan, Finance, Social Justice, Community of Care, Northern Hospitality, and St. Vincent de Paul Society etc. through website links</li> </ul>