



## Family Missionary Strategic Plan

# *The Monroe Family of Parishes*

### Parishes in Family

St. Anne

St. Charles Borromeo

St. John the Baptist

St. Mary of the Immaculate Conception

St. Michael the Archangel

**FMSP Creation Date: May. 3, 2023**

**Last FMSP Review:**

## FMSP Overview

After completing all the sections of your Family Missionary Strategic Plan, use this page to prioritize your goals in order of urgency and importance. This summary table can be used to help streamline the review of the plan with the Family Pastoral Council. Prior to review, goal owners should update the status of the goal using green (goal on track, no concerns), yellow (goal at risk, support or advice needed), or red (serious concerns with goal, must discuss). This color-coded system can help set the agenda for review. Update the months/year in the table to reflect your FLT/FPC meeting schedule.

### Example

Goal & Purpose	Owner(s)	Target Date	Review Periods			
			Jan.	Apr.	Jul.	Oct.
Start hosting ChristLife 4x per year, once at each parish in the family. Start dates are staggered so that people can join anytime in the year.	<input checked="" type="checkbox"/> Discipleship Formation Rebecca Jones <input checked="" type="checkbox"/> Engagement Bill Smith <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship	July, 2022				

## Family Missionary Strategic Plan

#	Goal & Purpose	Owner(s) <small>Enter Names Below Checklist as desired.</small>	Target Date	Review Periods			
				Jan.	Apr.	Jul.	Oct.
1	<b>Other Missionary Goals: Worship</b>  <b>Add a second Adoration Chapel in the Family in the city to provide the community additional opportunities to draw closer to Jesus.</b>	Fr. David Burgard Fr. Michael Anagbogu Fr. Kishore Battu Paul Roelant, parishioner, St. Anne	In Progress				
2	<b>Other Missionary Goals: Vocations</b>  <b>Continue to support religious vocations to the priesthood, diaconate, and religious life.</b>	Dcn. Mike Stewart  Paul Roelant, parishioner, St. Anne	In Progress				
3	<b>Other Missionary Goals: Leadership</b>  <b>Establish a Family Mission Statement summarizing the meaning and purpose of the Family.</b>	Lorie Bronson, Pastoral Minister, and Christian Service, St. Mary  Gary Carter, Pastoral Leadership Council, St. Michael	June, 2023				
4	<b>Other Missionary Goals: Seniors</b>  <b>Establish a communication network at each parish dedicated to checking in on the homebound.</b>	Lorie Bronson, Pastoral Minister, and Christian Service, St. Mary  Sharon Venier, Pastoral Associate, St. Michael	June, 2023				

#	Goal & Purpose	Owner(s) <i>Enter Names Below Checklist as desired.</i>	Target Date	Review Periods			
				Jan.	Apr.	Jul.	Oct.
5	<p><b>Internal Segment: Young Adults</b></p> <p>Build relationships with the young adult population missing from our parishes, so that they can see the family as a place to help them grow in their faith and feel a sense of community with others.</p> <p>Look at 3 distinct groups of young adults in the action planning process. EDIT</p> <ul style="list-style-type: none"> <li>• Post High School Graduates</li> <li>• High School Graduates attending college away and local college students</li> <li>• Post-Graduation Young Adults</li> </ul>	<p>Leslee Hartford, Director of Discipleship Formation and Family Ministries</p> <p>Sharon Venier, Pastoral Associate, St. Michael</p> <p>Janice Doederlein, DRE St. Charles</p> <p>Sue Wagers, parishioner, St. Charles</p>	July, 2023				
6	<p><b>Sacraments and Other Liturgical Experience: Baptism</b></p> <p>To engage new parents and godparents in the sacrament of Baptism through Family Baptism Formation Sessions, helping the families find a sense of belonging and support from the local faith community.</p> <p>To engage the relatives and friends more fully in the liturgy of the Baptism, providing them with an opportunity to encounter Jesus.</p> <p>To engage the support of the local parish family in the celebration of infant baptism.</p> <p>To maintain a connection and sense of community with the family of the newly baptized child.</p>	<p>Leslee Hartford, Director of Discipleship Formation and Family Ministries</p> <p>Sharon Venier, Pastoral Associate, St. Michael</p> <p>Dcn. Mike Stewart</p> <p>All Family Priests</p>	August, 2023				
7	<p><b>External Segment: Divorced Catholics</b></p> <p>Develop a ministry to support divorced and separated Catholics to help them heal from the loss and suffering and accompany those who have been away from the Church.</p>	<p>Leslee Hartford, Director of Discipleship Formation and Family Ministry</p> <p>Dcn. Mike Stewart</p> <p>Sharon Venier, Pastoral Associate, St. Michael</p> <p>Molly Roehrig, Pastoral Leadership Team Council, St. Michael</p>	Fall, 2023				
8	<p><b>Internal Segment: Youth</b></p> <p>Strengthen and grow high school youth ministry to accompany these individuals on their faith journey and to help them feel connected to their local parishes.</p>	<p>Al Jones, Mission Support Director</p> <p>Leslee Hartford, Director of Discipleship Formation and Family Ministries</p> <p>David Heilman, parishioner, St. Mary</p>	Fall, 2023				

#	Goal & Purpose	Owner(s) <i>Enter Names Below Checklist as desired.</i>	Target Date	Review Periods			
				Jan.	Apr.	Jul.	Oct.
9	<p><b>Internal Segment: Registered families that have children in Catholic schools, faith formation, or OCIA but do not attend Mass.</b></p> <p><b>To more consciously incorporate families of children in Catholic schools, faith formation, and OCIA by involving them in the Sunday Mass Experience.</b></p>	<p>Leslee Hartford, Director of Discipleship Formation and Family Ministries</p> <p>Sharon Venier, Pastoral Associate, St. Michael</p> <p>Janice Doederlein, DRE St. Charles</p>	<p>November, 2023</p>				
10	<p><b>Evangelizing through the Sunday Experience: Hospitality, Hymns, and Homilies</b></p> <ul style="list-style-type: none"> <li>• To ensure all parishioners and guests feel welcome in the parish.</li> <li>• Engage the participants at the Mass in joyful participation of singing praises to our Lord.</li> <li>• Where appropriate, integrate the Sunday scripture message to tie into the respect for human life in all stages, including the poor and marginalized.</li> </ul>	<p>Fr. Kishore Battu, Worship Director</p> <p>Fr. Mike Anagbogu</p> <p>Lorie Bronson, Pastoral Minister, and Christian Service, St. Mary</p> <p>David Heilman, parishioner, St. Mary</p>	<p>February, 2024</p> <p>Ongoing</p>				
11	<p><b>Other Missionary Goals: Communication</b></p> <p><b>To provide more consistent communications within all Family parish events and activities, engaging the parish office staff.</b></p>	<p>Al Jones, Mission Support Director</p> <p>All Family Priests</p>	TBD				
12		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship					
13		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship					

## Family Leadership Team

### Clergy

Fr. David Burgard
Fr. Mike Anagbogu
Fr. Kishore Babu Battu
Fr. Henry Rebello
Deacon Mike Stewart

### Directors

Al Jones Mission Support
Leslee Hartford Discipleship Formation and Family Ministries
Fr. Kishore Babu Battu Worship

### Other Members

Donna Biro Lorie Bronson
Gary Carter Janice Doederlein
David Heilman Molly Roehrig
Paul Roelant Sharon Venier
Sue Wagers

## FMSP Review Dates

5/10/2023



## Adding Additional Rows to FMSP Sections

1. Right-click on the bottom row of the section that you need an additional row.
2. Hover the mouse over the “Insert” option.
3. Select “Insert Rows Below”

## Jump to Section (Ctrl+Click)

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# Community Segmentation

Identify 3-5 internal and external segments in your Family of Parishes. Your internal population is people who are registered at a parish or who regularly attend Mass but are not registered. Your external population is people in the greater parish boundaries who rarely come to church or who have never been to church.

As you are able, estimate the size and trend (are they growing or shrinking) of the segment and whether evangelization efforts currently exist for them in your Family of Parishes.

## Examples of Segment Descriptions

- Non-practicing young families sending kids to religious education
- Practicing young adults not engaged outside of Sunday Mass
- Young families who are not religious and not attending church

	Segment Description	Size (%)	Trend	Current Efforts
<b>Internal Segments</b>				
1	Youth (Ages 12-18)			Encourage them to participate in the Monroe Vicariate Youth Group.
2	Young Adults (Ages 18-39)			Established a children's choir at St. John's to encourage young parents to bring the family to church.
3	Registered families with kids in Catholic schools, faith formation, or OCIA, but do not attend Mass.			Children's Liturgy Masses Encourage school children to train to become altar servers.  Social events for Families to engage them in the community.

<b>External Segments</b>				
1	Divorced Catholics			Priest and Deacon provide spiritual guidance to those who go through the annulment process.
2	Individuals who have received the sacraments but do not practice.			Invite adults who have not yet been confirmed to formation. Invitation will be sent via the school communicator and bulletin.  At community events, invite participants to the church for a prayer service after the event.

# Internal Path to Discipleship

Internal Target Segment:		Youth (12-18)							
1	<b>Goal &amp; Purpose</b> What are we going to do and why?  <i>(Internal Path to Discipleship)</i>	<b>Owner</b> X – All That Apply Discipleship Formation Engagement Evangelical Charity Family Ministries Worship  <i>Enter Names of People Below Checklist as Desired.</i>	<b>Target Start Date</b>	<b>Status</b> Not Started On Hold In Progress Complete	X – All That Apply				
		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship			<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship
1	<b>Strengthen and grow high school youth ministry to accompany these individuals on their faith journey and to help them feel connected to their local parishes.</b> <ul style="list-style-type: none"> <li>Hire a Youth Ministry Director.</li> <li>Must be a paid position.</li> <li>Explore ways to fund this position.</li> <li>Engage one or two members from each parish in the family to help with the development of this ministry.</li> <li>Determine the vision of the ministry.</li> <li>Enlist the help from AOD (L. Piccone-Hanchon) and local author and writer Joe Boggs.</li> </ul>	Al Jones, Mission Support Director  Leslee Hartford, Director of Discipleship Formation and Family Ministries  David Heilman, parishioner, St. Mary	Fall, 2023	Not Started	x				
2		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.					
3		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.					
4		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.					
5		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.					
6		<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.					

# Internal Path to Discipleship

Internal Target Segment:		Young Adults (18-39)					
Goal & Purpose What are we going to do and why?  (Internal Path to Discipleship)	Owner	Target Start Date	Status Not Started On Hold In Progress Complete	X – All That Apply			
	X – All That Apply Discipleship Formation Engagement Evangelical Charity Family Ministries Worship  <i>Enter Names of People Below Checklist as Desired.</i>			Attract	Encounter	Grow	Witness
<b>1</b> Build relationships with the young adult population missing from our parishes, so that they can see that the parish family is a place to help them grow in their faith and feel a sense of community with others.	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles  Sue Wagers, parishioner, St. Charles	July, 2023	Not Started	X	X	X	X
<b>2</b> Identify the young adult population in the Family community <ul style="list-style-type: none"> <li>Use the confirmation file from 4 years ago to identify young adults in the Family.</li> <li>Filter names of individuals in the targeted group through Parish Soft.</li> <li>Use the “parents in the pews” to identify young adults in the Family to confirm contact information.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles  Sue Wagers, parishioner, St. Charles	July, 2023	Not Started				
<b>3</b> Look at 3 distinct groups of young adults in the action planning process. <ul style="list-style-type: none"> <li>Post High School Graduates</li> <li>High School Graduates attending college away and local college students</li> <li>Post-Graduation Young Adults</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles  Sue Wagers, parishioner, St. Charles	July, 2023	Not Started				
<b>4</b> Post High School Graduates: Look at ways to involve this group in the Family community. <ul style="list-style-type: none"> <li>Communicate Monroe Family list of events and activities</li> <li>Create events/activities targeted for this age group including Our House Game Night, Set Afire Ministry, Praise and Worship bonfire, charter fishing excursion</li> <li>Praise and Worship Event for young adults</li> <li>Utilize the Summer Concerts in the Park as an opportunity to evangelize with a table of information about the parishes and ministries.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles  Sue Wagers, parishioner, St. Charles	July, 2023	Not Started	X	X	X	



	<ul style="list-style-type: none"> <li>Small group discussion meetings to discuss their faith, and to provide them with the opportunity to meet others in their age group and share ideas.</li> </ul>						
5	<b>Post High School Grads attending College and College Students</b> <ul style="list-style-type: none"> <li>Special Mass for all high school graduates</li> <li>Annual Family Mass and breakfast for all college students before they return to school in the fall.</li> <li>Find out where the graduate is attending college</li> <li>Send a communication “care package” for all graduates going away to school. Included in this package are: <ul style="list-style-type: none"> <li>Handwritten note from Pastor letting them know they will be in the prayers of their parish community.</li> <li>Use the Prayer and Intercession Team to pray for these students and send them notes letting them know they are praying for them.</li> <li>Provide the students with information about the Neuman Center/Catholic Church close to their school.</li> </ul> </li> <li>Have small group discussions with this group to bring the students together to share their experiences.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles  Sue Wagers, parishioner, St. Charles	Spring, 2024	Not Started	X	X	X
6	<b>Young Adults/Post Graduation</b> <ul style="list-style-type: none"> <li>Host Praise and Worship events for young adults.</li> <li>Have testimonies from young adults at Mass.</li> <li>Provide Christ Life or Alpha for young adults.</li> <li>Sponsor a Theology on Tap in Monroe.</li> <li>Host a young adult speaker series: include local speakers like Joe Boggs, Ron Ward</li> <li>Start a Bible Study Group for Young Adults – “Fearless and Free” Women’s Bible Study for women in their thirties as an example.</li> <li>Engage the Men’s Group in Monroe with the young adults.</li> <li>Communicate information about the AOD’s Detroit Young Catholic Professionals.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles  Sue Wagers, parishioner, St. Charles	Spring, 2024	Not Started	X	X	X
7				Choose an item.			
8				Choose an item.			

# Internal Path to Discipleship

Internal Target Segment:		Registered families that have children in Catholic school, faith formation, or OCIA but do not attend Mass.					
Goal & Purpose What are we going to do and why? <i>(Internal Path to Discipleship)</i>	Owner X – All That Apply Discipleship Formation Engagement Evangelical Charity Family Ministries Worship  <i>Enter Names of People Below Checklist as Desired.</i>	Target Start Date	Status Not Started On Hold In Progress Complete	X – All That Apply			
	Attract			Encounter	Grow	Witness	
1 To more consciously incorporate families of children in Catholic schools, faith formation, and OCIA by involving them in the Sunday Mass experience.	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles	November, 2023	Not Started	X	X		
2 Identify Target Segment <ul style="list-style-type: none"> <li>Utilize the roster of parents from the school, religious education, OCIA for communication purposes.</li> </ul> Communication <ul style="list-style-type: none"> <li>Parents of school children receive information about parish events in the school email announcements.</li> <li>Send out parish events to parents of children in religious education and OCIA.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles	November, 2023	Not Started	X			
3 Engage parents in attending Mass with their children: <ul style="list-style-type: none"> <li>Children’s Liturgy of the Word</li> <li>Altar Server Program</li> <li>Schedule a special children’s Mass for parents</li> <li>Family breakfast for parents of children in this group.</li> <li>Establish a children’s choir in all the parishes where it makes sense. Bring the choirs together for a concert.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles	November, 2023	Not Started	X	X		
4 Events/opportunities for the Family <ul style="list-style-type: none"> <li>Family Movie Night</li> <li>Family Bible Studies</li> <li>Halloween/Easter parties</li> <li>Christmas Concert</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Janice Doederlein, DRE St. Charles	November, 2023	Not Started	X			
5 Other <ul style="list-style-type: none"> <li>Engage the principals in support of the plans. -Kyle Kubik, MCES -Beth Lechy, St. Charles Academy</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael Janice Doederlein, DRE St. Charles	November, 2023	Not Started				

# External Path to Discipleship

External Target Segment:		Divorced Catholics					
Goal & Purpose What are we going to do and why?  (External Path to Discipleship)	Owner	Target Start Date	Status Not Started On Hold In Progress Complete	X – All That Apply			
	X – All That Apply Discipleship Formation Engagement Evangelical Charity Family Ministries Worship  <i>Enter Names of People Below Checklist as Desired.</i>			Attract	Encounter	Grow	Witness
<b>1</b> <b>Develop a ministry to support divorced and separated Catholics to help them heal from the loss and suffering and accompany those who have been away from the Catholic Church.</b> <ul style="list-style-type: none"> <li>Attend the AOD Divorce Recovery Support Group Ministry Training 5/11/2023.</li> <li>Look to the annulment process meetings as an opportunity to provide spiritual guidance.</li> <li>Engage the Stephen Ministry as needed for support and accompaniment.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministry  Dcn. Mike Stewart  Sharon Venier, Pastoral Associate, St. Michael  Molly Roehrig, Pastoral Leadership Team Council, St. Michael	5/11/2023	Not Started	X			
<b>2</b>			Choose an item.				
<b>3</b>			Choose an item.				
<b>4</b>			Choose an item.				
<b>5</b>			Choose an item.				
<b>6</b>			Choose an item.				
<b>7</b>			Choose an item.				
<b>8</b>			Choose an item.				

# External Path to Discipleship

External Target Segment:		Individuals who have received the sacraments but do not practice					
Goal & Purpose What are we going to do and why? <i>(External Path to Discipleship)</i>	Owner X – All That Apply Discipleship Formation Engagement Evangelical Charity Family Ministries Worship  <i>Enter Names of People Below Checklist as Desired.</i>	Target Start Date	Status Not Started On Hold In Progress Complete	X – All That Apply			
				Attract	Encounter	Grow	Witness
1 Identify these individuals in the Family community. <b>ON HOLD</b>	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship	TBD	On Hold				
2	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.				
3	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.				
4	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.				
5	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.				
6	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.				
7	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.				
8	<input type="checkbox"/> Discipleship Formation <input type="checkbox"/> Engagement <input type="checkbox"/> Evangelical Charity <input type="checkbox"/> Family Ministry <input type="checkbox"/> Worship		Choose an item.				

# Evangelizing through the Sunday Experience

Evangelizing through the Sunday Experience			
Goal & Purpose What are we going to do and why?	Owner(s) <small>Enter Names of People, Below Checklist as Desired.</small>	Target Start Date	Status Not Started   On Hold In Progress   Complete
<b>Hospitality</b>			
<b>1)</b> <b>To ensure all parishioners and guests feel welcome, and connect newcomers by:</b> <ul style="list-style-type: none"> <li>Have a Family wide annual training for all ministers who help with the Masses on the weekends.</li> <li>Ensure new ministers are adequately trained in what is expected of them before they begin serving in Sunday ministry.</li> <li>Communicate to all parishioners that they are an important part of making everyone feel comfortable at Mass. Elevate their awareness of the importance of hospitality.</li> <li>Engage families to participate in the Mass by having family members be greeters, readers, offertory participants. Announce what families are participating in the Mass.</li> <li>Each parish will commit to reviewing their parish grounds to make sure entrances to the church are obvious, that that there is appropriate exterior lighting. Check signage for the Church, Social Hall, restrooms.</li> </ul>	Fr. Kishore Battu, Worship Director  Fr. Mike Anagbogu, St. Mary, St. John the Baptist  Lorie Bronson, Pastoral Minister and Christian Service, St. Mary  David Heilman, parishioner, St. Mary	February, 2024	<b>Not Started</b>
<b>2)</b>			<small>Choose an item.</small>
<b>3)</b>			<small>Choose an item.</small>
<b>Hymns</b>			
<b>1)</b> <ul style="list-style-type: none"> <li>Establish a children’s choir in parishes where it works best to engage the parents in participating in the Mass. (Part of Internal Segment Plan)</li> </ul>	Fr. Kishore Battu, Worship Director  Fr. Mike Anagbogu, St. Mary, St. John the Baptist  Lorie Bronson, Pastoral Minister and Christian Service, St. Mary  David Heilman, parishioner, St. Mary	February, 2024	<b>Not Started</b>
<b>2)</b> <ul style="list-style-type: none"> <li>Engage the participants at the Mass in joyful participation of singing praises to our Lord.</li> <li>Have Music Directors lead the parishioners in learning new songs.</li> </ul>	Family Priests to discuss with parish Music Director.	February, 2024	<b>In Progress</b>
<b>3)</b> <ul style="list-style-type: none"> <li>Look at dedicating a Sunday Mass for young adults in the Family, including a contemporary genre of music.</li> </ul>	All Family Priests	February, 2024	<b>Not Started</b>

## Evangelizing through the Sunday Experience

<b>Evangelizing through the Sunday Experience</b>				
<b>Goal &amp; Purpose</b> What are we going to do and why?	<b>Owner(s)</b> <small>Enter Names of People, Below Checklist as Desired.</small>	<b>Target Start Date</b>	<b>Status</b> Not Started   On Hold In Progress   Complete	
<b>Homilies</b>				
<b>1)</b>	For the Young Adult Mass, the homily should relate the gospel message to the younger audience.	All Family Priests, Deacon Mike Stewart	February, 2024	Not Started
<b>2)</b>	To deepen awareness that each person is made in the image and likeness of God, and each person has an inherent dignity, integrate the Sunday scripture message to tie into the reverence and respect for life. This includes all stages of life, and the poor and marginalized.	All Family Priests, Deacon Mike Stewart	February, 2024	Not Started
<b>3)</b>				<small>Choose an Item.</small>

# Evangelizing through the Sacraments and Other Liturgical Experiences

Sacrament or Liturgical Experience

Baptism

Evangelizing through the Sacraments and Other Liturgical Experiences			
Goal & Purpose What are we going to do and why?	Owner(s) <small>Enter Names of People Below Checklist as Desired.</small>	Target Start Date	Status Not Started   On Hold In Progress   Complete
<b>Preparation</b>			
<b>1) To engage parents and godparents in the sacrament of Baptism through Family Baptism Formation Sessions, helping them find a sense of belonging and support from the Family community.</b> <ul style="list-style-type: none"> <li>• Current Baptism preparation Coordinators will facilitate.</li> <li>• Parents can connect with other parents, building a community of young couples who can support each other.</li> <li>• Provide babysitting services during the formation sessions.</li> <li>• Parents should attend formation session for each child born in the family. (Not just the first one.)</li> <li>• Godparents are included in the formation, understanding their role in supporting the child's spiritual development.</li> <li>• Continue to initially meet with priest or deacon before attending the formation session.</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Dcn. Mike Stewart  All Family Priests	August, 2023	Not Started
<b>Liturgy</b>			
<b>1) To engage the parents, relatives, and friends in the liturgy of the Baptism, providing them with an opportunity to encounter Jesus.</b> <ul style="list-style-type: none"> <li>• Provide the option of having the Baptism as part of the Sunday Mass welcoming the child into the parish family, or a private ceremony.</li> <li>• Clergy member will include family members in the baptism itself. Examples include having a family member holding the pitcher while the child is being blessed, holding the holy oils, praying around the child.</li> <li>• Provide polite instructions as needed on the beauty and significance of the sacrament.</li> </ul>	All Family Priests and Dcn. Mike Stewart	Ongoing	In Progress
<b>2)</b>			
<b>3)</b>			Choose an item.

## Evangelizing through the Sacraments and Other Liturgical Experiences

<b>Goal &amp; Purpose</b> What are we going to do and why?	<b>Owner(s)</b> <small>Enter Names of People Below Checklist as Desired.</small>	<b>Target Start Date</b>	<b>Status</b> Not Started   On Hold In Progress   Complete
<b>Follow-up</b>			
<b>1)</b> To engage the support of the local parish family in the celebration of infant baptism. To maintain a connection and sense of community with the family of the newly baptized child. <ul style="list-style-type: none"> <li>• Send a thank you note from the clergy member who baptized the child.</li> <li>• Send a handmade gift from one of our seniors to the child.</li> <li>• Send out a first anniversary card to the child with a special note from the parish.</li> <li>• Sponsor a reunion of the formation session for the couples and/or playgroup event for the children.</li> <li>• Look at ways to mentor new parents. (Older parents)</li> </ul>	Leslee Hartford, Director of Discipleship Formation and Family Ministries  Sharon Venier, Pastoral Associate, St. Michael  Dcn. Mike Stewart  All Family Priests	August, 2023	Not Started
<b>2)</b>			<small>Choose an item.</small>



## Other Missionary Identity Goals

Use the below sections to document other strategic priorities for your Family of Parishes. Example goal categories have been filled in.

Other Missionary Identity Goals			
	Goal & Purpose What are we going to do and why?	Owner(s)	Target Implementation  Status Not Started   On Hold In Progress   Complete
<b>Leadership and Staff</b>			
<b>1</b>	Establish a Family Mission Statement summarizing the meaning and purpose of the Family.	Lorie Bronson, Pastoral Minister, and Christian Service, St. Mary Gary Carter, Pastoral Leadership Council, St. Michael	June, 2023  Not Started
<b>2</b>			Choose an item.
<b>3</b>			Choose an item.

Catholic Schools			
<b>1</b>			Choose an item.
<b>2</b>			Choose an item.
<b>3</b>			Choose an item.

Vocations			
<b>1</b>	Continue to support religious vocations to the priesthood, diaconate, and religious life. <ul style="list-style-type: none"> <li>• Hosting Diaconate Discernment Evenings.</li> <li>• Invite seminarians and religious alumni to visit the middle school to talk about their vocation.</li> <li>• Host an Annual Vocation Weekend inviting the Director of Vocations to speak at the Masses about vocations to the priesthood, and the responsibilities of a priest.</li> <li>• Support Vocation Week in the high school.</li> <li>• Holy Hour for vocations in each of the parishes.</li> </ul>	Dcn. Mike Stewart  Paul Roelant, parishioner, St. Anne	In Progress  In Progress
<b>2</b>			Choose an item.
<b>3</b>			Choose an item.

**Other Missionary Identity Goals**

<b>Other Missionary Identity Goals</b>			
<b>Goal &amp; Purpose</b> What are we going to do and why?	<b>Owner(s)</b>	<b>Target Implementation</b>	<b>Status</b> Not Started   On Hold In Progress   Complete
<b>Seniors</b>			
<b>1</b> Establish a communication network at each parish dedicated to checking in on the homebound. This would include: <ul style="list-style-type: none"> <li>• Identify a coordinator for this senior ministry.</li> <li>• Parish secretaries who often are the first point of contact letting the parish know of a senior who is not able to attend Mass.</li> <li>• Greeters and ushers who can identify individuals who have not been attending Mass.</li> <li>• Invite parishioners to inform the parish of individuals that they know to be homebound, or who they are visiting. (Weekly bulletin note)</li> <li>• Ask for volunteers to assist in checking in with the homebound by making phone calls.</li> <li>• Increase the number of individuals who can provide Communion to the homebound.</li> <li>• Ask the Prayer and Intercession Teams to pray for these seniors.</li> </ul>	Lorie Bronson, Pastoral Minister, and Christian Service, St. Mary  Sharon Venier, Pastoral Associate, St. Michael	June, 2023	<b>Not Started</b>
<b>2</b>			Choose an item.
<b>3</b>			Choose an item.

<b>Worship</b>			
<b>1</b> Look to add a second Adoration Chapel in the Family in the city to provide the community additional opportunities to draw closer to Jesus <ul style="list-style-type: none"> <li>• Possible site: St. John the Baptist</li> </ul>	Fr. David Burgard Fr. Michael Anagbogu Fr. Kishore Battu Paul Roelant, parishioner, St. Anne	In Progress	<b>In Progress</b>
<b>2</b>			Choose an item.
<b>3</b>			Choose an item.

<b>Communications</b>			
<b>1</b> To provide more consistent communications within all Family parish events and activities, engaging the parish office staff. <ul style="list-style-type: none"> <li>• Meet to identify best practices in communicating all events, liturgies, reconciliation schedule, parish office hours, across the Family parishes.</li> <li>• Establish a Family social media page (Facebook, Instagram)</li> </ul>	Al Jones, Mission Support Director  All Family Priests	TBD Set a date to bring the group together for an initial meeting.	<b>Not Started</b>
<b>2</b>			Choose an item.
<b>3</b>			Choose an item.