

GOALS ESTABLISHED BY HAVEN OF MERCY AREA CATHOLIC COMMUNITY

RELIGIOUS EDUCATION

GOAL: Empower parents to practice their faith and form connections with their parishes by asking parents to prioritize religious education time with their children.

Action Steps:

- Alert Director of Religious Education (DRE's) in January.
- Meet with DRE's in February.
- Review models available for Rel Ed in parishes to determine if a change would increase involvement (i.e. family model is one in use in the diocese).
- Institute classes/speakers for parents on various faith topics presented while children are in class.

Accomplish By: May 1, 2020

YOUTH, YOUNG ADULTS AND YOUNG FAMILIES

GOAL: Increase youth, young adults, and young family participation by 5% in parish life over two years.

Action Steps:

- Assess current participation for several month to establish base data.
- Keep numbers for all events.
Accomplish By: Start ASAP
- Develop and conduct a professional survey, given to youth (School and Rel Ed), young families and young adults.
Accomplish By: July of 2020
- Emphasize fellowship/friendship and move toward faith development by providing areas for youth faith development outside religious education classes: i.e., Mission trips with follow up; World Youth Day involvement; Boundary Waters trip with parishioner involvement.
Accomplish By: October 2020
- Steubenville/Rochester trip with follow up; more/better use of TEC program.
Accomplish By: October 2020
- Appoint youth member on Parish councils.
Accomplish By: January 15, 2020
- Be intentional about increasing youth involvement in the various Liturgy ministries.
Accomplish By: End of February (Discussion with DRE's)

- Determine space needs for youth events.
Accomplish By: End of February (Discussion with DRE's)
- Develop and use Theology of the Body.
Accomplish By: End of February (Discussion with DRE's)

GOAL: Hire a youth coordinator/youth minister for ACC

Action Steps:

- Develop job description and discern whether budget can support hiring.
Accomplish By: March 2020
- Hire position (if approved).
Accomplish By: February 2021

GOAL: Provide meaningful parish sponsored family events and Young Adult events every few months.

Action Steps:

- Use survey to learn of interest of families of young children and young adults.
Accomplish By: Fall 2020
- Continue with PF3 nights for families.
Accomplish By: Fall 2020
- Look into ALPHA or similar program discussed in Divine Renovation book as a means of outreach to non - regular attendance families.
Accomplish By: March 2020
- Focus on community and faith.
Accomplish By: August 2020
- Provide and promote Theology on Tap evenings for Young Adults.
Accomplish By: August 2020
- Offer service projects geared toward families with young children, and others for Young Adults.
Accomplish By: August 2020
- Look into starting up a Mom and Kids group.
Accomplish By: May 2020

WORSHIP AND SACRAMENTS

GOAL: Develop a ACC Plan of Worship that is sustainable for 2 priests supporting 6 parishes effectively.

Action Steps:

- Gather input of parishioners:
Accomplish By: May 2020

- Mass Time Schedule:
Accomplish By: July 2020

GOAL: Establish a liturgical Plan for weekend, weekday, Holy Day of Obligation on work day and non-workday and Major Holy Days (Christmas)

Action Steps:

- Gather input of parishioners:
Accomplish By: May 2020
- Mass Time Schedule:
Accomplish By: July 2020
- Consult with Diocese about extraordinary Masses (Latin Mass, Spanish Mass)
Accomplish By: May 2020

Ongoing Considerations:

Suggested areas and questions to be included in the recommendation report which would help develop the action steps under the goals noted above:

- Major Celebrations: location to use, taking into account rotation and seating capacity.
- Liturgy Coordinator: Exploring the option for parishes, who is responsible for essential set-up, preparation, and coordination of logistical and liturgical matter.
- Sacristan: Can the sacristan coordinate greeters, acolytes, extraordinary ministers of the Eucharist & those handling collection.
- Inter-parish choir - possible creation and use for major Holy Days or periodically for ACC parish events.
- Lay Presider training- could we better use our deacons or other lay parishioners for daily Word and Communion services?
- Sacramental Preparation Programs: could programs for Marriage, Baptism, RCIA and confirmation be combined? Sharing/including Adult Catechists from all ACC parishes? Can the process and policies for marriage preparation, baptism preparation and funerals be streamlined and made common for all 6 ACC parishes. Create a common Confirmation program.
- Worship Aids: consider having same aids used in all ACC parishes.
Create a common formation program for commissioning Extraordinary Ministers

OPERATIONS:

GOAL: Discern what administrative work can be handled commonly across the Haven of Mercy.

Action Steps:

- Job Description to be developed by ACC committee

Accomplish By: June 2021

- Utilize Parish Councils in joint review and finalization of job description and determination of division of funding.
- Opportunity for feedback from parishioners and parish councils.

Accomplish By: June 2021

- Seek paid administrator/operations manager after analyzing the duties what the position would oversee (ie., HR, Facilities, Parishes and possible School Budgets, Insurance, Communication, coordination of agendas for all council meetings.)

Accomplish By: June 2021

COMMUNICATION:

GOAL: Develop Haven of Mercy ACC electronic calendar which will include Mass schedule, significant parish events, parish meetings, vacation times, priest off, school events.

Accomplish By: July 1, 2020.

Action Steps:

- Determine who will be placed in charge.

Accomplish by: May 2020

GOAL: Develop common Haven of Mercy ACC bulletin.

Action Steps:

- 6 parishes on front, common section to address like information of the 6 parishes, plus individual section for parishes.

Accomplish by: July 1, 2020

Action Step:

- Determine if one person would be responsible.

Accomplish by: July 1, 2020

GOAL: Develop common website that is well designed, engaging, informative and up-to-date.

Accomplish by: July 1, 2020

Action Step:

- Determine who would be administrator.

Accomplish by: July 1, 2020

GOAL: Implement a church communication management tool like Flocknote Messenger app to improve system of retaining parishioners contact information, to contact parishioners and to gain feedback from parishioners.

Accomplish by: July 1, 2020

GOAL: Implement a common telecommunications system for ACC to make it easier for parishioners to access offices and to include a system for getting emergency information to priests after hours.

Action Steps:

- Determining best system.
Accomplish by: August, 2020
- Implement system.
Accomplish by: October 2020

GOAL: Develop a common record keeping system, possibly electronic, for each ACC cemetery which can be accessed through one portal.

Action Steps:

- Determining best system.
Accomplish by: July 1, 2020
- Implement and data entry.
Accomplish by: September 2023

GOAL: Develop identical finance reporting systems for all 6 ACC parishes.

Accomplish by: July 2022

STEWARDSHIP:

GOAL: Develop Donation recognition protocols to be used throughout Haven of Mercy ACC.

Action Step:

- Establish i.e., color coded envelopes; protocol for loose donations; encourage electronic giving.
Accomplish by: January 2021

GOAL: Facilitate ongoing communication between Haven of Mercy ACC and parish councils.

Action Steps:

- Meeting between ACC and Parish councils over goals of ACC
Accomplish by: May 2020
- Establish schedule for parish council meetings to be collocated.
- Establish a night for ACC Council to meet and how frequently.
- Make recommendations to parishes for long term streamlining of these meetings.

- Calendar Parish Council meetings and committee meetings on regular nights.

Accomplish by: Fall 2020

GOAL: Establish a protocol for sharing/dividing expenses for personnel or assets used jointly throughout the Haven of Mercy ACC (ie, Administration., Totus Tutus).

Action Steps:

- Determine shared personnel/assets, recommend a formula for division of expenses, determine if one formula is sufficient or individual formula for various expenses.

Accomplish by: July 2020

WELCOMING AND HOSPITALITY

Festivals, develop new 6-parish common actions/events; OUTREACH to homebound, ill, inactive, all areas covered by social concerns.