



Parish of St. Michael
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It is with great pleasure and pride that we present the Pastoral Plan for the parish.

Our plan is the culmination of a great deal of preparation. The pastoral committees have been engaged in preparatory work for over a year; the council members have been actively involved ever since their appointment in August. This was first approved by the Pastoral Council in December 2019 and reflects amendments made by the Council in 2020.

The plan is to be accomplished over the next three years ending 2022. It is based on six major goals – Liturgy, Evangelisation, Youth, Outreach, Community, Communications. There are specific objectives to achieve each goal and practical action steps to achieve each objective.

No one knows how life may change over the next three years or what new challenges we may face. As a result, it may be necessary to edit, revise or update this plan as we move forward. The council will monitor progress and conduct periodic reviews to ensure that the plan stays relevant to the lives of our parishioners. Regular reports will be given to the parish.

We ask for the prayers and practical support of all parishioners to help us give full effect to the plan, for the greater glory of Our Lord and the spiritual good of all in our community.

Yours faithfully,

A handwritten signature in blue ink that reads "Tony Dunn". The signature is written in a cursive style with a large, stylized 'D'.

Fr Tony Dunn
Parish Priest

A handwritten signature in blue ink that reads "Jonathan Spencer". The signature is written in a cursive style with a large, stylized 'S'.

Jonathan Spencer
Chair, Parish Pastoral Council



**St. Michael's Parish
Remuera, Auckland**

Introduction

The following pages set out the pastoral plan of the parish for the period 2019 to 2022.

The plan follows the approach described in the diocesan guidelines as reissued in 2017: *Mission, Vision, Objectives, Action Steps, Accountability, Evaluation.*

The Council has set the Mission and Vision, the overall Goals to be sought, the main Objectives to be pursued to achieve each Goal, one or more Action Steps to realise each Objective and appropriate Measures to evaluate the outcome.

As the diocesan guidelines expect a pastoral council to be a deliberative rather than a management body, the day to day management and delivery of the Goals is delegated to the Council's pastoral committees as follows:

Goal

Liturgy
Evangelisation
Youth
Outreach
Community
Communications

Committee

Liturgy
Religious Education
Youth
Caring & Support
Community
Communications

Here is a summary of the way the Council and each committee will work to deliver that part of the plan for the Goal delegated to the committee:

Committee:

- takes action to arrange one or more agreed Action Steps to achieve each Objective;
- agrees how each Action Step is to be performed, and who is to be accountable; and
- sets a deadline for each Action Step to be completed.

Council:

- ensures that the resources required by the committee are made available;
- takes all reasonable steps within its power to ensure the continued validity of the assumptions on which delivery of the plan is based;
- regularly monitors the performance of the committee in achieving the Objectives assigned to it;
- evaluates the effectiveness of each Action Step taken against the relevant Measure; and
- remains with overall responsibility for delivery of the entire plan.



St. Michael's Parish Pastoral Plan 2019 - 2022

Mission

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

Vision

*Offering to all in our community a place of peace,
love and joy that only God can provide.*

Goals, Objectives and Action Steps

As set out in the six committee plans on the following pages.

Goal: Liturgy

Committee: Liturgy

(The liturgy is the **summit** toward which the activity of the Church is directed; at the same time it is the **source** from which all her power flows. *Vatican II, Constitution on the Sacred Liturgy, 10*)

Objectives	Action Steps	Measures	Accountable / Deadline
<p>Summit: To make the liturgies the summit towards which all of all our activities are directed</p> <p>Source: To gain from the liturgies the graces to fulfil all our activities</p> <p>Liturgies:</p> <ul style="list-style-type: none"> • Beautiful music • Beautiful ritual • Silence where appropriate • Homilies that draw toward conversion, penitence, holiness, joy, meditation, service, social action • Special liturgies for baptisms, elderly, national/international catastrophe, youth etc. 	<p>Maintain ministries of:</p> <ul style="list-style-type: none"> • musicians and cantors • Eucharistic ministers • readers of the Word • sacristans • altar servers • laptop operators • sanctuary carers • collectors and counters • coordinators of each of these roles <p>Council to agree standards for the operation of the ministries</p>	<p>Agreed standards for ministries are met.</p> <p>While it is possible to measure the achievement of the agreed standards in respect of the ministries it is extremely hard to evaluate the intangible quality of the liturgies themselves, except by a subjective assessment by (or for) the Council of such aspects as:</p> <ul style="list-style-type: none"> • renewal of spiritual life of individuals and community • growth of community • flourishing of activities • growth of people wanting to be active • growth in prayer – both individual and communal 	

Goal: Evangelisation

Committee: Religious Education

Objectives	Action Steps	Measures	Accountable / Deadline
To engage with other Christian faith communities in our area	Engage with nearby Catholic parishes in discussions about ways of sharing resources and services	Evidence that discussions have started with two parishes and conclusions reached with them about the extent of any sharing and cooperation	
To make use of communication opportunities to spread the Faith in the parish	Maintain an active presence on the parish Facebook page and website and set targets for each	Procedures are in place to ensure material is always current Facebook gets at least the targeted number of visits Website gets at least the targeted number of visits	
To formulate an evangelisation strategy based on an agreed understanding of needs and methods	Design and conduct a survey with specialist advice Develop an evangelisation strategy based on the survey and research	Survey design, conduct and analysis meet recognised quality criteria Approval by audit group reflecting parish demographics and outside specialists	
To offer and present programmes to fulfil the strategy	Offer a Baptism Preparation programme Offer a Sacramental programme Offer an RCIA programme Offer a Children's Liturgy programme Offer an AFE programme Offer a Scripture discussion programme Offer a Marriage Preparation programme Offer a Grief Counselling programme	At least one parent of every infant baptised at the Church has completed the programme Programme is available to all applicants Programme is available to all applicants Programme is conducted at 10am Sunday Mass during term time Conduct the number and type of events approved by the pastoral council and for the targeted number of attendees Programme is available to all at an agreed timetable Programme is available to all applicants Programme is available, offered to all parishioners in need of it and conducted with all those who ask for it	

<p>To coordinate liturgies for</p> <ul style="list-style-type: none"> - Baptism - Sacramental - RCIA - Children <p>(initiate, with Liturgy Committee assistance in their conduct)</p>	<p>Appoint one or more coordinators to organise each liturgy</p> <p>Ensure that the coordinators receive adequate support in the planning and conduct of the liturgies</p>	<p>Did the liturgies work, including:</p> <ul style="list-style-type: none"> At least one parent involved Available to all applicants Available to all applicants 10am Sunday mass during term <p>Each liturgy is conducted to the satisfaction of the priest presiding</p>	
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Goal: Youth

Committee: Youth

Objectives	Action Steps	Measures	Accountable / Deadline
To enable young parishioners to participate in activities specially designed for them	<p>Investigate programmes at Epsom and Meadowbank parishes and, if suitable, gain permission from organisers for our parish to promote</p> <p>Investigate Diocesan Youth initiatives</p>	<p>Evidence that each programme has been reviewed, a recommendation made to the pastoral council and, if acceptable, timely advice to young parishioners has been given</p> <p>Evidence that initiatives have been assessed, recommendations made to the pastoral council and, if acceptable, timely advice to young parishioners has been given</p>	
To offer catechesis programme for children of parishioners not attending Catholic schools	Offer a programme on religious education specifically designed for children not attending Catholic schools	Evidence that a programme has been arranged, offered to the target audience and, if accepted, presented	
To achieve effective communication with young parishioners	<p>Arrange with St. Peter's, Baradene and Sacred Heart to advertise any parish youth initiatives we determine</p> <p>Develop a contact list of young parishioners</p>	<p>Advertisements for parish youth initiatives appear in appropriately timed weekly emails of those colleges</p> <p>50 current entries by 31 March 2020 100 current entries by 30 June 2020</p>	
<p>To involve youth in parish liturgies and special liturgies for youth</p> <p>(initiate, with Liturgy Committee assistance in their conduct)</p>	<p>Form a group of youth leaders; work with them for involvement in parish or special liturgies</p> <p>Form a youth choir to sing at all appropriate liturgies</p> <p>Ensure that the coordinators receive adequate support in the planning and conduct of the liturgies</p>	<p>Youth leaders group formed by 31 December 2019.</p> <p>Youth liturgy by 31 March 2020;</p> <p>Choir formed by 31 March 2020</p> <p>Choir participates in liturgies by 30 June 2020</p> <p>Each liturgy is conducted to the satisfaction of the priest presiding</p>	

Goal: Outreach

Committee: Caring & Support

Objectives	Action Steps	Measures	Accountable / Deadline
To help those in the parish who need Caring assistance	Develop a communications, documentation and referral system with guidelines for the parish to: <ol style="list-style-type: none"> a) receive requests from parishioners for Caring assistance, and b) arrange for these to be met by the appropriate agency 	An independent review confirms that all requests have received appropriate responses in timely manner and that all guidelines have been complied with	
To help those in the parish who need Support assistance	Develop guidelines involving <ol style="list-style-type: none"> a) publicity b) volunteer recruitment and training, c) procedures d) safeguarding & privacy compliance, and e) recordkeeping in order to offer Support assistance in the following areas: <ul style="list-style-type: none"> • taking Holy Communion to the housebound • transport to Mass • home visiting • collection and distribution of food, toys, clothing, furniture and household goods • conduct social events for the elderly 	An independent review confirms that all services have been delivered in accordance with the guidelines	
To coordinate liturgies for the Sick, especially liturgies of Anointing of Sick (if needed or desired) (initiate, with Liturgy Committee assistance in their conduct)	Appoint one or more coordinators to organise each liturgy Ensure that the coordinators receive adequate support in the planning and conduct of the liturgies	Start small. Did it work? Grow if necessary Each liturgy is conducted to the satisfaction of the priest presiding	

Goal: Community**Committee: Community**

Objectives	Action Steps	Measures	Accountable / Deadline
To facilitate greater parish social interaction	Greeting parishioners as they arrive at Mass Social functions to which all parishioners are invited Social functions for groups (demographic & geographic) Coffee after 10am Mass	At each Sunday Mass and other major parish occasions At least two functions per year with at least 75 attendees per event At least one per year per group Monthly	

Goal: Communications

Committee: Communications

Objectives	Action Steps	Measures	Accountable / Deadline
To understand what parishioners want	Design and conduct a survey with specialist advice	Survey design, conduct and analysis meet recognised quality criteria	
To reach all active parishioners easily and quickly	Complete the parish register project	Pastoral council review confirms all project objectives have been met	
To reach each parishioner in the most suitable medium and with the most relevant message	Develop a parish communications strategy	Approval by focus group reflecting parish demographics and outside specialists	
To welcome new parishioners and help them integrate	Personal contact at first opportunity followed by welcome letter and meeting	Steps with all new arrivals actioned within one month of their arrival in parish becoming known or evident	
To facilitate greater parish communications	Newsletter re-design project Website re-design project Parish directory project Parish Facebook project	Pastoral council review confirms all project objectives have been met Pastoral council review confirms all project objectives have been met Pastoral council review confirms all project objectives have been met Pastoral council review confirms all project objectives have been met	