# Milestone Supplement

This document is designed to help you choose milestones for a variety of topics. All milestones listed have been chosen and/or implemented by parishes throughout the country!

## Hospitality

* Add a new annual parish family event
* Add a new fellowship ministry
* Add the names of the recently baptized and married to the “Prayer of the Faithful” at Mass each week
* Create a consolidated and visible information area at the entrance to each church staffed by a volunteer
* Create a Newcomers Ministry to include a mentoring program for new families
* Create a parish prayer to be recited by all before Mass
* Create a plan for reaching out to non-active parishioners via phone calls, visits, postcards, and electronic means
* Create an information area in the narthex of the church while will be staffed by properly trained volunteers
* Create fellowship Sundays regularly, that promotes a culture of welcome and getting to know each other (e.g. Nametag Sunday, Meet the Priest Sunday)
* Develop a Parish 101 welcoming program that introduces parishioners to the parish, its history, staff and ministries and formation offerings and encourage fuller engagement
* Educate parishioners about the ways all are responsible for making our parish “friendly” and “welcoming” during weekend Masses
* Educate, Recruit, and Train hospitality team members to promote a culture of radical hospitality before and after all Masses
* Encourage people to be “intentional minglers” during *Coffee And…* and other after Mass fellowship activities
* Enhance the role of parish greeters/ushers at Mass and other parish events
* Establish a hospitality committee to research great hospitality efforts at other parishes
* Establish a quarterly “Name Tag Sunday” so parishioners can become familiar with one another
* Establish a Welcome Ministry to create a newcomer process to welcome new parishioners, including a “mentor” program for new parishioners to become involved in the life of the parish
* Establish the Welcome Ambassador Program within a newcomer’s ministry to welcome, introduce, mentor, and distribute a welcome information packet and gift bag to new parish families
* Evaluate current ministries that provide hospitality
* Hold an installation ceremony for greeters during Mass
* Identify 1-3 persons with each ministry to act as a mentor to new members within that ministry
* Identify and utilize the talents and gifts of our parishioners
* Implement a childcare ministry
* Increase the number of greeters to 75 and develop and communicate expanded duties
* Provide more opportunities after Sunday Masses for smaller groups to meet and get to know each other
* Recognize special milestones such as birthdays or anniversaries of parishioners before or after Mass
* Research other hospitality ministries that are working well in other parishes
* Seek feedback from parishioners on their experience of hospitality both at Mass and at other parish functions
* Send welcome letters to those new to the neighborhood
* Set up a brief training program for greeters
* Wine & Cheese with the pastor and parish leadership

## Communication

* As appropriate, make use of local papers to make the local community aware of relevant activities
* Create a Church Yearbook or Photo Directory for the parish
* Create a committee of interested of capable and interested volunteers to evaluate all current communication efforts to assure we are using various mediums to their full potential
* Create a parish branding guide including a logo, color scheme, fonts, and photos to be used on all parish communication in print and digital
* Create a regular newsletter (Monthly or Quarterly) to highlight ministries and community outreach efforts to be emailed to parishioners
* Create a special Christmas and Easter mailing program to invite those who have been away from Mass, during the year, back at these times
* Develop a communication plan for the parish
* Establish “Know Your Neighbor” section in the bulletin to highlight our parishioners
* Establish a devotional calendar for the parish
* Establish a monthly presentation where each ministry (in rotation) can share with the congregation about what they do and how they serve the community, inviting parishioners to take part. This might also include a “Spotlight Ministry of the Month” in the bulletin, on the website, and on social media
* Establish a parish communications/technology committee to review, update, and expand all communication efforts for the parish and school
* Establish a parish Facebook page as a way to promote events, ministries, spiritual efforts, and evangelization
* Establish a plan for our parish Facebook Page to promote events, ministries, and spiritual efforts
* Establish a social media outreach plan to include: “Did you know” facts, activities coming up, feast days, member spotlights, parish events
* Establish a way to obtain and update contact information for our parishioners especially cell phone numbers and email addresses
* Establish additional volunteer drives throughout the year to encourage parishioners to help with ongoing service and outreach needs
* Evaluate our print and digital communication strategy
* Evaluate print, digital, and physical signs at the parish to be welcoming to visitors and new parishioners
* Evaluate the feasibility of hiring a staff position, as the Director of Communication
* Evaluate the gaps in our website content and update to include the most relevant and up-to-date information
* Expand our social media use with social media contributors to capture all activities
* Explore the use of other forms of social media including Instagram and Twitter
* Live Stream Masses
* Print a Ministry Brochure and short directory in the bulletin and on the website
* Recommend great Catholic podcasts in the bulletin, on social media, or the website
* Send postcards inviting the community to Christmas and Easter services and other church opportunities
* Share parishioner witness stories
* Strength our monthly presentation where each ministry (in rotation) can share with the congregation what they do and how they serve the community, inviting parishioners to take part
* Train our lectors to effectively speak and properly use the sound system
* Update parishioner contact information in our parish census software to ensure we have accurate and up-to-date phone numbers, emails, addresses, and family names
* Using our parish branding guide, redesign our bulletin and website to best promote events, opportunities, and other parish information in an easy-to-read format

## Evangelization

* Add a new annual parish family event, such as a Parish Picnic, Autumn Rocks, or Carnival
* Create a “Social Media Evangelization Class” for parishioners to tithe their social media posts evangelizing their own digital circles
* Create an annual social event for the local community such as a Neighborhood Block Party
* Create an “Each One Bring One” Mass weekend with fellowship afterward
* Develop ways to support outward evangelization to the surrounding communities through personal invitations and social media
* Establish an “Invite a Friend to Mass” day to encourage parishioners to bring neighbors and friends to Mass
* Establish and grow an *Alpha* program
* Establish and/or grow our parish Social & Activities Committee to coordinate neighborhood events, service events and outreach events from active social groups at the parish
* Establish opportunities for parishioners to learn more about what evangelization is and how it can be part of their daily life
* Form an evangelization team
* Friendship Sunday – Bring a friend (whether Catholic or not) to Church – parishioners invite their friends
* Grow our annual ”Called and Gifted” program
* Have an annual “Come Home Again Mass”
* Help parishioners learn how to have conversations with family and friends who have left the faith through written materials, live speakers, videos, and group discussions
* Host a “Welcome Home Event” for people who have fallen away from the Church followed by a fellowship opportunity
* Reach out to the neighboring community going door to door with our parish family brochure and ask about present needs in the area
* With our social/fundraising events explore how to communicate the Gospel message to what we do to give it a charitable/faith-filled purpose

## Liturgical Life

* Build up our Liturgical Committee with representatives from all aspects of parish life to unite our Liturgy with the other works of the parish
* Create a Worship & Liturgy Committee to coordinate all of our ministers including music, hospitality, and opportunities for spiritual growth at the parish
* Create variations of music selections for different Mass styles and choir opportunities
* Encourage non-Catholics and guests to receive a blessing at Communion
* Evaluate music offerings to include singers of all ages and styles of music to encourage the active participation of the congregation in the Liturgy
* Grow opportunities for youth (10-18) to serve at Mass as ushers, hospitality team, choir members, and cantors
* Hire a Director of Liturgy and Music
* Personally invite people to participate in a liturgical ministry so that volunteers do not need to serve more than one time per month

## Prayer & Spiritual Growth

* Ask all registered individual to commit to pray daily 5 minutes (or more) outside of weekend Mass
* Ask parishioners and school families to commit to daily personal prayer as the Domestic Church, creating a way for them to engage in prayer each week
* Ask parishioners to commit to daily personal prayer as a family
* Begin reciting the Rosary before one or more of the weekend Masses for the needs of the parish and for our recently deceased, sick, and home bound parishioners
* Create a family resource for praying a Holy Hour
* Create a group of people, who are not able to physically volunteer, to pray for the parish needs
* Create an annual Lenten Spiritual program for the community in addition to Stations of the Cross
* Create an annual parish speaker, musical production, or other event each year, before or during Lent, to guide our studies and discussions during our Lenten small groups
* Develop a plan for adding overnight shifts to the new Eucharistic Adoration Chapel with one or two weekend nights a month to become a 24-hour, 7 day-a-week ministry
* Educate parishioners about the Sacrament of Reconciliation, including a revised examination of conscience for our parishioners
* Encourage parishioners to explore new ways of praying including the Rosary, Scripture Study, Meditations or Reflections, and other devotions via a social media outreach
* Encourage parishioners, families, and students to explore new ways of praying, including the Rosary, Scripture study, meditations, or reflections, and other devotions via a social media outreach
* Establish a committee to organize and maintain a Perpetual Eucharistic Adoration schedule
* Establish a First Friday Mass, Adoration, and Confession opportunity in the evening
* Establish a Parish Devotion around the Feast of Pentecost including the parish praying the Novena to the Holy Spirit as a community
* Establish a prayer team to integrate our homebound parishioners to intercede for the future direction of our parish, those in need, and those who are far from their faith
* Establish a weekly time for Eucharistic Adoration of at least 1 hour a week
* Establish an annual, half or whole day, men’s and women’s retreat program
* Establish Prayer Groups for community intercessions
* Evaluate the parish’s offerings in communal and personal prayer to determine additional needs
* Grow our Bible Studies and Lectio Divina offerings
* Have 100 families with children living in the house commit to a weekly prayer time outside of weekend Mass
* Increase awareness of opportunities for daytime Adoration of the Blessed Sacrament in the Chapel
* Increase the availability of the Sacrament of Confession
* Increase the times the Sacrament of Reconciliation is offered at the parish
* Increased Perpetual Adoration commitments by 10% each year through education and witnessing
* Invite families to make a commitment to weekly prayer time outside of weekend Mass
* Pray a novena to our parish’s Patron Saint together concluding with a Feast Day celebration
* Pray the Divine Mercy Chaplet and Novena as a community with a special celebration on Divine Mercy Sunday
* Provide opportunities during Advent & Lent each year for parishioners to commit to daily personal prayer
* Set up a “Prayer Intention Box” in the church and on our website for the newly formed parish prayer chain
* Share printed spiritual materials at home, in the bulletin, and the school folders to strengthen the Domestic Church in their homes

## Sacramental Life

* Continue to evangelize the proper use and availability of the Sacrament of the Anointing of the Sick
* Enhance our New Parent Program by sending cards on the baptismal anniversaries of all children who are baptized in the parish, beginning with those baptized during the last five years
* Establish a “Marriage Prep” Sponsors program
* Establish a mentor program for families post-Baptism through age three
* Establish an outreach program for following up with families/individuals after funerals and weddings
* Evaluate the process at the parish when a loved one passes and develop opportunities for bereavement support
* Reach out to families and couples who had their children baptized or were married at the parish who no longer participate. Give them a partner couple or family who can establish relationships and walk with them on their faith journey

## Service & Outreach

* Continue partnership with our local community organization to provide Thanksgiving meal baskets and at Christmas to “Adopt-A-Child”
* Create a Family Mission where families can attend a “Mission Trip” of varying lengths for our neighborhood, community, and wider world that is within 2 hours of our parish to serve together
* Create a Samaritan’s Ministry or Care Team Ministry focusing on elderly and/or homebound parishioners. This team would be companions who can relieve caregivers help with groceries, do small projects, and provide companionship
* Create an annual social or service event for our neighborhood
* Educate our parishioners about the role and mission of our parish school as an opportunity for evangelization in our community
* Establish a committee to create and execute service projects within our local community including current service opportunities and exploring new opportunities in the area
* Establish a neighborhood program in which households gather in neighbors and friends in a social setting, with a member of the clergy present, to get to know parishioners. These events could happen sporadically, over the course of months or years, to create relationships and/or encourage fallen away Catholics on their faith journey.
* Establish a Parish Nurse program
* Establish a transportation ministry to help those who are unable to attend Mass and other parish activities
* Evaluate our current service and outreach opportunities, creating a committee to oversee all efforts
* Explore new, and strengthen current, opportunities for families to participate in outreach and service as needed
* Find opportunities for Mission Work outside of our immediate community where parishioners can use their time and talents to help those in need
* Host a Community Thanksgiving Dinner for those who don’t have anywhere else to go
* Host workshops at the parish on non-religious topics to serve the community
* Identify parishioners to participate in community outreach and establish an efficient form of communication within the group
* Increase participation of pro-life ministries at the parish
* Invite neighbors to Mass or other fellowship activities by utilizing USPS Every Door Direct Mail or a specific marketing list to send postcards to all households in our neighborhoods, inviting all to a specific event
* Partner with a local soup kitchen or shelter to provide meals at least one time per month
* Partner with local service efforts for families to participate together multiple times per year
* Partnering with the school, establish a regular ‘guest lecture’ series that focuses on the cultural needs of our community
* Plan Community Service Days to help those in need
* Provide spiritual formation for outreach ministry members and leaders, such as retreats and days of reflection
* Recruit and create “Parish Helper Teams” of parishioners who are willing to volunteer with raking, snow removal, painting, cleaning, or other household tasks that can be called up when a need arises
* Strive to continue “Lunch in the Park” bi-monthly from May to October to serve our neighbors lunch
* Team up with the local YMCA or other community groups to plan family events

## Adult Faith Formation

* At a nursing home or senior living facility establish a monthly small group program including time for prayer, the Rosary, and Scripture reflection
* Build additional opportunities for young couples and families for fellowship, serve together, and support one another
* Build an annual retreat program for men & women either a day-long or weekend-long event
* Compile a list of priest-recommended faith-based content to share on our website and social media
* Continue to develop existing opportunities for personal faith formation like Lighthouse Media, our Gift Shop and Bookstore, and our web-based programs like FORMED
* Create a retreat team to hold retreats for adults
* Create a series of ongoing courses to build up the knowledge of our catechists and assist them in their teaching
* Create a staff position to coordinate faith formation
* Create an “off-site” speaker event for adults
* Create and hold an annual parish mission and create an advertising campaign surrounding it to invite all parishioners, provide childcare and/or a children’s mission at the same time
* Create opportunities for young couples and families to fellowship, serve together, and support one another
* Develop a menu of offerings that include a diversity of topics, styles and times (specifically family life issues like marriage enrichment, singles, divorced, and bereavement, and a Catholicism 1010 series)
* Develop a recruitment day to get parishioners aware of and interested in parish groups and organizations they can belong to
* Develop engaging faith formation content for our website, social media, and podcasts, which supplement and support our faith formation of youth and adults
* Develop opportunities for parish missions, guest speakers, and other special events for faith formation events
* Educate ministry leaders in the mission and vision of our parish, especially as their ministry contributes to our parish goals
* Establish a “mentor program” for new Catholics entering through RCIA to help them continue to grow in their knowledge of the faith and integration into the community
* Establish a bi-annual small group for a faith study & fellowship each fall and Lent that includes a program for families
* Establish a Mission Trip for Adults
* Establish a semiannual (Fall and Lent) small faith community program within the parish
* Establish additional times for Bible Study focused on increased participation
* Establish an informal Information session to encourage non-Catholics to become involved in RCIA, especially the non-Catholic spouse of registered parishioners
* Establish an intentional discipleship leadership team
* Establish opportunities for adults to refresh on the basics and deepen their understanding of Catholicism
* Establish small group activities
  + Bible Study based on today’s programs such as poverty, immigration, global warming, etc.
  + Couples Bible Study “Date night” with a free babysitting service
  + Husband or Wife Discussion Group
  + Lunch Hour Book Club
  + Men’s and Women’s Group
  + Saints of the Church study
* Evaluate our current RCIA Program
* Evangelization Team conducts a study and discussion of Pope Francis’ document *Evangelii Gaudium*, “The Joy of the Gospel”
* Expand our annual Christmas gift (book) into a parish-wide book study, including an email campaign, regular bulletin articles, and two or three discussion meetings
* Explore ministries such as: Pre-Cana/Nova Team, Marriage/Family Enrichment, Separated/Divorce Ministry, Rainbows, Elizabeth Ministry, Natural Family Planning, Advocacy for People with Disabilities, Program for Elderly, Prison Outreach, Social Justice Advocacy, Respect Life Advocacy
* Form an Adult Faith Formation Leadership team to evaluate current ministries, research, and implement new opportunities
* Grow our Men’s Ministry
* Have an annual “Evangelization 101” gathering for parishioners to learn and become comfortable sharing about the Love of Christ to those around us in our daily lives including personal sharing on social media
* Hold a Bible Study for Men & Women
* Hold an annual men’s and women’s day-long retreat
* Hold an annual parish mission, employing different forms of media to encourage all to attend
* Host a longer video series on the books of the Bible such as “The Bible Timeline” program
* Host classes on church principles and Catholic teachings for modern issues
* Host Mission/Retreats during Lent or Advent
* Host workshops on listening, talking to family members, marriage, relationship building, and establishing trust to have hard conversations
* Investigate digital faith sharing opportunities for people who cannot attend in-person gatherings
* Invite speakers who can talk about “Current Issues and the Church” [Church Matters] topics to facilitate discussion surrounding various issues happening in our world today, including marriage, cohabitation, poverty, immigration, end-of-life issues, same-sex attraction, gender identity, and more
* Offer online Bible Study classes
* Organize an annual parish mission [small group program] having wholehearted reflection of the Lenten season – 6 to 8 weeks before and/or after
* Participate in Diocesan led retreats for Men & Women
* Promote participation in Diocesan faith formation events
* Provide education on the Mass
* Provide opportunities for education about other religions focusing on what units us and how we can serve together ecumenically
* Recruit and develop adult catechists complete with a continuing education plan
* Share at the end of Mass each week a “One-Minute Teaching on the Mass”
* Spirituality Council will facilitate at least 2 spiritual or other events for adult formation each year (e.g. retreats or encyclical teachings)
* Strengthen our monthly Adult Education series based on “Current Events,” the “Liturgical Year,” and basics of the Catholic Faith as well as other topics gleaned from the survey
* Teach parishioners how to discuss their faith with others – semi-annual group sessions

## Children’s Faith Formation

* Create a “Parent Think Tank” each semester to create opportunities for family formation
* Create activities for young children at Mass
* Encourage teens to become Youth Catechists
* Establish a program for a family Bible Study during Advent and Lent
* Establish Online Faith Formation and 2-week intensive in the summer in addition to traditional Faith Formation Classes
* Evaluate, Research, and Implement a new approach to our elementary and middle school faith formation program

## Family Ministry

* Add variety to the times for the Children’s Masses
* Create a Liturgical Season activity for families in the parish to participate in, focus on ensuring it is intergenerational (ie: Advent Wreaths, Christmas cookie decorating, ornament making, Lenten Activity, etc.)
* Create a ministry to welcome new families by establishing “mentor families” partnered upon registration at the parish
* Create a Whole Community Catechesis Program that meets regularly
* Create an annual celebration during Marriage & Family Week in February (or at another time that works for the parish)
* Establish a Children’s Liturgy of the Word program during one Sunday Mass each week
* Establish a family Bible Study/Activity at the parish during Lent and Advent
* Establish at least 1 social, prayer, or educational offering for families per month, beginning with one per quarter and growing. Activities can include: family meals, summer campus, service opportunities, adoration, donuts, sports activities, picnics, bingo, etc.
* Explore a Family Catechesis program to engage families with young children through their teen years
* Explore, plan, and execute a plan to upgrade the nursery room with a speaker and window to facilitate participation of parents with infants at Mass and other Liturgical Events
* Have families recognized at church such as having families bringing up the gifts
* Host Family Retreats twice a year
* Host more family-friendly events
* Inform, equip, and engage families in the importance of the primary role of families in Catholic Youth Education to encourage and prepare volunteer teachers
* Maintain a monthly Children’s Mass
* Personally encourage families to attend Mass regularly with young children
* Promote regular family activities that coincide with curriculum for religious education
* Provide childcare during events

## Youth Ministry

* Add an annual high school mini-retreat focused on “successful high school journey”
* Add an annual parent retreat that mimics the high school retreat, with adult team leadership
* Continue and grow an annual mission trip
* Create a peer ministry program
* Create a speaker series for high school students surrounding issues of the faith, exploring modern issues through the lens of Catholic technology
* Create an environment where we foster vocations to the priesthood, religious life, and Christian Marriage by establishing a mentorship program for youth, where they can learn about each vocation
* Develop a program whereby school families participate in 2 parish events each year
* Discover possibilities to hire a youth minister – part or full-time
* Engage our Young Adults on the peripheries of our parish community
* Enhance volunteer opportunities for youth to serve with senior citizens
* Enlist St. Andrew Missionaries and Everett Fritz’ services to provide a parish team with on-site coaching in discipleship focused youth ministry
* Establish a 4-H program in our parish
* Establish at least 2 youth focused activities each year to welcome middle and high school youth into the life of the parish
* Explore a youth ministry program to engage those recently confirmed with opportunities for formation, service, fellowship, and prayer
* Focus youth ministry on 3-4 community service projects throughout the year. High school, confirmation students leading/managing projects supervised by adult leaders 3-4
* Form a team/committee to research activities and events that are successful with children, youth, and young adults in neighboring parishes and churches
* Form a youth leadership team to work with the adult core team to plan events and opportunities throughout the year for formation, service, fellowship, and prayer
* Form one small, same-gender group of 5 to 8 youth/young adults based on the Everett Fritz small group model that meets once a week [establishing an addition 2 to 4 groups each year to grow the program]
* Give pastoral and parish support to our college students
* Have a weekly evening Youth Mass with an event to follow
* Have our youth host events for the parish such as Trivia or a Movie Night
* Hire a full-time Youth Ministry Director to support the program
* Host 2 to 3 faith-generating opportunities annually
* Host a mini-retreat for families during Advent and Lent
* Host a youth movie night with discussion to follow
* Identify adults to plan and lead yearly events for children, youth, and young adults
* Identify and train adults to lead this small group with the Faith Formation Director providing ongoing support and Resources
* Implement a new youth ministry model such as Life Teen or YDisciple
* Increase participation of youth and young adults in the celebration of the Mass including greeters, ushers, altar servers, and music ministry
* Introduce Instagram, email, and other social media directed to teens and/or parents who promote events and share the faith
* Plan an annual summer mission trip for high school teens
* Recruit “mentors” to serve youth
* Recruit additional parents and other volunteers to engage in our youth programs on going
* Send graduation cards to all graduating high school seniors
* Strength the Culture of Faith and Parish Engagement for parish Youth
* Support the faith, vocation, and sacramental life of Young families
* Survey the children, youth, and young adults of the parish to determine the needs

## Young Adult Ministry (18-35)

* Build a young adult ministry program that is sustained by young adults
* Build up a city-wide program for young adults, including socials with clergy
* Create a committee to explore a deanery-wide (or city-wide) program for young adults
* Create a dynamic, faith-based program for young adults (18-35)
* Create a ministry to reach out to high school teens with prayer partners, cards, or care packages throughout their years in college
* Establish a quarterly event for young adults such as Faith on Tap, local service activity, board games, movies, and poker
* Research successful young adult programs throughout the diocese

## School

* Create a ministry to partner school families (Catholic and non-Catholic) with active parishioners as a way of uniting the parish and school as well as providing spiritual support to school families
* Create moments of experiential encounters with Christ and our Catholic faith to move beyond the classroom model by increasing the opportunity of families worshiping together with family Bible study, retreats, and/or service projects
* Educate our parishioners about the role and mission of our parish school as an opportunity for evangelization in our community
* Form strong unity with our school and parish families with increased outreach opportunities, grade specific activities that bring youth/parents together and celebrate all youth academic, service, sports, or other accomplishments

## Unity

* Continue to hold the Summer Family Picnic and Fall Festival with targeted increased attendance as part of discipleship and evangelization
* Create a marketing strategy for our logo and new parish vision plan
* Create a marketing strategy to showcase events at the school and student achievements to all parishioners
* Establish a common, combined, public calendar for all church locations and the school
* Establish a Merger & Transition Team to integrate our multiple parishes into one ne parish
* Have at least one social event per season that focuses on uniting the parish
* Hold town hall meetings bi-annually [Spring/Fall]

## Parish Structure

* Create a ministry structure that supports the objectives of our vision plan
* Create a process for having a diverse parish council of ages and involvement
* Establish an annual scheduling process to be more intentional about the events that are happening throughout the year
* Explore the addition of parish staff to coordinate ministry, stewardship, and evangelization opportunities
* Implement the Parish Commission Structure (one commission each season), outlined in our parish constitution, to better serve the needs of our growing community

## Ministry Life

* Create regular opportunities for parishioners and neighbors to participate in the programs of 2nd Harvest, understanding the culture of poverty
* Develop a staff position to Coordinate Ministries and Volunteers
* Develop and expand our community outreach
* Establish a caretaker support ministry
* Establish and grow our Food Pantry to include all parishioners serving in some capacity either by volunteering, donating goods, or advocating in the community
* Evaluate current ministries and share with parishioners how they help us live out our mission
* Evaluate our current ministry offerings for need and vitality
* Hold an Annual Volunteer Appreciation Event and/or send personal thank you notes to all who serve at the parish
* Host an annual ministry fair, where all our different organizations and groups have a booth explaining what they do, when they meet, and what help they need. (Ex. Choir, Altar Servers, Faith Formation, Parish Council, Finance Council)
* Recruit and form *Stephen Ministry* leaders to build our new accompaniment ministry
* Recruit, train, and support leaders of all ministries
* Restructure our Communion to the Homebound Ministry to serve more people and add additional ministers
* Survey parishioners to see what new ministries are needed in this community

## Technology

* Host a class on educating parishioners on how to use technology
* Host a workshop on how to apply Catholic values to technology

## Financial Stewardship

* Achieve weekly collection totals to meet the parish’s annual budget
* Approve and implement a 3-year budget plan including maintenance, debt payments, personnel, and ministry costs to determine how much money is needed on a weekly basis
* Continue to ask parishioners to commit each fall to a stewardship pledge in November
* Create and offer the parish an annual report of our finances each Fall (after the end of the fiscal year)
* Educate parishioners on stewardship and tithing annually
* Educate parishioners on the types of funds and financial categories our parish uses to manage the parish budget
* Establish a process for an annual commitment to the parish offertory, to help families, determine what they can and are willing to give regularly. Rather than just giving what they have in their wallets on Sunday
* Increase the number of families using Online Giving by at least 10% every year through promotion, education, and invitation
* Offer education or classes on personal household finance such as Financial Peace University
* Offer education or classes ono estate planning and being financially healthy in retirement
* Offer education/classes on personal household finance and estate planning

## Social & Fellowship

* Add a new fellowship ministry, such as a neighborhood block party
* Add an annual parish family event such as the parish picnic or New Year’s Eve party
* Begin establishing new social events: such as movie nights, an event for Seniors, etc
* Create an annual social event for the local community
* Develop a community among members of each team: Prayer & Holy Hour, potluck sponsored by ministry group, fellowship, and food
* Establish a Lenten supper and social activity such as a fish fry, grilled cheese, soup, etc.
* Establish a regular “Coffee & Donuts” after all Masses, or a “Coffee And…” program
* Establish an annual festival that everyone blocks off on their calendar
* Establish new events for particular age groups such as Empty nesters, Young Families, Young Adults, etc
* Host a Potluck Supper on the 5th Saturday of the month

### Goal: Increase attendance at Mass and Church Events by 10 percent each year

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

* Provide exceptional hospitality at weekend Masses, including the following:
  + All Liturgical Ministers will greet parishioners after Mass (verbal)
  + Create a Welcome Table that is staffed by a new Welcoming Committee
  + Hospitality Night to welcome new parishioners
  + Provide training on hospitality to all Liturgical Ministers
  + Have all ushers to escort parishioners to their pews if they need help
  + All ministers should understand that they are on the Hospitality Committee
* Engagement Before Mass
  + Pray the Divine Mercy Chaplet or the Rosary before Mass
  + Install a bulletin board at the main entry with a variety of activities to inform parishioners about upcoming events
  + Utilize the screens in the Church for before and after Mass announcements
* Engagement After Mass
  + Provide refreshments after Mass, quarterly (either after one Mass or all Masses)
  + Utilize the period between the morning Masses for community-wide Religious Education opportunities: weekly RE Classes and monthly community events
  + Have an occasional Praise and Worship event after one of the evening Masses