

**St. Michael's Parish Strategic Plan 2014 – 2019  
Status Report for Goal I and V – June 2017**

<b>Goals I and V Strategic Priorities</b>	<b>NURTURE AND SUSTAIN ONGOING CONVERSION AND SPIRITUAL RENEWAL THAT RESPONDS TO DIVERSITY AND ONE'S RELATIONSHIP WITH CHRIST</b>
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*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 ways to invite all the baptized to grow in their Baptismal anointing to be the presence of Christ. This goal walks hand in hand with God.*

<b>Goals I and V Strategic Actions</b>	<b>Completed &amp; 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>	<ul style="list-style-type: none"> <li>• Liturgy Committee continues to meet regularly.</li> <li>• Father Don undertook Baptism preparation in the parish focussing on family faith formation.</li> <li>• Sylvain prepared the Grade 8 students for Confirmation; Yana prepared Grade 2 students for Reconciliation/ Eucharist.</li> <li>• Yana prepared Grade 2 students for Reconciliation / Eucharist as well as meeting with parents twice during that year to assist them in their family's faith formation.</li> </ul>
<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>	<ul style="list-style-type: none"> <li>• Parish promotes inclusion and welcomes those from diverse ethnic communities to actively participate in St. Michael liturgies &amp; ministeres.</li> <li>• "Gospel of Matthew Bible Study" offered by Father Don experienced increased attendance over 2016.</li> <li>• "Priest, Prophet, King" proposed offering in 2018.</li> <li>• "Oremus - Let Us Pray" offered in Fall 2016-17 followed by "Women of Grace" in Winter 2017.</li> <li>• Mom's Group sustained with regular attendees.</li> </ul>
<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>	<ul style="list-style-type: none"> <li>• Youth Ministry organized by Sylvain &amp; Team: "Edge" a new initiative designed to attract youth (Grades 5-8) activity within the parish over the Winter/Spring (2016-17). Other youth alternatives being explored.</li> <li>• "Formed" a Diocesan initiative was provided. It provided programs and resources for a variety of demographic groups.</li> <li>• Hosted "Men's Conference" sponsored by the Family Foundation in Winter 2017 and again in 2018.</li> <li>• Parish Mission planned for 2019.</li> <li>• Catholic resources were offered and promoted at selected Parish events from Lighthouse (eg.books, CD's and DVD's).</li> </ul>

<p>Visit our consecration as Religious/Married, Priesthood, Single</p>	<ul style="list-style-type: none"> <li>• Participant comments from Marriage Prep Course reflect a positive response to the Natural Family Planning speaker.</li> <li>• Consideration given to other Scripture study programs and personal prayer options. Feedback suggests the Jeff Cavins Bible Study has attracted interested parties from other parishes.</li> <li>• Programs like "Y Disciple" and "Lifeteen" merit exploration as we seek new ways to involve youth in Parish life. Children's Ministry at 10:30 am Sunday Morning Mass is deemed vital and necessary.</li> <li>• Only slight interest in Art Club activity; Knitting Group has drawn considerable participation.</li> <li>• Holy Hours continue on First Fridays focusing on Vocations.</li> <li>• Exposition of the Eucharist continues to be extended to 3:00 pm on First Fridays.</li> <li>• Seminarians have participated in RCIA, Christmas and Easter liturgies. As well, they have been involved at St. Michael's School.</li> </ul>
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<p><b>Goal II Strategic Priority</b></p>	<p><b>EVANGELIZE THROUGH LIVING OUT OUR FAITH IN OUR PARISH AND BEYOND THROUGH CLEAR PROCLAMATION OF THE GOSPEL</b></p>
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*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.*

<p><b>Goal II Strategic Actions</b></p>	<p><b>Completed &amp; Ongoing Fulfillment of Goal II</b></p>
<p>Develop one-on-one relationships with the unbaptized and the unchurched</p>	<ul style="list-style-type: none"> <li>• Addressing the need to Baptize any unbaptized children in our Parish: letters have been sent to schools encouraging parents to engage our Pastoral Team members on this matter. Families have responded by registering in the Parish, taking advantage of our offering of "Basics of Baptism" and attending RCIA for children and Mass. RCIA candidates met weekly from October 2016 to May 2017.</li> </ul>
<p>Foster a culture "all are welcomed"</p>	<ul style="list-style-type: none"> <li>• Additional Greeters have been recruited and observed at Church entrances at all Masses.</li> <li>• Hospitality North (Community Meals) continues to draw heavily throughout the year with the addition of meals in June and August. Credit to the numerous selfless volunteers who staff this initiative.</li> <li>• Outreach to parishoners through bulletin announcement, video display boards,, Parish Website, and personal invitation to participate/volunteer for various ministries featured in the Annual Fall Ministry Fair.</li> </ul>
<p>Develop an R.C.I.A process for children and young adults</p>	<ul style="list-style-type: none"> <li>• Implementation of a new "Team Approach" to RCIA and RCIC (Rite of Christian Initiation for Adults and Children) In 2017 we initiated 19 Catechumen adults and 2 children.</li> <li>• Introducing "Symbolon" program to supplement Catechist's talks and presentations.</li> <li>• An annual retreat was offered for adults registered in RCIA.</li> </ul>

<b>Goal III Strategic Priority</b>	<b>EVANGELIZE THROUGH REACHING OUT TO THE WOUNDED, THE SEARCHING, THE ENTRAPPED, AND THOSE IN MATERIAL AND SPIRITUAL NEED</b>
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*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."*

<b>Goal III Strategic Actions</b>	<b>Completed &amp; Ongoing Fulfillment of Goal III</b>
Host Northern Hospitality an ecumenical sharing of feeding the hungry	<ul style="list-style-type: none"> <li>• Served more than 100 guests at weekly ecumenical meal (September 2016 to June 2017). An additional meal was scheduled for late August 2017. Meals will continue to be served each Monday of the month through 2017-18 in St. Michael's Parish Hall.</li> <li>• Northern Hospitality Ecumenical Prayer Service scheduled for September 26th with New St. James Presbyterian, Colborne Street United, Holy Trinity Lutheran Church and St. Michael Catholic Parish to launch a new year of loving service to those who are hungry.</li> </ul>
Reinforce commitment to parish schools and provide tangible assistance and support	<ul style="list-style-type: none"> <li>• Monthly Masses continue to be offered at all Catholic Schools (elementary and secondary) within our parish boundaries.</li> <li>• Pastoral Team members meet with our school principals annually.</li> <li>• Daily breakfast (and in some cases lunch) is provided at St. Michael's School with support from our parish and augmented by surplus food from the recently initiated community food collection program.</li> <li>• Parish continues to look for ways to support children and their families, eg. Sacramental Preparation meetings for parents of Grade 2 pupils contemplating and preparing for reception of Reconciliation and Eucharist.</li> <li>• Support for clothing collection initiatives sponsored by Knights of Columbus//St. Vincent de Paul for students and families in need of same.</li> </ul>
Foster additional programs for Seniors	<ul style="list-style-type: none"> <li>• Visiting the homebound and lonely at five nursing homes continues.</li> <li>• "Young at Heart" and "Seniors on the Move" continue to meet regularly and serve the social and recreational needs of many parishioners</li> <li>• "Yarning with Love", a Saturday morning offering has proven popular with many participants.</li> </ul>
Respond to emerging needs and cultural changes of the poor	<ul style="list-style-type: none"> <li>• Pastoral Team demonstrates openness for additional programs and the addressing of particular unmet needs.</li> <li>• By extension of its mandate, the St. Vincent de Paul has expanded to include the distribution of household vouchers and the donation of furniture and household items.</li> <li>• The Parish extended the offer of utility assistance and a coffee collection in aid of the St. Joseph's Hospitality Center.</li> </ul>

<b>Goal IV Strategic Priority</b>	<b>EVANGELIZE THROUGH MEANINGFUL LITURGICAL CELEBRATIONS</b>
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*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 &amp; Ongoing Fulfillment of Goal IV</b>
Personally invite members of the faith community into roles of Liturgical Celebrations	<ul style="list-style-type: none"> <li>• The search for additional gift bearers, altar servers and Eucharistic Ministers will continue. The Annual Ministry Fair serves this on-going need, especially at the 12:30 pm Mass on Sunday.</li> <li>• Our subscription to the Ministry Scheduler Pro has been renewed for another year. It is perceived to be a needed assist in the maintenance of tracking responsibilities both weekly and monthly for Lectors, Eucharistic Ministers, Altar Servers, Ushers and those involved in Children's Ministry For those without email access, a complete schedule is published quarterly and available in the narthex.</li> </ul>
Seek different liturgical prayer types (taize, adoration, meditative prayer, music, Malabar Rite, Adoration times)	<ul style="list-style-type: none"> <li>• Adoration hours for First Fridays have been extended to 3:00 pm at St. Michael's.</li> <li>• Father Murray met with the Music Directors this Fall (2017) to consider the feasibility of expanding our liturgical music repertoire.</li> </ul>
Provide ongoing training for participants in liturgies	<ul style="list-style-type: none"> <li>• Father Glen and Sylvain will continue to work with the altar servers and ushers. Father Don had one meeting in 2017 and suggested twice yearly get together to reinforce expectations.</li> <li>• Father Murray and Yana will continue to train Eucharistic Ministers and all Children's Ministry volunteers. A Liturgy Workshop was last held in October 2016.</li> </ul>
Offer Sacrament of Confessions for seniors in homes for the aged	<ul style="list-style-type: none"> <li>• The Sacrament of Reconciliation was offered to residents of our nursing homes and was well received by them.</li> </ul>

<b>Goal VI Strategic Priority</b>	<b>EMPLOY AND MODEL GOVERNANCE PRACTICES</b>
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*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 & Ongoing Fulfillment of Goal VI
<p><b>Stewardship</b> Recruit time, talent and treasure in support of liturgical ministries</p>	<ul style="list-style-type: none"> <li>• A Volunteer Recognition and Appreciation Event is held annually in the parish to acknowledge those who give generously of their time and talent. The value of these contributions is recognized regularly on the display boards.</li> <li>• Give to Grow Campaign pledges are being honoured by our parishioners. These offerings support St. Michael's sustainability and long term security.</li> <li>• The practice of semi-annual financial reporting has been implemented in the parish.</li> <li>• Personal invitations have been extended to parishioners to join various Liturgical Ministries.</li> </ul>
<p><b>Communication</b> Enhance transparent communication and accountability</p>	<ul style="list-style-type: none"> <li>• Work on the redesign and reintroduction of a more friendly Parish Website was achieved in the Fall of 2016. The hope was that parishioners would "think first" of this website as a place to find information relevant to their needs (<a href="http://www.stmichaelslondon.ca">www.stmichaelslondon.ca</a>).</li> <li>• The Parish Newsletter is now published three times/year.</li> <li>• Announcements continue to be an important part of each Mass.</li> <li>• Parishioners are reminded to register on the parish website and encouraged to update their records with St. Michael's, especially their email address.</li> <li>• Electronic display boards have been installed and are a convenient way to keep abreast of weekly and upcoming events in our parish.</li> <li>• An open invitation to groups/committees to share information about your activities through the Parish Newsletter and/or Website.</li> <li>• Priority is given to effective communication with parents of children celebrating sacraments at St. Michael's. All parents registered will receive email updates re: Parent Meetings and letters from the Pastoral Team.</li> </ul>
<p><b>Governance</b> Effectively utilize available resources to meet the evolving needs of our parish community</p>	<ul style="list-style-type: none"> <li>• Relevant information is shared during monthly meetings of the Finance Committee and the Parish Pastoral Council. As well, the Pastoral Team meets weekly.</li> <li>• St. Michael's Strategic Plan (2014-19) is updated annually, monitored and reported on through the Parish Bulletin, Newsletter and Website.</li> <li>• Approved Minutes from monthly Parish Pastoral Council meetings are posted on the Parish Website.</li> </ul>
<p><b>Consultation</b></p>	<ul style="list-style-type: none"> <li>• Continuous upgrading and implementation of our Health and Safety Strategy is our commitment. In June 2017 a refresher course on the skilled use of our AED (Automated External Defibrillation) Device was offered. Eighteen parishioners were in attendance for a presentation adapted to a parish setting.</li> <li>• The finances of each of our Parish Ministries are being monitored.</li> <li>• The Parish is committed to involving and seeking input and feedback from various stakeholders through their website links (eg. Deanery, Diocesan Finance, Social Justice, Community of Care, Hospitality North, St. Vincent de Paul, etc.). This assumes greater significance as we contemplate and plan for the eventuality of a "Family of Parishes" arrangement.</li> </ul>

For more information about each strategic action please visit St. Michael's Parish website at: <http://stmichaelslondon.ca>