



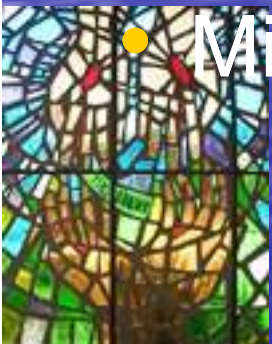
# St. Thomas the Apostle

Pastoral Plan  
2011 - 2016

# Table of Contents

- How we got here
- GOALS & Action Steps
  - Unity
  - Welcome
  - Discipleship
  - Small Faith Groups

- Milestones

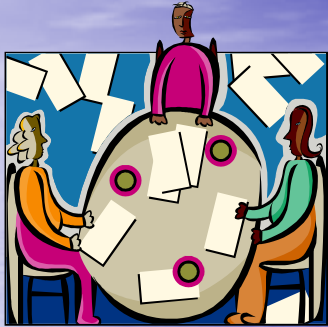


# Purpose of a Pastoral Plan

- Provides vision for the future of the Parish
- Maximizes the Church's impact on the life of our parishioners and community
- Meets the visions of our Pastor
- Reflects uniqueness of our parish
  - Cultural, linguistic, economic, social and demographic diversities



# How We Got Here As A Council



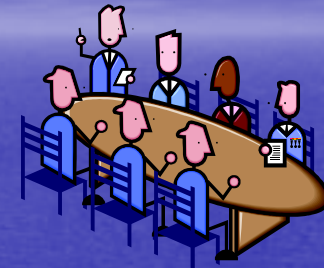
## Series of Retreats

Ministry Head Retreats  
Pastoral Council Weekend



## Monthly Meetings

Look at current situation &  
discern common themes  
from retreats, feedback, etc.



## Set Goals

\* Pastoral Council set  
goals to work towards  
vision of Pastor  
\* Lay out concrete steps  
for maximum impact on  
maximum # people



# St. Thomas Core Values ....

- **Evangelization** - a welcoming, spirit-filled community, hospitable, stepping out, active, working
- **Worship** — Spiritual community, active participation, sharing, parish family touching the hearts, spiritual journey, celebration, inclusion
- **Word** — Lifelong learning, cultivating, build the community of God
- **Community** — Parish forms core of our spiritual lives, reinforcing, encouraging, diverse, frequent gathering



# St. Thomas Core Values

- **Service** — emulating Christ's model, sharing our unique talents, drawing community together
- **Stewardship** — willingly and generously sharing, adequate training, encouragement and supervision, not dependent on extra-ordinary fundraisers
- **Leadership** — visioning, planning, empowering, and evaluating — serving the community



# *Being Church* – what if Church was a VERB?



Stop “doing church”

– Merely adding activities and motions



Start BEING Church

– Building a congregation of dedicated and energized members who are growing spiritually and, at the same time, reaching out in concern and service to others



# As a Parish we want to .....

1. Increase Unity in our Parish
2. Promote Culture of Discipleship
3. Enhance Welcoming Atmosphere
4. Bring Small Faith Communities to the whole church



# To do this we need to ...

- Encourage parishioner-initiated ministries and give support
- Increase the number of small groups and communities
- Hold more multicultural & parish-wide events
- Provide training on spiritual maturity and other faith formation for adults
- Welcome disciples

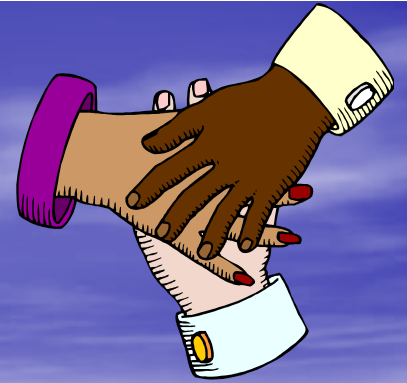


# 1. Increasing Unity

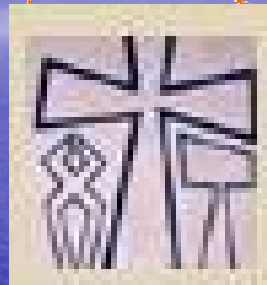
- We are a multicultural and diverse community united by our faith in God
- Foster deep and strong emotional connection to our church
- We need to create friendships at church – opportunities to gather where the only agenda item is relationship building



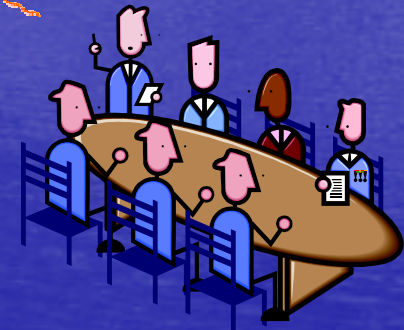
# UNITY



Bi-Cultural  
Mass



Parish-Wide  
Feast Days  
Lady of La Salette  
9/19  
St. Thomas 7/3



Liturgy & Worship  
Planning



Social  
Gatherings



# Social Gatherings



- We are spiritually diverse – but unified in our goal of spiritual growth
- Opportunities to learn and grow together
  - Challenging homilies
  - Short classes
  - Service opportunities



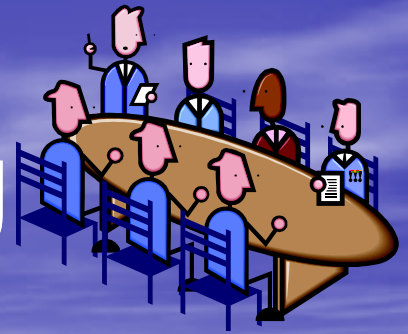
# Bicultural Masses



- We are a multicultural and diverse community united by our faith in God
- 2011 Action Steps – Continue Bilingual/Bicultural Masses. Begin Sharing priests among the communities.
  - Provide more bilingual events- Ministry Head Retreat, Evangelization Retreat
  - 2012 – add additional cultural experiences



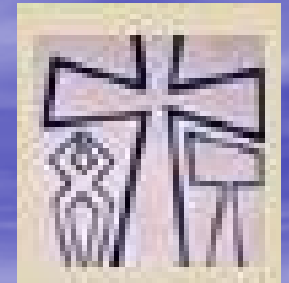
# Liturgy & Worship Planning



- We need consistent reinforcement as we are one family in the Spirit
- 2011 – 2015 Action Steps – identify opportunities for united worship
- Highlight that we are a Eucharistic Community



# Parish Wide Celebration



## WE ARE A LA SALETTE COMMUNITY

September 19<sup>th</sup> – Feast Day- to be celebrated in 2011



## WE ARE THE COMMUNITY OF ST. THOMAS THE APOSTLE

July 3<sup>rd</sup> – Feast Day- Small celebration to be planned in the Future. Relics to be displayed to honor St. Thomas.



# 2011 Timeline

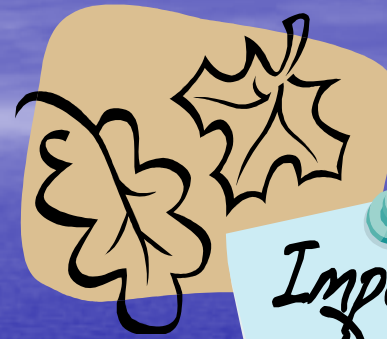


COMMUNICATION →



7/3  
**Important  
DATE!**

LaSalette Ministry Summit



9/19  
**Important  
DATE!**

Summer Fest →

Lady of La Salette – September 19<sup>th</sup>  
Our Lady of Guadalupe- December 12<sup>th</sup>  
New Social Gatherings



# Discipleship



**ONE STEP AT A TIME**

*FOCUS ON RESULTS*



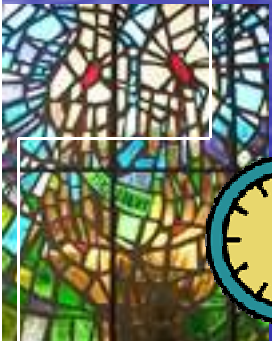
Treasure



Talents



Time



## 2. Creating Disciples



- Involvement is what we “do” – engagement is how you “feel”
- Disciples don’t compartmentalize their faith or lives
  - Live the Gospel



# Opportunities for Discipleship



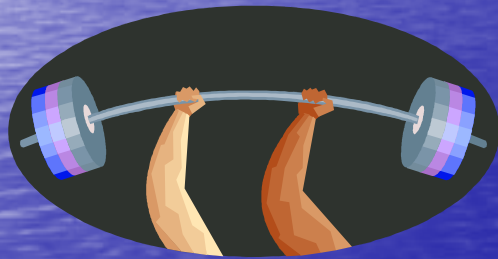
Accountability  
Groups



Study  
Groups



Social  
Groups



Talent Discover  
& Strength Development  
Groups



Support  
Groups



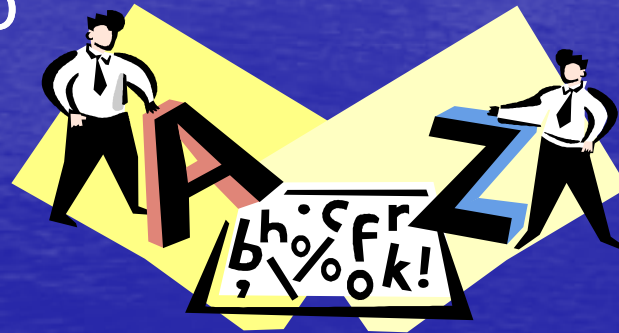
# Small Faith Groups

- Discipleship happens in small groups!
- Small groups offer members opportunity
  - To form deep and lasting friendships
  - To have their spiritual needs met
  - To learn and grow
  - To be encouraged in spiritual development
  - To feel cared about
  - To see the spiritual growth in others



# Accountability Groups

- Encourage each other in the effort to face everyday challenges
  - Praise & Prayer Group
  - Marriage Encounter



# Social Groups

- Dinner Committee
- Over 50's
- Young Adult Ministry ("YAM")
- Summerfest/ Kermesse Committee
- Boy Scouts/ Girl Scouts
- Knights of Columbus
- Legacy: A College Ministry
- Women's Auxillary
- Welcome Ministry

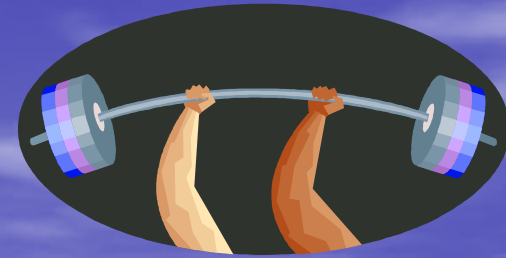


# Support Groups

- Offer assistance and encouragement of others who are facing or who faced similar difficulties
- May be more temporary in nature
- Bring resources and information
  - Prayer Line
  - Mercy Meal
  - Legion of Mary
  - Homeschoolers
  - Cursillo/ Ultreya
  - African Parishioners Organization
  - Jamaican Outreach
  - Habitat for Humanity
  - Pro Life Ministry
  - Night Shelter Ministry
  - St. Vincent de Paul



# Strengths Finder



- Invest the time needed to discover talents and gifts and then put members into roles they can perform with strength.
  - What are you good at? What do you love to do?
  - If money and time were no object, what would you do for God?



# Study Groups



- Re-invigorate existing Renew Groups (resources are available)
- Bible Study groups
- RCIA-style scripture analysis after Sunday services
- Book Clubs
- Just Faith



# Small Faith Groups

- 2012 – 2016 Action Plan
  - To identify NEW leaders among these groups to formalize a Small Faith Group Program so all new members can easily join a group and find support
  - Continue to add opportunities to gather
    - Young Couples/Parenting
    - Refresher courses
    - Seniors
    - Neighbors (off-site)
    - Social gatherings
    - Recreational gatherings



# 2011-2016 Timeline



Dinner Club  
Young Adult (YAM)



Add new social events



RCIA –Style Bible Study



Formalize Small Group  
infrastructure



Measure Results



Resources on the Web-site  
Evaluate New Group Opportunities



# 3. Welcome



*Bienvenue*

Καλώς ήρθατε

*Vítejte*

*Üdvözöljük*



*Welkom*



Welcome Training for  
Ministry Leaders and  
Ministers ("volunteers")

Improved  
Connection for  
New and Existing  
Members

*Dobro došli*



**W**illkommen



# Enhancing Welcome

- A community of love is welcoming to all
  - A parish where people feel wanted and needed
  - Practice hospitality and demonstrate an inviting spirit



# Enhancing Welcome



- Highlight welcoming atmosphere.
  - Welcoming parishioners (those trained in “welcoming” or with talent to be welcoming) to set the example.
  - Welcoming atmosphere to begin in the Parish Office and extend to small groups and events.



# Putting the Plan into Action

WE NEED YOU!



# Initiatives Undertaken



- Improved Parish Missions
- *IGNITE!* launched 2007
- Newcomers Welcome Ministry launched 2008
- Evangelization – Recognized in Diocesan in 2009
- Young Adult Ministry launched 2009
- LaSalette Feast
- Capital Campaign/ Building a New Church
- Bilingual Evangelization Retreats

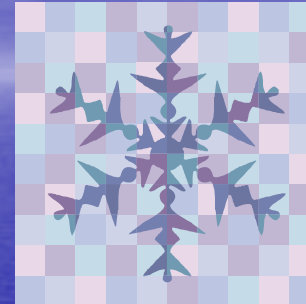
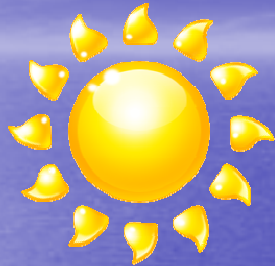
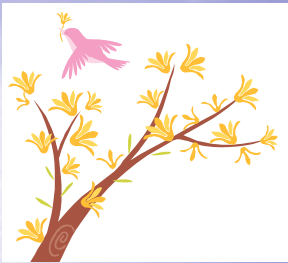


# Communication Plan

- Most IMPORTANT - From the pulpit
- Modernized
  - Web casts, pod casts, e-mail blasts, Phone-tree
- Remain personal – but treat every announcement as if to a shy or new parishioners (encouragement new involvement – not merely new members).
- New Website
- Bulletin



# 2011– Communication Infrastructure



- Phone Tree Launched
- Update contact data
- Email – Newsletter
- Facility Enhancement
- Social Media
- Enhanced Website

## To Do:

- Expand Bulletin Detail
- Improve Bulletin Boards
- Continue to enhance website



# Identify New Leaders

- A Vibrant Parish requires an active and empowered Laity
- Couple existing ministry leaders with dedicated assistants
- Empower new ministries as formed
- Our multitude of existing programs need a platform for “promotion”



# Reflection: Parish Focus

“As the goals of Unity, Discipleship, Welcoming Atmosphere, and Small Faith Groups become priorities at St. Thomas the Apostle, we as parishioners become more **satisfied** with our lives, **serving** in roles we love, **inviting** others to share in our faith journey and **giving.**”

