**IMMACULATE CONCEPTION PARISH, EWA---PASTORAL PLAN**

##### **Macintosh HD:Users:jonathanrobertocampo:Desktop:Unknown-1.jpeg**

Our Vision Statement

Our shared vision is to become a culturally inclusive Catholic Christian community brought together by our common faith in Jesus Christ. Sharing our faith as evangelist, utilizing vibrant and spirit filled faith formation, active youth and young adult ministries, activities and education to strengthen marriage and families, will assist our leaders that serve as examples of how to love one another as God loves us.

##### Our Mission Statement

​

"We the people of Immaculate Conception Parish, declare our time, talent, and treasure, to the continuous building of our faithful practice of the Roman Catholic Church, and to the Diocesan Bishop of Honolulu.  Our strength is in our unity as a Christian Family of Faith, where we inspire to reach out to everyone with the embrace of Christ."

**Overview**

 This Pastoral Plan was developed for Immaculate Conception Church (ICC), Ewa. Many parishioners as well as the parish’s clergy were involved in the making of this plan. The strategic goals and objectives set forth in this Pastoral Plan were established through a parish survey in accordance with guidelines formulated by the Office of Pastoral Planning. With Jesus at the heart of our Pastoral Plan and knowing His command to His disciples (the parish) to make disciples of all the nations, this Pastoral Plan was devised to aid in our formation as Catholic Christians to accomplish what Jesus has commanded.

 This Pastoral Plan outlines four strategic priorities that our parishioners and clergy have identified as most important in growing God’s kingdom on the Ewa plain. The four strategic areas are: Faith Formation, Youth and Young Adults, Leadership, and Marriage and Family Life. These strategic areas will aid the parish in accomplishing the goals and objectives set forth in this Pastoral Plan and with the grace of God allow us to reach the desired outcome. We have included specific actions, which convey the ideas taken directly from parishioners on how to accomplish the goals and objectives set forth in the Pastoral Plan. While these actions are not an exhaustive list, they are actions that our parishioners felt passionately about. Individual parishioners, committees, and members or our ministries are encouraged to allow the Spirit to help them identify the full set of actions needed to accomplish the goals and objectives in this plan. We want to build upon programs or ministries that are already effective and revise or eliminate programs or ministries that are not, and offer new programs and ideas, which will aid in meeting the goals and objectives outlined in the Pastoral Plan.

 This Pastoral Plan is for the entire parish, not just for individual ministries, committees or staff. What follows are sections organized to highlight the goals, objectives and actions that the parish will follow so we can build a stronger personal relationship with Jesus, that is essential in building a strong Catholic Christian foundation here on the Ewa plain and beyond.

**Faith Formation**

 ICC in Ewa has limited ‘Faith Formation’, especially for adults. The focus in the past had been strictly on the youth of our parish. During the pastoral plan workshop it was revealed that faith formation was the most important issue in the parish. As such, a committee was formed to address the positives and negatives that exist at our parish and to enhance the positives while trying to minimize or replace completely the negatives with more positive attributes of faith formation.

**Goals**

 The overall goal of Immaculate Conception’s faith formation is to offer a universal and organized presentation on the study of the core tenets of the Catholic Christian faith and traditions that are capable of being understood, inspiring, and stimulating so as to encourage our parishioners to yearn to learn more about their faith.

These goals are:

* To educate parishioners with basic faith formation classes for children and adults
* To offer adult faith formation beyond the basics
* To renew our Catholic faith and spirituality, through greater utilization of the RCIA, retreats, and diocesan and public speakers

**Objectives**

To meet our goals:

|  |  |  |
| --- | --- | --- |
| Objectives: | Priority | Term |
| To be able to educate parishioners with basic Catholic Christian faith teachings and traditions | High | Short |
| To offer different levels of faith formation classes based on age and level of previous knowledge | High | Medium |
| To provide ongoing conversion in our personal relationship with Jesus | High | Medium |
| To encourage and promote more active participation in RCIA | High | Short |
| To prepare our parishioners as stewards and evangelist of Immaculate Conception and the Ewa community that it lies within | Medium | Long |

**Actions**

 To address these objectives our first action will be to create a Faith Formation team. This team will work in collaboration with the Diocese Faith Formation Director, to help select age-appropriate content, recruiting and training volunteers, planning faith formation activities that are attractive to all age groups and different degrees of faith intensity. These activities will be liturgical (Advent, Lent, Easter, etc.), biblical (Bible Study), spiritual, and finally evangelical (personal relationship with Jesus Christ).

**First objective:** To be able to educate parishioners with basic Catholic faith. Teachings and traditions will be addressed as follows or as determined by the faith formation committee:

1. To research and acquire source materials to teach the basic tenants of the Catholic Christian Faith to adult parishioners of ICC
	1. A place to start would be Word on Fire ministries 6 CD Series on the Catholicism, as well as the new series on the Mass. These series include the CD’s, leader’s guide, and participant’s guides in order to understand the videos in greater degree than by just watching the CD’s alone. The classes can be done in two hour sessions: one hour video with an additional hour to discuss the video in accordance with the provided guides.
	2. A metric to gather information could be as simple as asking before the video their understanding of the topic, with follow-up questions at the end to see if they found value in the video and guide that increased their understanding of the faith topic.
2. The basic tenants and traditions should not be limited to just one source, but utilize other sources as they become known and available. This will insure the broadest available teaching resources to attract a diverse participation and to keep the participants engaged and longing for more.
3. Have faith formation team set up multiple opportunities to accommodate the widest amount of people for the classes. This would enable Immaculate Conception Parishioners to select the best times to attend.

**Second objective:** To offer different levels of faith formation classes based on age and level of previous knowledge.

1. DRE to purchase appropriate age related teaching material in accordance with Honolulu Diocese religious education guidelines for restored order of the sacraments (Director of Religious Education for Diocese of Honolulu: Jayne Mondoy).
2. Utilize Diocese of Honolulu’s Adult Faith Formation and Evangelization sources for events, conferences and guest speakers that can aid in our efforts to advance our faith formation processes at Immaculate Conception, Ewa.
3. Have Adult Faith formation format in refresher, intermediate, and advanced levels. This will provide opportunities for all to learn and grow at their level of faith and still be challenged and inspired to learn more.

**Third objective:** To provide ongoing conversion in our personal relationship with Jesus.

1. In addition to learning about one’s Catholic Christian faith, faith formation is a time to draw closer to Jesus. This requires prayer.
	1. Contemplative Prayer classes will be offered to aid in forming a closer relationship with Jesus. Two forms that will be used are:
		1. Lectio Divina
		2. Centering Prayer

**Forth Objective:** To encourage and promote more active participation in RCIA

1. RCIA is an underutilized ministry, therefore, promotion of this ministry will lead more people to God. Besides those that are preparing for their sacraments at Easter Vigil, other parishioners should be encouraged to learn more about their faith.
	1. The catachumens will realize faith formation is a life long journey as they see already sacramentalized Catholics longing for more.
	2. Sacramentalized Catholics will be reinvigorated in their faith from the energy of those wanting to be in full communion with the church.
	3. Both newly sacramentalized and those already sacramentalized will be encouraged and guided to become more involved with the RCIA process as sponsors and instructor for future RCIA classes.

**Fifth objective:** To prepare our parishioners as stewards and evangelist of ICC and the surrounding Ewa community.

1. As parishioners become engaged with their faith through various means; RCIA, Faith Formation, CFC, YFC, etc.… more outreach ministries will be established. Evangelization will be a necessary part of any outreach ministry as a goal of bringing others closer to God. As such, a long-term goal is to become evangelists to our surrounding Ewa community.
	1. To evangelize properly a course of Catholic Christian apologetics will be offered to those who desire to go out into the Ewa community.
	2. Public speaking classes will also be made available so that when evangelizing, a clear and vibrant message is developed that will encourage the listener to want to hear more.

Metrics will be to survey parishioners before and after classes to evaluate the instructor and the understanding of each attendee.

**Youth and Young Adults Ministry**

ICC in Ewa is blessed with having a ministry which has built the Youth and Young Adult community. The ministry has provided the Youth and Young Adults with catechesis and opportunities to grow in stewardship within the parish. The Youth and Young Adults attend weekly meetings which are designed to: 1) Teach/expand upon Church teaching; 2) Encourage developing meaningful friendships within small groups; 3) Fellowship amongst the ministry members; or 4) Assemble as a community to praise & worship God. In addition to the weekly meetings, the ministry will often participate in or facilitate events for the parish which the greater community enjoys. In recent times, members of the Youth and Young Adult ministries have stepped into roles at the parish to aid with catechism and service. Though the ministry provides opportunities for the members to fellowship and grow alongside one another, all members are encouraged and challenged to evangelize to non-members and be stewards of the parish.

 Unfortunately, there is a disconnect between the Youth and Young Adult ministries and the greater parish community. The desire of the Youth and Young Adults is to embrace their role as the future of the Church and desire to work with the parish community to remedy the obstacles that currently hinder the flourishing of the community. ICC seeks to achieve the vibrancy that is envisioned with a community that fully embraces the Youth and Young Adult ministries which give much of their time, talent, and treasure. To this end, the pastoral planning committee for Youth and Young Adults have identified four objectives to bring further unity between the ministries and the community as well as actions that will be taken to overcome these obstacles.

 The four points are as follows:

|  |  |  |
| --- | --- | --- |
| Objectives | Priority | Term |
| Transition Process from CCD to Ministry | High | Short |
| Youth & Young Adult incorporation & support | High | Short |
| On-going Faith Formation | Medium | Long |
| Exposure & Visibility to Parish | High | Medium |

**Transition Process from CCD to Ministry**

Structure: The current structure of Religious Education will be the primary source of Catechesis until 6th Grade. Starting with 7th Grade, the Youth will transition into Youth Ministry.

 Youth Ministry: 7th grade (12 years old) to 12th grade (18 years old)

 Young Adult: 18 years and older

Responsibilities & Objectives:

* For all parish members 12 years and older, Youth & Young Adult Ministry will be responsible for regular Catechesis and will take on the responsibility of RCIA. The Ministry will be responsible for tracking their members and may have copies of members’ sacraments, but the Religious Education office is still the primary administrator of sacrament records.
* Youth & Young Adult Ministries have NO academic calendar; attendance year-round is enforced but appropriate activities will be scheduled accounting for the time of the year
* The Youth & Young Adult Ministries will host a retreat quarterly – members are encouraged to participate or serve; non-members within the community will be invited to attend
* Transitions between ministries will be facilitated using the established Ministry programs
* Registration for ministries will follow the Religious Education calendar but joining will not be strictly contained to those periods. Non-members will be invited to attend meetings, but full initiation into the ministries will take place during the ministry’s initiation program

**Success metric:**

* In June 2019, the process of re-establishing original order will take place.
* Of the 2019 confirmation class, in July 2020, achieve a 50% retention rate or greater of 7th grade or older confirmandis which actively attend ministry meetings
* In 2020, will we have a transition rate of 50% or greater of 6th grade students into Youth ministry
* In 2024, the Youth and Young Adult ministries will have a retention rate of 85% or greater of members which encompasses those that transitioned into ministry between 2019 and 2024

**Youth & Young Adult Incorporation & Support**

The Youth and Young Adult ministry leaders identified to the committee the concern that their ministry members are not utilized effectively within the parish or during parish community events. They have also raised concerns that the community’s expectations of the ministries have been poorly managed or have not be communicated in a substantive manner to other ministry leaders. In concert with the Youth and Young adult ministry leaders, the committee has identified responsibilities and objectives to encourage greater collaboration between the Youth and Young Adult ministries, other parish ministries, and the parish community.

Responsibilities & Objectives:

* Identify to all parish ministry leaders the leadership positions within the Youth and Young Adult ministries and the individuals currently serving in those roles
	+ This includes:
		- The Youth ministry coordinators and Young Adult ministry coordinators
		- The Youth ministry and Young Adult ministry core team leaders
* Open communication channels between the Youth & Young Adult leaders and other ministry leaders
	+ Parish website regularly updated with ministry leaders and contact information
* Inform ministry members to redirect all assistance requests of Youth & Young Adults to their ministry leaders
* Inform Youth & Young Adult ministry leaders of assistance requests giving them ample time to organize members to volunteer
* Encourage ministry members to participate with other parish ministries; encourage ministry members to participate in training and certifications in order to serve in other ministries
* Youth & Young Adult ministry leaders inform other ministries of ministry needs
* Youth and Young Adult ministry leaders regularly (minimum monthly) communicate capabilities and needs to other parish ministries

**Success metric:**

* Youth or Young Adult volunteers at parish events beginning in 2019; Youth or Young Adult volunteers at all parish events beginning in 2020
* 5PM Mass: All possible liturgical roles filled by Youth or Young Adults by January 2021
* All parish ministry leaders can identify the Youth and Young Adult ministry leaders and their associated coordinators by January 2020 and onwards
	+ Likewise, parish ministry leaders are identifiable by the Youth and Young Adult ministry leaders and coordinators by January 2020 and onwards
* Parish website identifies all ministry leaders and their contact information by June 2019

**Ongoing Faith Formation**

The Youth and Young Adult ministry committee acknowledges that the existing Youth & Young Adult ministries already have faith formation curriculum in place. The committee has decided, to supplement this curriculum, all Youth and Young Adult leaders and members that are prospective catechists must also conform to diocesan requirements of catechists. The committee also recognizes the need for a faith formation structure and therefore will bolster the current curriculum to satisfy diocesan catechetical objectives.

Responsibilities & Objectives:

* All Youth & Young Adult ministry leaders and members aspiring to be catechists must be VIRTUS or equivalent certified and are responsible for maintaining updated certification
* All Youth & Young Adult ministry leaders and members aspiring to be catechists must be Theology certified per diocesan requirements
* All Youth & Young Adult ministry leaders and members aspiring to be catechists will participate in trainings, retreats, or conferences designed to inform or develop their interior faith formation
* Youth & Young Adult ministry leaders working with their ministry coordinators and the Religious Education office will identify training and certification opportunities in order to ensure all catechists satisfy diocesan catechetical requirements
	+ The ministry leaders, coordinators, and Religious Education office will dictate what trainings/certifications are required or optional
* Youth & Young Adult ministry leaders regularly (minimum monthly) provide catechesis to ministry members
* Youth & Young Adult ministry leaders will coordinate activities or events that are designed to:
	+ Encourage members to be stewards of the parish and their communities
	+ Encourage members to live what they are taught
	+ Encourage members to evangelize to each other, the parish, and the community
	+ Instill a desire in members to learn beyond the opportunities provided by ministry

Success metric:

* By June 2019, the ICC Religious Education office and Youth & Young Adult ministries will each be able to produce certifications for all Youth & Young Adult ministry leaders
	+ Includes: VIRTUS (or equivalent) certification & diocesan approved Theology catechesis certification
	+ Ministry leaders will be responsible for maintaining updated certifications
* Beginning in June 2019, all ministry members aspiring to be catechists, VIRTUS (or equivalent) certification & diocesan approved Theology catechesis certification must be provided to the ICC Religious Education office and relevant Youth or Young Adult ministry prior to public catechetical activities
	+ Ministry members will be responsible for maintaining updated certifications
* Youth & Young Adult ministry leaders, their coordinators, and the Religious Education office will establish required trainings and certifications by June 2019 and will regularly update the requirements
	+ All Youth & Young Adult ministry leaders must attend required training and certification classes for as long as they serve as ministry leaders
	+ Ministry members that are catechists must attend all required training and certification classes during their catechetical tenure
* A visible increase of Youth or Young Adult volunteers at parish events and participation in other parish ministries will be observable
* Youth & Young Adult ministry leaders will be able to regularly report positive engagement and attendance at ministry meetings and/or retreats

**Exposure & Visibility to Parish**

The Youth and Young Adult ministry leaders identified the concern that their ministry is not visible to the parish community nor do they feel that the community receives regular exposure to their ministerial efforts. The ministry leaders identified that the already established methods of communication are underutilized in communicating information related to their ministerial efforts; that the ministries can benefit greatly from an increased usage of the parish bulletin, website, etc. The ministry leaders have reflected and have indicated that they desire to increase their communication with the parish community

Responsibilities & Objectives:

* Ministry leaders will coordinate retreat/event announcements after masses
* Ministry leaders will coordinate ministry members to provide testimonies to the weekend masses
	+ They will provide the parishioners with insight into the fruits of the retreat
	+ When possible, retreat participants will be encouraged to wear their retreat shirts after returning
* Ministry leaders will submit parish bulletin announcements, updates, and thank you messages on a regular (minimum monthly) basis
	+ These include: reports of completed volunteer services, announcing upcoming ministry events, invitations to events, follow-up reports of ministry events
* Ministry leaders will submit updates for the parish website that include a report of ministry events and media content documenting the event
* Ministry leaders will request and facilitate postings advertising upcoming ministry events or ministry accomplishments
* Ministry leaders will curate social media accounts; all ministry members will be encouraged to promote social media accounts to parishioners
* Ministry leaders will moderate fellowship after 5PM mass and encourage engagement between ministry members and non-members in their age group
* All ministry members will be expected to be able to describe ministry activities and ministry objectives

Success metric:

* Starting in 2019, weekly announcements by ministry leaders of upcoming events that require parish participation will begin at least two months before the event
* Starting in June 2019, after each retreat that required parishioner participation, testimonies will be provided to the parish the weekend after the retreat
	+ At Saturday 5PM, Sunday 7AM, Sunday 9:30AM, and Sunday 5PM masses
* Starting in June 2019, at least once a month, a ministry event announcement, event invitation, event follow up report, completed volunteer service report, or general thank you message will be submitted to the parish bulletin
* Starting in June 2019 ministry leaders will submit parish website updates including a report and media documenting the completed ministry events after every successful event
* After August 2019, ministry leaders will coordinate, moderate, and control fellowship of the Youth & Young Adult ministry members after the Sunday 5PM mass
	+ Members will visibly engage in fellowship with each other and non-members within their age group
* By December 2019, all ministry members will have an understanding of their ministry’s services and objectives and be able to describe them to anyone inquiring

**Leadership Development**

ICC in Ewa is blessed to have a wide range of active ministries who are capable of providing a variety of services to the community. They range from liturgical (music ministry, extraordinary ministers, etc.) to community service (food pantry, bereavement ministry, etc.) to faith formation (religious education, family ministry, etc.). When it comes to parish services, ICC is capable of offering much to its parishioners and those in the community. Furthermore, the ministries have devoted members that are experienced and very capable of servicing the needs of the parish.

 However, each ministry’s leadership humbly recognizes that ICC does not have an established procedure or plan that secures and ensures the continuity and longevity of every ministry. ICC’s ministry council desires all ministries to be robust; who are not only capable of servicing the community, but also capable of drawing in strong leadership potential and training them to eventually assume these roles. The desire is to develop and implement a framework that all the ministries can follow which secures future leaders. This framework will train potential leaders to fully manage their ministry in the absence of their current leadership. To this end, the pastoral planning committee for leadership development has identified four objectives that seek to guide the ministries on how to grow as leaders and develop leadership talent within their ranks.

**The four points are:**

|  |  |  |
| --- | --- | --- |
| Objectives | Priority | Term |
| Communication | High | Short |
| Education & Training | High | Medium |
| Mentorship & Continuity | High | Long |
| Engagement & Participation | High | Long |

**Communication**

 A recurring issue that arose during discussions with ministry representatives is the lack of communication between ministries. Consequences of this lack of communication was noted during past parish events such as lack of volunteers or shortage of donations. The greatest consequence of failing to communicate is the lack of participation from the parish community; individual ministries are unaware of other ministries’ plans, goals, or needs and this is unfortunately passed on to our parishioners who then do not engage in ministry. The Leadership Development committee is aware that all the ministry leaders desire greater collaboration between the ministries in order to strengthen the services of the parish overall. The first step in achieving this goal is developing each ministry’s ability to communicate.

Responsibilities & Objectives:

* All ministry leaders are capable of identifying the leaders of the other parish ministries
* Parish website regularly updated with ministry leaders and contact information
	+ Ministry leaders will regularly submit parish website updates to maintain an accurate list of parish services offered
* All ministry leaders are aware of the resources available to them to identify the appropriate ministry that services parishioner needs
	+ If unable to provide the information or unable to find the information, every ministry member is able to redirect inquiries to their ministry leader
	+ If ministry leaders cannot provide information on a specific service, they are aware of how to find a ministry’s contact information
* All ministry leaders are capable of reaching out to other leaders to seek information or to seek assistance
* Ministry leaders inform other ministries of their needs as soon as possible
* Ministry leaders regularly (minimum monthly) communicate capabilities and needs to other parish ministries
* Ministry leaders will make announcements of goals, plans, objectives, or general “thank you” to the parish community as often as necessary

**Success metric:**

* All ministry leaders and their contact information is available on the parish website by June 2019
* By September 2019, all ministry leaders have submitted current ministry information to update the parish website to ensure up-to-date information is distributed to parishioners
* By December 2019, all ministry leaders can either identify the other ministry leaders or use available resources to identify the other ministry leaders
* Beginning in June 2019, all ministries will have at least one representative at each parish ministry council meeting that is able to relay the needs, goals, expectations, capabilities, and status of their ministry
	+ This representative will not be required to speak in detail
* By December 2019, all ministry leaders are capable of reaching out to other ministry leaders to request information, help, or offer assistance
* By December 2019, all ministry members are capable of handling inquiries of parish services by:
	+ Providing accurate information to the inquirer about the service in question
	+ Providing the inquirer with a way to find information on the service in question
	+ Redirecting the inquiry to the member’s ministry leader
	+ Redirecting the inquiry to the service’s ministry members or leader

**Education & Training**

 The Leadership Development committee recognizes the necessity of developing current leaders so that they are capable of leading their ministries as well as informing the parish community of their ministries objectives and services. In order to do so, the committee has recognized the need to develop a framework that provides leadership training to current and prospective leaders. The Leadership Development committee suggests that leadership training be organized as often as necessary to be determined by the ministry council and/or pastor. The committee also recognizes the different needs and expectations of the ministries; therefore the committee provides a broad suggestion of guidance but will rely on each individual ministry leadership to tailor their leadership training to effectively develop their leaders.

**Responsibilities & Objectives:**

* All ministry leaders and prospective leaders adheres to the ICC Pastor who governs the necessary leadership training or classes
* Ministry leaders participate in parish sanctioned leadership training opportunities that are not already required by the ICC Pastor’s minimum requirements
* Ministry leaders dictate necessary training and classes for prospective leaders
* Ministry leaders identify to the ministry council beneficial leadership classes or trainings
* Council of ministries assist the ICC Pastor to periodically (annually) review and/or revise minimum leadership training requirements
* Ministry leaders review and/or revise their individual ministry’s training program
	+ This includes incorporating/expanding the list of leadership qualities provided in Exhibit ‘A’
* Ministry leaders prioritize developing leadership talent to individuals capable of engaging with their members and parishioners alike
* Ministry leaders have a plan to ensure the distribution of accurate information to parishioners to ensure they are aware of the ministry’s services and objectives

**Success metric:**

* By December 2020, in collaboration with the ICC Pastor, the council of ministries develops a minimum requirement of leadership certifications or training
* By December 2020, all ministry leaders have a working list of their required or desired leadership traits; this list can utilize the list in Exhibit ‘A’
* By December 2020, all ministry leaders have a functional training program for prospective leaders tailored to their ministry’s needs
* By December 2021, all ministry leaders can identify individuals that are currently undergoing or have completed their ministry’s leadership training program
	+ Note: this does not mean that individuals who have completed the training program must assume leadership upon completion; the transition of the leadership role will be dictated by each ministry’s requirements or need.
* By December 2019, ministry leaders have developed and implemented a plan that regularly communicates their ministry’s services, goals, and objectives to parishioners

**Mentorship & Continuity**

 Like all ministry leaders, the Leadership Development committee strives to ensure the continuity of a ministry’s leadership to secure the success of each ministry. Many of ICC’s ministries are blessed with bountiful membership, while other ministries are in need of assistance. It is the Leadership Development committee’s proposal that all flourishing ministries undertake the stewardship goal of advertising and/or assisting the smaller ministries in order to expand membership and engage parishioners. Regarding continuity within the larger ministries, the Leadership Development committee recognizes that those ministries may already have established structures and expectations, but would still recommend that they meet the minimum requirements suggested below.

**Responsibilities & Objectives:**

* All ministry leadership positions have term limits (suggested: two years)
	+ These term limits may be renewable, but all ministry leaders must step down at the end of their term for re-election or transition
* Ministry members are capable of describing their ministry’s leadership structure
* All ministries have a mission statement
* All ministry leaders are aware of the ministry’s succession plan
* Ministry leaders enforce their ministry’s succession and/or leadership training program
* All ministry leaders have a member they are mentoring or are seeking a member to mentor
* All ministry leaders are aware of their ministry’s expectations of a leader and the necessary traits
	+ Ministry leaders participate in the parish’s leadership training classes

**Success metric:**

* By December 2019, all ministries will have established term limits for their leadership roles and will be able to report on it
	+ Each ministry will also be able to provide term details
* By December 2019, all ministry members will be able to describe their ministry’s leadership structure
* By December 2019, all ministries, if necessary, will have established a mission statement and will be able to report on it
* By December 2020, all ministry leaders will be able to describe their ministry’s succession plan
	+ By December 2021, all ministries, if necessary, will have implemented their succession plan
	+ By December 2021, all ministry leaders will be mentoring a member, will have mentored a member, or is seeking a new member to mentor
* Every December, each ministry will report on growth of their ministry’s membership
	+ All ministries will report they have brought in new members
	+ If ministries are struggling to bring in new members, all larger ministries will assist in seeking out potential members for those ministries in the interest of ensuring the continuity of ALL ICC ministries

**Engagement & Participation**

 Overwhelming parishioner participation in parish ministry is a goal of all the ministries at ICC. But before the parishioners engage with ministry, ministry leaders acknowledge that they must first engage with the parishioners. Ministry members must reach out to parishioners and share the ministry’s goals and objectives in order for parishioners to become interested in the ministry. Therefore, the Leadership Development committee acknowledges that genuine engagement by ministry members will result in desired parishioner participation.

**Responsibilities & Objectives:**

* Ministry leaders understand that the burden of engagement is theirs
* Ministry leaders make every effort to engage with other parishioners in positive interactions
	+ To develop a welcoming and open parish environment, leaders understand that their warm and welcoming interactions create that environment
	+ Ministry leaders and visible church members make every effort to engage other parishioners with grace and compassion
	+ All visible members of the parish understand acts of correction must be done graciously
* Ministry leaders and members seek to develop genuine relationships with parishioners
* Ministry leaders and members encourage parishioner enthusiasm for ministry
* Ministry leaders assume the responsibility of providing testimony and encouragement for parishioners to consider joining ministry

**Success metric:**

* In December 2019, all ministries report that they have incorporated parishioner engagement as a goal
	+ In accepting this goal, all ministries acknowledge that developing relationships is the priority.
* Every subsequent December after 2019, all ministries will be able to report their members are actively engaging with non-members
* Every subsequent December after 2019, all ministries will be able to report new memberships
* Beginning in September 2019, all ministries that plan events will begin tracking event participation
	+ 2019 events will become the baseline to measure parish involvement
	+ Every subsequent year, each event will show greater parish involvement and ministry members will report new parishioners attending events

**Exhibit ‘A’**

**Ministry leaders demonstrate these traits:**

1. Don’t criticize, condemn, or complain.
2. Give honest, sincere appreciation.
3. Arouse in the other person an eager want.
4. Become genuinely interested in people.
5. Smile.
6. Remember a person’s name.
7. Be a good listener, encourage others to talk about themselves.
8. Speak in terms of the other person’s interests.
9. Make the other person feel important and do it sincerely.
10. The only way to get the best of an argument is to avoid it.
11. Show respect for the other person’s opinion. Never say, “you’re wrong.”
12. If you are wrong, admit it quickly and emphatically.
13. Begin in a friendly way.
14. Let the other person do most of the talking.
15. Try honestly to see things from the other person’s point of view.
16. Be sympathetic with the other person’s ideas and desires.
17. Begin with praise and honest appreciation.
18. Call attention to people’s mistakes indirectly.
19. Talk about your own mistakes before criticizing the other person.
20. Ask questions instead of giving orders.
21. Let the other person save face.
22. Praise the slightest improvement and praise every improvement thereafter.
23. Use encouragement. Make the fault easy to correct.

**Marriage and Family Life**

**OBJECTIVE:**

Strengthen Marriage and Family Life

 Immaculate Conception parish desires to help and form families to grow in the faith and in the love of God, and in understanding of what it means to be the domestic church. It was Pope John Paul II who never tired of reminding us of the importance of the family in his Apostolic Exhortation, *Familiaris Consortio (*The Role fo the Christian Family in the Modern World). He said that the future of humanity depends on marriage and the family for as the family goes, so goes the nation and so goes the whole world in which we live.

**Desired Outcomes:**

God becomes the center of marriages.

Increased awareness and/or level of understanding of marriage as a vocation.

Increase in the number of couples that are in full communion with the Catholic Church.

Increase in the number of wedding celebrations in our Parish.

Increased involvement of couples in different ministries.

Healing for those who are experiencing troubled relationships or who are in situations where their marriage is in crisis.

Reconciliation for couples who have already separated and divorced and becoming a community that heals and provides hope for families who suffered under these circumstances.

and a reawakening of the love, trust and commitment that originally brought married couples together.

Healing for those for whom Marriages in crisis, even bringing reconciliation to couples who have already separated and divorced.

Establish a marriage convalidation program for couples seeking to be married in the Catholic Church.

Establish an outreach for couples seeking to be married in the Catholic Church.

Provide assistance in seeking dispensations and permissions by working with the Diocesan Tribunal & Canonical affairs.

Become a community that heals and provides hope for families who suffered from separation.

**GUIDING PRINCIPLE #1:**

 We believe that the starting point for strengthening the family unit is to promote, sustain, and strengthen marriage. Under this initiative we would also like to ensure that we address engaged and married couples. Again, *Familiaris Consortio* reminds us that “The Church must therefore promote better and more intensive programs of marriage preparation, in order to eliminate as far as possible the difficulties that many married couples find themselves in, and even more in order to favor positively the establishing and maturing of successful marriages” (FC #66).

**METHODOLOGIES:** Embrace. Engage. Empower.

Marriage is the school of life and love. We would like to see that:

-**Engaged couples** have access to the best possible marriage preparation programs for the sacrament of matrimony by providing a life-giving view of marriage and challenging couples to communicate openly and honestly with each other.

-**Married couples** are provided with the opportunities to learn family planning that respects God’s plan for love, marriage, and sexuality.

-**Married couples** are provided with opportunities to make their good marriage even better through World Wide Marriage Encounter retreats.

* those who are **single, divorced,** or **widowed** to feel welcome and are important part of our

ICC parish family.

- that marriages in crisis are aided by helping to bring reconciliation to couples who have already separated and divorced. How to best provide resources and pastoral care to the divorced and widowed is an on-going discussion that ought to be had and is of utmost importance (e.g., programs like Catholic Divorce Recovery, will encourage lapsed parishioners due to divorce or separation to return to our Catholic faith. etc.)

* a marriage convalidation program be available for couples seeking to be married in the Catholic Church
* an outreach program be established for couples seeking to be married in the Catholic Church.

- assistance be provided to those who are seeking dispensations and permissions by working

 with the Diocesan Tribunal & Canonical affair

**GUIDING PRINCIPLE #2:**

 We believe families come in all shapes and sizes and are instrumental in faith. Indeed, it is in the context of our families that we first learn love. The Catechism of the Catholic Church (CCC) states, “The home is the first school of the Christian life where all learn love, repeated forgiveness, and prayerful worship” ( CCC no. 1666).

**METHODOLOGIES:** Embrace. Engage. Empower.

 We want to be able to meet families wherever they are at in order to help and support them in handing on their Catholic faith. The parish already has an active organization with its **Couples for Christ** (**CFC)** program. Committed to living in God’s righteousness and holiness, one of their goals is to strengthen and defend the family as a basic unit of society and of the Church in accordance with God’s plan. We need to continue to support CFC.

 There are also a number of fellowship and celebratory opportunities for parishioners and their families (e.g., annual picnic, dinners, monthly family rosary, etc.) that we see as good, need to continue and grow in participation.

 The parish also has a very robust catechetical program that has a direct connection with engaging parents and their children. Diocesan resources are available for parenting classes, family retreats, days of reflection, and programs that teach on the human vocation to love using Theology of the Body resources (e.g., Love Ed). These can be incorporated into parish family life as part of family catechesis. Devotional events for families in conjunction with the liturgical seasons might also be organized as part of family catechesis.

 The parish will provide resources for helping parents celebrate the sacraments, seasons, and prayer and to encourage families in all their many forms, to grow and be formed in keeping the Gospel values. We will continue to honor birthdays and wedding anniversaries after the weekend Masses. We will activate family members by personally inviting them to participate and share their gifts in the various ministries of our church. We will provide support and spiritual guidance to single parents as needed. Use different forms of media and our parish website to promote and educate parishioners on the sacredness of family life.