

# **The Local Pastoral Plan for the Collaborative of Our Lady of Lourdes, St. Mary of the Angels, and St. Thomas Aquinas 2016 - 2018**

## **Our Collaborative Purpose**

Called together by the Good Shepherd into a multicultural, multilingual, and multi-generational Catholic community, we are followers of Jesus Christ and witnesses to his message. We provide a spiritual home in Roxbury and Jamaica Plain where all are welcome. We support one another in our journeys of faith and share our gifts with each other, our neighbors, and the larger world.

## **Our Collaborative Values**

**Transparency** – In order to promote a sense of ownership in the life of our parishes, we are committed to open and honest communication in our decision-making processes that ensures clarity in all our pastoral, financial, and administrative concerns.

- The parishes regularly provide up-to-date financial reports that are available to parishioners.
- The pastor and the Tri-Parish Council review staff responsibilities and personnel policies annually.
- The parishes regularly publicize the services, ministries, and activities available to parishioners and provide the contact information for them.

**Prayerful Decision Making** – Both as individuals and as a community, we ask the Holy Spirit to guide us in determining priorities in all aspects of our lives. Some of the ways that we live out this prayerful decision-making in our collaborative include the following.

- We strive to live our faith in vibrant worship, providing spiritual nourishment and an environment that welcomes and includes all people in all that we do.
- We strive to grow in our understanding of the faith by offering strong faith formation programs for children, adults, and families.
- We seek to live our faith through the promotion of peace and justice in our families, our neighborhood, our church, and the global community.

**Generosity** – Jesus calls us to have open hearts, minds, and hands. We are called to share our gifts with our fellow parishioners, neighbors, and the broader world.

- We strive to be generous in welcoming others, respecting them for who they are.
- We are a family of different cultures and languages, and we seek God's help in living our lives of faith together.
- In a world with many needs, we are called to reach out as brothers and sisters to those in need.

## **Our Collaborative Vision**

Our Tri-Parish Collaborative of Roxbury and Jamaica Plain will be salt, light, and leaven in our communities. As one large family of faith, we celebrate our diversity in unity. The joy, peace, and good works of our members invite others to join with us as disciples of Jesus Christ. Our tri-parish family, through God's love, will generate an environment where vocations flourish and our reverent, vibrant, and prayerful worship nurtures us so that in every part of our lives we give thanks and glory to God.

## **Our Collaborative Priorities for 2016 – 2018**

### ***Priority: Ongoing Faith Formation for All***

- ❖ **Goal:** 50 parishioners will be trained for liturgical or pastoral ministry by June 30, 2018.
- ❖ **Goal:** 300 children and adults will be engaged in faith formation classes and groups by June 30, 2018.
- ❖ **Goal:** Create a collaborative Vocations Awareness Team that will work with religious educators to foster a culture of vocations and to organize events that help parishioners discern how they are called to live their faith.

### ***Priority: Social Justice***

- ❖ **Goal:** Form a Collaborative Social Justice Committee that will build on the strengths of each parish's social justice work and increase the opportunities to work together.
- ❖ **Goal:** By June 30, 2018, 40 members of the collaborative will be involved in parish-based and local charitable ministries; 40 members of the collaborative will be involved in local and state efforts supporting systemic change to social injustice.

### ***Priority: Effective Resource Management***

- ❖ **Goal:** Create an effective and accessible system of communications for all three parishes.
- ❖ **Goal:** Create a Volunteer Coordinator Team, led by 2 parishioners from each parish, to assist the 3 parishes in recruiting and coordinating volunteers for various short-term needs. Recruit 60 members by June 30, 2016 and 90 members by June 30, 2018.
- ❖ **Goal:** The combined amount of the 3 parishes' offertory collections and other income will increase by \$40,000 (10%) by June 30, 2016, and by at least 7% in the following 2 years.

***Priority: Ongoing Faith Formation for All***

As disciples of Christ, we seek an ever-deepening relationship with Jesus and a greater awareness of what he calls us to be and do in our lives. We seek to support each other's growth on the journey of faith and the discernment of our particular vocations in life. Our faith formation is rooted in and emerges from liturgical celebrations, the Sacred Scriptures, faith-sharing groups, retreats, and religious formation for all ages, all of which nurture the integration of parish life and daily life. We engage in faith formation activities that prepare us to evangelize by the witness of living our faith as well as the courageous sharing of the Good News of Jesus Christ.

- ❖ **Goal:** 50 parishioners will be trained for liturgical or pastoral ministry by June 30, 2018.

Some milestones and strategies that will aid in the fulfillment of this goal are:

- Make training available in both English and Spanish.
- Compile and publish a list of current ministry opportunities.
- Evaluate the need and effectiveness of current ministries. Determine if new ministry areas are desirable (e.g., Hospitality Ministry, Friendly Visitors, etc.).
- Identify and list parishioners currently involved in religious education, liturgical, or pastoral ministry and whether they need further training.
- Create formation groups around the various ministries that meet regularly.
- Recruit new parishioners to join the ministry formation groups.

- ❖ **Goal:** 300 children and adults will be engaged in faith formation groups by June 30, 2018.

Some milestones and strategies that will aid in the fulfillment of this goal are:

- Faith formation groups will encourage multicultural and multigenerational membership as appropriate.
- Identify and list parishioners currently involved in faith formation groups and whether they need further training.
- Identify parishioners with training in faith formation who can help in the training of others.
- Create faith formation classes and groups such as Bible Study that reflect the diversity of the collaborative.
- Be open to faith formation programs existing outside the parish (such as lay ecclesial movements).

- ❖ **Goal:** Create a collaborative Vocations Awareness Team that will work with religious educators to foster a culture of vocations and to organize events that help parishioners discern how they are called to live their faith.

Some milestones and strategies that will aid in the fulfillment of this goal are:

- The team will foster a culture that promotes vocations to the priesthood, religious life, and other career paths that support persons in becoming the best human beings they can be.
- Starting in 2017, the team will offer two events per year that specifically promote vocations to the priesthood, vocations to religious life, and the vocations of lay people.
- Encourage single men, especially youth, to attend the St. Andrew's Dinners.

***Priority: Social Justice***

Called by God's word to create a more just and peaceful world, and to respect the dignity of each person, we commit to living out the principles of Catholic social teaching, especially by working with the poor, the oppressed, and victims of violence and by providing tools that help persons challenged by adversity to reach their full potential and to lift their spirits.

- ❖ **Goal:** Form a Collaborative Social Justice Committee that will build on the strengths of each parish's social justice work and increase the opportunities to work together.

Some milestones and strategies that will aid in the fulfillment of this goal are:

- Compile a list of local housing, health care, employment, education, legal and job training resources and make it available electronically and in print to parish and neighborhood households as soon as possible. Update the list at least annually. Provide a convenient list of emergency numbers for people to keep posted in their homes.
- Identify neighborhood, city, and state organizations that can provide input to our list of resources. Maintain a list of the contact persons and their phone numbers and e-addresses at these organizations.
- Starting in 2016, the Collaborative Social Justice Committee will offer at least 2 events per year to educate parishioners on Catholic social justice teaching.

- ❖ **Goal:** By June 30, 2018, 40 members of the collaborative will be involved in parish-based and local charitable ministries; 40 members of the collaborative will be involved in local and state efforts supporting systemic change to social injustice.

Some milestones and strategies that will aid in the fulfillment of this goal are:

- Recruit more volunteers for our food pantries, St. Vincent de Paul Society, and Pastoral Visitors.
- Identify local charitable (direct service) ministries; contact them to find how we can collaborate.
- The Collaborative Social Justice Committee will publicize opportunities to support local, state, and national groups that work for systemic change to social problems.
- The Collaborative Social Justice Committee will organize support for social justice groups that they determine are especially beneficial to people in the collaborative neighborhoods.

***Priority: Effective Resource Management***

The Roxbury and Jamaica Plain collaborative brings together our human and material resources to support the mission of the Gospel and ensure authentic cooperation among the three parishes. We seek to create and maintain a self-supporting financial plan for our parishes, characterized by sound monetary and administrative practices, that provides for physical properties that are safe, accessible, and well maintained in order to adequately support parish programmatic needs.

- ❖ **Goal:** Create an effective and accessible system of communications for all three parishes. Some milestones and strategies that will aid in the fulfillment of this goal are:

- Establish a Tech Advisory Team that works with the Business Manager and the Tri-Parish Council to research ways of utilizing up-to-date technology to improve communications among the 3 parishes including parish and collaborative listservs and an attractive, user-friendly collaborative website that provides up-to-date information on the services, opportunities, and contact persons in our parishes.
- Create an Annual Calendar of Events for all three parishes to aid in event scheduling. Include the names of key persons for these events.
- Publish a financial report available to all parishioners by January 31 of each year. Provide quarterly reports to the parish Finance Councils.
- Create a document that explains the structure and functions of the parish finance councils and lists the names of their members. Make this available to parishioners.
- Hold an annual question and answer session to educate parishioners about the information in the Annual Financial Reports if parishioners express an interest in such a meeting.

- ❖ **Goal:** Create a Volunteer Coordinator Team, led by 2 parishioners from each parish, to assist the 3 parishes in recruiting and coordinating volunteers for various short-term needs. Recruit 60 members by June 30, 2016 and 90 members by June 30, 2018.

Some milestones and strategies that will aid in the fulfillment of this goal are:

- Build a culture of responsibility for each other emphasizing generosity, service, and community spirit.
- Hold collaborative and parish meetings to brainstorm ways we can work together to improve our services and facilities.
- Create and manage a database of volunteers' contact information, skills, and availability.

- ❖ **Goal:** The combined amount of the 3 parishes' offertory collection will increase by 5% in each of the three years of this plan. This increase will be approximately \$22,500 as of June 30, 2016.

Some milestones and strategies that will aid in the fulfillment of this goal are:

- Educate parishioners about parish needs and goals, the cost of services, and what our financial reports mean.
- Create a collaborative Fundraising Committee to sponsor events that will provide additional income to the parishes.