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## **Our Lady of Peace Parish - Pastoral Plan 2025-2029**

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# Introduction

The *Our Lady of Peace Catholic Church Pastoral Plan 2025-2029* serves as a guiding vision for our parish community as we strive to deepen our faith, strengthen our fellowship, and extend our mission of evangelization and service. Rooted in the teachings of Jesus Christ and the rich traditions of the Catholic Church, this plan outlines our commitment to spiritual growth, vibrant liturgical celebrations, and outreach to those in need. Through prayerful discernment and collaborative efforts, we seek to foster a welcoming and dynamic parish environment where every individual is encouraged to develop a deeper relationship with God and actively participate in the life of the Church. As we embark on this journey together, we trust in the guidance of the Holy Spirit and the unwavering love of Our Lord to lead us toward a future of faith, unity, and renewal.

**Mission:** Guided by the love of God and the teachings of Jesus Christ, we the parish community of Our Lady of Peace come together embracing diversity and unity, to celebrate the Sacraments, to study the Word of God, and to provide unwavering support for one another. Through dynamic liturgical celebrations, meaningful fellowships, and continuous education, we strive to nurture each person's unique relationships with God and empower them to live out their faith in the world.

**Vision:** To foster spiritual growth, build a vibrant parish community, and increase participation.

# 1. Faith Formation and Catechesis

## **Current Activities:**

- RCIA, RCIC, and sacramental preparation form the cornerstone of the parish's faith formation efforts.
- Full-time Youth Minister, actively engages with local schools, fostering connections that encourage young individuals to participate in parish life.
- Parenting courses provide support and resources for families, addressing challenges in raising faith-centered children in today's world and providing guidance around the sacraments.
- Tuesday Treasures program offers fellowship and spiritual enrichment for mature adults, creating a welcoming space for connection.
- Catholic Mom's, Lay Carmelites, and Bible Study groups offer opportunities for spiritual growth and fellowship.

## **Proposed Initiatives:**

### **1. Youth & School Partnerships:**

- Collaborate with schools to provide faith-based activities such as retreats, service projects, and spiritual discussions.
- Strengthen connections with high school chaplains, guidance departments, and elementary school principals to foster student engagement.

### **2. Young Adult Engagement:**

- Organize *Faith and Fellowship* evenings that combine prayer, discussion, and community service.
- Offer retreats focused on vocational discernment, spiritual growth, and deeper church connection.

### **3. Spiritual Growth for Adults:**

- Offer weekly Bible Study sessions, Lenten and Advent retreats. Introduce workshops on ethical and faith-related topics such as relationships and MAID.

### **4. Faith-Based Learning & Digital Resources:**

- Promote the online program *Formed* as a resource for spiritual enrichment and lifelong faith formation.

## **Action Plan:**

1. **Youth Engagement & Mentorship:**
  - a. Organize weekly youth gatherings that blend spiritual teachings with interactive activities like games and workshops.
  - b. Initiate a mentorship program pairing youth with parish leaders and older volunteers to guide their faith journey.
  - c. Partner with local high schools to involve youth in volunteer opportunities
2. **Young Adult Faith Development:**
  - a. Schedule regular meetings for young adults to discuss faith-related topics, fostering open dialogue and deeper connections.
  - b. Host bi-annual retreats focused on spiritual reflection and personal growth.
3. **Maturing Adults Ministry & Leadership:**
  - a. Consider hiring a coordinator to oversee the expanded Maturing Adults Ministry, ensuring consistent leadership and program development.
  - b. Offer structured programs and workshops tailored to the spiritual needs of mature adults.
4. **Sacramental Preparation & Small Groups:**
  - a. Introduce small group discussions during sacramental prep to foster deeper understanding and community bonds.
  - b. Train volunteers to assist with faith formation, creating a strong support network.
5. **Enriching Faith Through Education & Experts:**
  - a. Partner with guest speakers and experts to enhance workshops, discussions, and faith-based education.

## 2. Evangelization and Communication

### Current Activities:

- Alpha Program introduces individuals to the fundamentals of the Christian faith in an engaging and supportive setting.
- Social media and weekly news bulletins are currently utilized to share parish updates and events.

### Proposed Initiatives:

1. **Welcoming & Reconnecting Parishioners:**
  - Provide welcome kits for new parishioners to offer a warm introduction to parish life.
  - Distribute *reach-out kits* to non-regular attendees to rekindle their connection with the church.
2. **Community Engagement & Communication:**
  - Send seasonal newsletters and cards, especially during Christmas and Easter, to maintain ongoing engagement.
  - Host community events to showcase the parish as a welcoming space.

### Action Plan:

1. **Re-Evangelization**
  - a. Host post-sacramental events to celebrate milestones and encourage continued involvement.
  - b. Develop a follow-up system for individuals who attend parish events to deepen their involvement.
2. **Community Engagement & Outreach:**
  - a. Host community engagement events to increase visibility and connection.
  - b. Partner with other parishes and organizations to enhance service opportunities and share resources.
3. **Program Development & Promotion:**
  - a. Create a quarterly calendar of events to provide consistent opportunities for participation.
  - b. Develop a detailed schedule for new programs, including promotional materials and registration processes.
4. **Digital & Social Media Presence:**
  - a. Assign a dedicated social media manager to ensure consistent, high-quality content.
  - b. Enhance our social media presence.

- c. Regularly update digital content with a mix of text, images, and videos reflecting parish activities.
- d. Explore new platforms and methods to reach younger demographics.

**5. Feedback & Continuous Improvement:**

- a. Regularly survey participants for feedback to refine and enhance program offerings.
- b. Monitor engagement metrics to refine strategies and identify areas for improvement.

## 3. Liturgical Ministries and Parish Life

### Current Activities:

- Lectors
- Extraordinary Ministers
- Ministers of Hospitality
- Choir (Music Ministry)
- Altar Servers

### Proposed Initiatives:

1. **Recruitment of Liturgical Ministers**
  - Recruit new lectors, extraordinary ministers, musicians, altar servers, and hospitality ministers ensuring a vibrant and welcoming atmosphere.
2. **Volunteer Screening & Training**
  - Screen and train volunteers to ensure safety and consistency in parish ministries.
3. **Volunteer Appreciation and Recognition**
  - Celebrate contributions with an annual volunteer appreciation event, fostering a sense of belonging and gratitude.

### Action Plan:

1. **Training and Development**
  - a. Host workshops for ministry roles, emphasizing the spiritual significance and practical responsibilities.
  - b. Develop a mentorship program for new volunteers to ease their transition into roles.
  - c. Create training documents for the liturgical ministries.
2. **Ministry Coordination and Improvement**
  - a. Regularly review and update ministry schedules to align with parish needs.
  - b. Review the processes and procedures for all ministry groups.
3. **Recruitment and Outreach**
  - a. Highlight ministry opportunities during Mass announcements and through social media campaigns.
4. **Youth Involvement**
  - a. Establish a youth choir to involve younger members in liturgical celebrations, creating opportunities for artistic expression and deeper engagement.



## 4. Social Outreach and Community Development

### Current Activities:

- Outreach to isolated seniors ensures that those who are unable to attend church feel connected to the parish community and for those non-Catholics.
- St. Vincent de Paul Society's food voucher program addresses immediate needs within the community.
- Weekly table tennis on Thursdays as part of the Men's Group fosters camaraderie and recreational enjoyment.

### Proposed Initiatives:

#### 1. Community Outreach and Support

- Expand the volunteer base to provide weekly visits to seniors, offering companionship.
- Establish partnerships with local care facilities to extend outreach and provide spiritual support.
- Organize donation drives for essential items like clothing, food, and hygiene products to support vulnerable populations.
- Collaborate with local organizations to identify and address community challenges effectively.

#### 2. Education and Awareness

- Develop educational programs to raise awareness of social issues and inspire action.

#### 3. Health, Wellness, and Social Engagement

- Provide keep fit programs promoting physical activity and social interaction.
- Expanding recreational and community-building activities, appealing to diverse interests.

#### 4. Youth Engagement

- Launching youth-centric events such as sports tournaments, movie nights, and creative arts workshops to build a sense of belonging and enthusiasm.

#### 5. Young Adult Networking and Growth

- Create networking opportunities through workshops and seminars on topics like career growth, leadership, and faith in the workplace.
- Partner with Mission Youth and Jesus Youth for service-oriented events like feeding the homeless and community outreach.

**6. Storytelling & Community Reflection:**

- a. Host *Story Writing* workshops that encourage participants to share personal life journeys.

**Action Plan:**

**1. Youth Engagement and Leadership**

- a. Expand outreach to schools, increasing awareness of parish activities through presentations and special events.
- b. Develop a youth council to give young members a voice in planning activities and initiatives.

**2. Community Outreach and Collaboration**

- a. Develop a scheduling system for regular, reliable visits and check-ins with seniors.
- b. Collaborate with local community centers to host joint events and expand outreach.

**3. Program Evaluation and Improvement**

- a. Monitor and evaluate program impact through regular feedback from participants and volunteers.
- b. Develop metrics to assess program impact and ensure accountability.

**4. Fundraising and Resource Development**

- a. Organize fundraising events, such as charity dinners and auctions, to support outreach programs.

## 5. Building and Finance

### **Current Activities:**

- Finance Committee to oversee budget and work with Parish goals
- Building Committee that oversees projects.
- Renovations to the church, parish hall and the property.

### **Proposed Initiatives:**

1. **Facility Assessment and Renovations**
  - Conduct a comprehensive assessment of the church, rectory, and hall to identify priority repairs and renovations.
2. **Legacy Giving and Planned Donations**
  - Establish a legacy giving program to encourage planned donations and bequests from parishioners.

### **Action Plan:**

1. **Facilities Management and Oversight**
  - a. Assign a facilities manager to manage the business side of operations, ensuring professionalism and efficiency.
2. **Facility Policies and Improvements**
  - a. Create a detailed rental policy that balances financial needs with community accessibility.
  - b. Implement a facilities upgrade plan to address wear and tear and improve functionality.
3. **Fundraising and Financial Planning**
  - a. Launch a capital campaign.

# Implementation Plan

## Timeline:

- **2025/26:** Initiate foundational programs and recruit volunteers to establish a strong base.
- **2027/28:** Expand outreach and liturgical activities, focusing on visibility and engagement.
- **2028/29:** Focus on sustainability and achieving attendance goals through refinement and innovation.

## Milestones:

1. Quarterly reviews of attendance data to track progress.
2. Annual progress report to the parish community, fostering transparency and accountability.
3. Mid-point evaluation in 2027 to identify successes and areas for improvement.

## Conclusion

The Our Lady of Peace Parish Pastoral Plan outlines a comprehensive strategy to foster spiritual growth, strengthen community ties, and improve participation. Through collaborative efforts, dedication, and faith, we can achieve our mission and vision. This plan serves as a roadmap for the next four years, ensuring that the parish remains vibrant, inclusive, and deeply rooted in Christ's teachings.

### **Next Steps:**

- Submit to Parish Council for review
- Finalize and distribute the Pastoral Plan to all parish stakeholders, ensuring clarity and alignment in April 2025.
- Launch initial programs by May 2025, setting the tone for an engaging and fruitful journey.
- Regularly evaluate progress and adjust strategies as needed, maintaining flexibility and responsiveness.