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Dear Parishioner

This document presents the new pastoral plan for the parish. The plan is the product of a considerable effort over the last six months by members of the Pastoral Council and the six pastoral committees.

The booklet sets out the classic elements of a pastoral plan, in that it contains:

- a **mission** (why the parish exists),
- a **vision** (what the parish hopes to be),
- **goals** that are important to the parish in reaching the vision,
- **objectives** designed to achieve those goals,
- **action steps** to fulfil those objectives,
- **tactics** by which those action steps will be taken.

These elements have been thoroughly worked out by the council and committees. They are set out in full in this booklet.

The plan gives a preview of parish policies and projects in the next few years. Clearly visible through all its pages are the three priorities agreed by the council from the outset:

- **Mass:** encouraging regular Mass attendance
- **School:** building a stronger relationship between parish and school communities
- **Youth:** supporting an increased parish involvement by young people and families.

It is now up to the council, the committee, and the parish to implement the plan. Please pray with us that our combined efforts will be successful and will assist to advance - in our community - the Divine Plan that God has for us all.

Yours sincerely,

**Fr Tony Dunn**  
Parish Priest

**Mark Brightwell**  
Chair, Parish Pastoral Council



## ST MICHAEL'S PARISH PASTORAL PLAN

### Introduction

#### **Mission**

*We, the Eucharistic community of St Michael's parish, by the gifts of the Holy Spirit, are called to witness the living Jesus.*

#### **Vision**

*Offering to all a haven of love, truth and belonging in the way God provides.*

#### **Goals**

The management and delivery of the Goals is delegated to the pastoral committees as follows:

<u>Goal</u>	<u>Committee</u>
Liturgy	Liturgy
Evangelisation	Religious Education
Youth	Youth
Community	Community
Communications	Communications
Outreach	Caring & Support

#### **Objectives, Action Steps, Tactics**

These are set out in the separate plans for each goal and its responsible committee.

#### **Plan Delivery**

The council and each committee will work to deliver that part of the plan for the Goal delegated to the committee:

#### Committee

- Decides on one or more Action Steps to achieve the Objective.
- Agrees the detailed Tactics by which each Action Step is to be performed.
- Sets a deadline for each Action Step to be completed.
- Makes regular progress reports to the council.
- Works with other committees to plan and deliver projects with a joint interest.

#### Council

- Ensures that the resources required by the committee are made available.
- Monitors the performance of each committee in implementing its part of the plan.
- Remains with overall responsibility for delivery of the entire plan.
- Reports progress regularly to parishioners.

## St Michael's Parish Pastoral Plan

### LITURGY COMMITTEE

**GOAL:** Liturgy

**OBJECTIVE:** Liturgies that convey the beauty and truth of our Faith and attract all members of the parish especially young families and young people.

#### **ACTION STEPS and TACTICS**

##### **Action Step 1**

Seek and achieve high standards in every aspect of the liturgies that will lead all to prayer.

##### **Tactics**

1. Period of silence/reflection after readings, after homily, after Holy Communion.
2. Weekly newsletter/communications to explain parts of Mass, Creed etc.
3. One on one training for all ministries every six months.

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##### **Action Step 2**

Present a regular family Mass.

##### **Tactics**

1. The Mass is led by and for families, with music of high quality that is beautiful but simple for children to appreciate.
2. Offer once each school term.

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##### **Action Step 3**

Involve youth in all liturgical ministries.

##### **Tactics**

1. Public recognition of young people during ministries.
2. Encourage former altar servers to do another ministry, e.g. as readers of the Word.

## **St Michael's Parish Pastoral Plan**

### **RELIGIOUS EDUCATION COMMITTEE**

**GOAL:** Evangelisation

**OBJECTIVE:** Offer a greater understanding and appreciation of the Faith to our parish and local community especially to the priority groups

#### **ACTION STEPS AND TACTICS**

##### **Action Step 1**

Implement an Evangelisation strategy with emphasis on reaching the SMCS community, families, youth.

##### **Tactics**

Develop a strategy using a number of ways to make the Faith more accessible.

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##### **Action Step 2**

A plan to engage with inactive Catholics in our community.

##### **Tactics**

1. Focus on families in the SMCS community.
2. Include a St Michael's parish tab on the SMCS website linking their community to initiatives in the Evangelisation strategy.
3. School rosary group.
4. Organise guided tours of the church followed by refreshments and sales of the guide book.

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##### **Action Step 3**

Information programmes to make the Mass and its liturgies better understood.

##### **Tactics**

Compile a package of selected video and printed materials explaining the Mass, and actively promote its contents to parishioners.

## St Michael's Parish Pastoral Plan

### YOUTH COMMITTEE

**GOAL:** Youth

**OBJECTIVE:** Reach out effectively to parish youth and offer them to lead liturgical and social opportunities appropriate to them.

#### **ACTION STEPS AND TACTICS**

##### **Action Step 1**

Clarify the age groupings of parish youth and develop a suitable model for bringing members of each group together.

##### **Tactics**

1. We have identified the following age brackets whereby individuals within each will have common interests and will be most likely to interact with each other:  
11-13yrs, 14-17yrs & 18+yrs.
2. For high content activities we are more likely to need to specify age range appropriateness, while for quick meet and greet events we can make them open to all age groups.

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##### **Action Step 2**

Reach out to youth in parish families and tertiary institutes.

##### **Tactics**

1. We will continue the relationship with the Vinnies' organisation whereby we help assemble food parcels. The benefit of this is that our members get to interact with other young Catholics from the Diocese. We usually try to coordinate with the Auckland Catholic Young Adults (CYAC) team.
2. We will organise more one-off events for young parishioners similar to the teen get-together that took place on 4 December 2022.
3. Develop a database. We have a database already for the Vinnies' participants. We have collected names and contacts information from the 4 December get-together.

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##### **Action Step 3**

Initiatives to get youth involved in ministries, committee memberships and parish programmes.

##### **Tactics**

We will identify suitable candidates and then gently mentor and encourage them to step forward into leadership roles over time. We prefer this to running events with the advertised intention of recruiting young people into leadership roles, as we feel this will probably be ineffective.

## St Michael's Parish Pastoral Plan

### COMMUNITY COMMITTEE

**GOAL:** Community

**OBJECTIVES:** Facilitate greater parish social interaction.

#### **ACTION STEPS and TACTICS**

##### **Action Step 1**

Give primary emphasis to social interaction involving the three priority groups.

##### **Tactics**

1. Obtain parishioner feedback (survey or direct).
2. Direct communications (e.g. pew introductions, after Mass visibility and interaction).
3. At least one event for each priority group.
4. Building and reinforcing parish connects with achievements or anniversary, blessing, e-card, announcements (target youth)
5. A virtual community using the parish's main social media streams: events promotion and recruitment through web and app Pilot Podcast.

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##### **Action Step 2**

Develop parishioners' understanding of what the parish offers.

##### **Tactics**

Supplement registration of new parishioners with parish information (e.g. welcome pack – hard copy and virtual, parish directory).

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##### **Action Step 3**

Welcome new parishioners and help them integrate into the parish.

##### **Tactics**

Provide support for new parishioners (e.g. tour of the church, welcome morning tea).

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##### **Action Step 4**

Encourage parishioners to become committee members, ministers, programme coordinators, helpers.

##### **Tactics**

1. Include sign up form in the welcome pack
2. Active (i.e. quarterly) recruitment: five members per group, roster.

## St Michael's Parish Pastoral Plan

### COMMUNICATIONS COMMITTEE

**GOAL:** Communications

**OBJECTIVE:** Facilitate effective parish communications for use by the various parish agencies.

#### **ACTION STEPS AND TACTICS**

##### **Action Step 1**

Continuously improve the ability of the parish centre to assist parish agencies to deliver their messages to parishioners in the most effective and appropriate manner.

##### **Tactics**

1. Keep the parish database as up to date as possible by conducting regular update sessions (at least annually) to encourage new sign-ups and ask existing members to advise of any necessary changes to their details held on file.
2. Assist parish agencies with specific message delivery: email advertisement, website & App promotion with the ability to register for events, announcements at Mass.

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##### **Action Step 2**

Acquire the capability to assist parish agencies with survey technology and techniques.

##### **Tactics**

A member to research the survey tools available and investigate methods surveys that give the most valuable information, have the most effective survey design.

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##### **Action Step 3**

A plan to encourage greater and more effective use of the website by both parish agencies and parishioners.

##### **Tactics**

1. Keep the App and the website continuously maintained so the content is as relevant and up to date as possible.
2. App and website will be maintained in tandem and have their content mirrored.
3. Parish agencies and parishioners will be encouraged to contact the Parish office to get their messaging uploaded.

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##### **Action Step 4**

Develop a selected database of parish youth as directed by parish committees.

##### **Tactics**

The committee will liaise with the Youth Committee which is already developing such a database.

## St Michael's Parish Pastoral Plan

### CARING AND SUPPORT COMMITTEE

**GOAL:** Outreach

**OBJECTIVE:** Help those in the parish and local community where we are able to offer spiritual and material assistance.

#### **ACTION STEPS AND TACTICS:**

##### **Action Step 1**

Develop and build the scope and service of the existing ministries – Home Visits, Food Bank, Social Worker.

##### **Tactics, Home Visits**

1. Actively encourage eligible parishioners to seek help from the ministry.
2. Remain able at all times to meet the demand for help from the ministry.
3. Recruit and train parishioner volunteers as may be necessary to meet the demand.

##### **Tactics, Food Bank**

1. Actively encourage the parish and school communities to donate food items.
2. Consider widening the scope of donations sought to include other items.
3. If so widened, seek and arrange a suitable agency to distribute such other items

##### **Tactics, Social Worker**

1. Actively encourage members of the parish and school communities to seek support from the ministry at all times but especially in particularly challenging times.
2. Liaise with senior management at SMCS to promote the ministry.
3. Assist with recruitment of additional support, should future demand dictate.

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##### **Action Step 2**

Investigate, develop and launch additional ministries

##### **Tactics**

1. "investigate": committee members Jane Penney and Maureen Glassey are currently considering potential new ministries. Their report is due this month.
2. "develop" and "launch": the actions required will be determined once decisions have been made as to the new ministry or ministries to be developed and launched.

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##### **Action Step 3**

In coordination with the Youth Committee, promote the ministries to parish families and youth.

##### **Tactics**

1. Discuss with the Youth Committee and school community leaders about how the ministries can best be promoted to the target groups.
2. Develop and implement a plan to promote the ministries to the target groups.

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##### **Action Step 4**

Recruit ministry coordinators and members from SMCS families.

##### **Tactics**

Discussions with school community leaders to identify ways of encouraging its members to become ministry coordinators and participants.