

“Come all you  
who are thirsty,  
come to the waters...”



# Holy Redeemer Immaculate Conception Collaborative

Pastoral Plan  
2017-2020

June 1, 2017

Church of the Nativity  
Merrimac

St. Ann Church  
West Newbury

Immaculate Conception Church  
Newburyport



Holy Redeemer  
Immaculate Conception  
Collaborative

serving Merrimac, Newbury, Newburyport & West Newbury

“Come all you who are thirsty, come to the waters...”



## LOCAL PASTORAL PLAN – PHASE III

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## ACKNOWLEDGEMENTS

*“And we know that all things work together for good for those who love God and are called according to his purpose.” Romans 8:28*

In June of 2015, Holy Redeemer Parish in Merrimac and West Newbury, along with Immaculate Conception Parish in Newbury and Newburyport were asked by the Archdiocese of Boston to come together to form a Collaborative that would invite our faith communities to work more closely together in the coming years through a sharing of clergy, lay staff and a common vision of life and ministry.

This continuing evolution now moves into a new phase with the approval and implementation of our Local Pastoral Plan. For well over a year, input was solicited from parishioners, ministries and staff to ensure it was representative of the needs of our faith communities- at-large as well as maintaining respect for the traditions of the individual churches.

This plan is the work of many committed souls who devoted extraordinary time and effort to its completion. Beginning in January of 2016, over 20 individuals met regularly to develop a tangible articulation of the essence of the new Collaborative.



Our work received support on a variety of levels from the Archdiocese and the Catholic Leadership Institute (CLI). Patrick Krisak, Deacon Mike Curren, Susan Abbott and Liz Cotrupi cheerfully made the drive to Newburyport, Merrimac and West Newbury on multiple occasions to provide guidance. Sister Ellen Doyle from CLI gave us the road map and the confidence as we faced what seemed to be a daunting task.

The work is the result of the support of the many parishioners who participated in the Disciples in Mission survey, multiple town halls and other communications and demonstrates a genuine interest and appreciation for the effort designed to make us the best version of ourselves individually and communally.

The assistance from Collaborative staff was invaluable as they helped with communications, the coordination of multiple meetings and set up, fed us, and dealt with countless emails, copying and all the interruptions that kept us on track.



Finally, the Writing Team. The Holy Spirit was ever present at late night meetings and early morning breakfasts as friendships were formed, gifts were discovered and we came together and bonded around a common task.

The Writing Team faced this overwhelming responsibility with courage and produced what we hope will be the foundation for the future of our Collaborative.

We have been blessed throughout this project and look forward to continued blessings as the work of this Plan becomes a reality. We invite you warmly to explore the many different aspects of this Plan and consider where you might find yourself becoming more involved in the months ahead.

### *The Writing Team:*

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## Introduction to our Collaborative

Dear Brothers and Sisters in Christ,

The communities and parishes that have come together to form the Holy Redeemer-Immaculate Conception (HRIC) Collaborative have a rich and proud history in the Merrimack Valley dating back several hundreds of years. Located proximate to the mouth of the Merrimack River as it flows into the Atlantic Ocean, the faith communities which comprise the Collaborative have provided spiritual support to many people who played a pioneering role in the Industrial Revolution. The manufacturing industry of the United States relied heavily on this area for the production of textiles, shoes, hats and shipbuilding. Farming continues to be a vital presence in the area. Our rich cultural heritage is blessed by the many immigrants from England, France, Ireland, Canada and elsewhere who sought freedom and opportunity in Northeastern Massachusetts and New Hampshire in centuries' past.



Comprised of two parishes, Holy Redeemer in Merrimac and West Newbury, and Immaculate Conception in Newbury and Newburyport, the Collaborative was formed by the Archdiocese in 2015 to help us better meet the needs of our people in a time of shifting resources.



Holy Redeemer Parish itself was created in 2006 through the merger of St. Ann Parish in West Newbury and Nativity Parish in Merrimac. St. Louis de Gonzague, a French National Parish in downtown Newburyport, was merged with Immaculate Conception Parish in 2002. Geographically, the reach of the Collaborative spans over 65 square miles which are all connected by the waters that flow in and around the communities it serves. We are enriched through the diversity and unique gifts of each locale.

A rich resource within our Collaborative is found in the presence of Immaculate Conception (IC) School. Located near the downtown of Newburyport, each year, IC School serves approximately 250 boys and girls in pre-kindergarten through eighth grade from fifteen surrounding communities in Massachusetts and New Hampshire. The IC School is accredited by the New England Association of Schools and Colleges and fosters the academic, athletic and faith development of all students. IC School graduates regularly excel and are often found on the honor rolls of the many local public and private high schools in which they continue their education and formation.



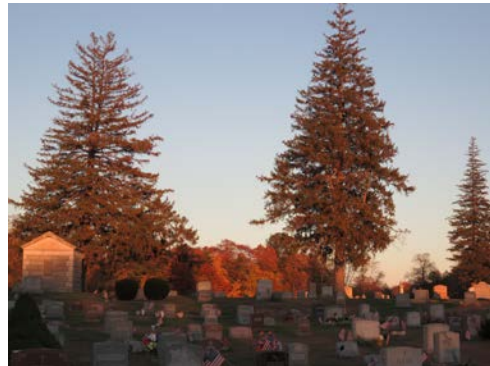




Celebrating its 135th year this September, IC School remains faithful to its founding mission: “to communicate Catholic Christian values, provide a quality academic program, and develop an awareness, empathy, and respect for the needs of all people.”

Additionally, we are also proud to own and maintain our local Catholic Cemetery, St. Mary Cemetery, which is located

on Storey Avenue in Newburyport. St. Mary Cemetery continues a long tradition of caring for people in their moments of extreme need and honoring the dead with Christian burial.



Our Collaborative story is one of both seamless blend and vital contrasts. We honor our many individual traditions. Grassroots initiatives in each parish build momentum through the energy, commitment and selfless efforts of our many volunteer ministries in each parish.

Pioneering initiatives are fueled by an inspired spirit and a passionate zeal which knows no limits.



“Cookies for IC Haiti,” the 3rd Grade Kindness Club and the Holy Redeemer Sandwich program are just a few examples of how we can all respond to Christ’s call to service, no matter our age or background.

We continue to build a thriving network of parish-based programs and groups through which we minister to the needs of parishioners, the greater community and citizens of the world. We strive to heed God’s call to show love and compassion to the homeless, the poor and the vulnerable, spiritually and physically.

Our strong sense of community is built on our common missions of faith, service, discipleship and social engagement. It binds us together as our boundaries extend beyond the Collaborative. We share joys and sorrows, prayer and fellowship as we continue our journey of faith.



This love and compassion, in the spirit of the greatest Commandment, form the cornerstone of the mission of our parishes and our evolving Collaborative. We meet people where they are. We minister to personal needs in personal ways. We tend to the body, mind, heart and spirit of the souls of those whom God has called us to serve. We encounter Jesus in them and, we hope, they in us. Join us!

***All are welcome.***

Yours in Christ,



Father Timothy Harrison  
Pastor



## Our Collaborative Purpose

The Purpose of the Catholic Collaborative of Holy Redeemer-Immaculate Conception Parishes is to become ever more intentional disciples of Christ by using our diverse talents and shared love for God to **enliven** our faith community and **enrich** those we are called to serve.



## Our Collaborative Values

**Fellowship** - “There are different kinds of spiritual gifts but the same Spirit; there are different forms of service but the same Lord; there are different workings but the same God who produces all of them in everyone.” (1 Corinthians 12: 4-6)

We open wide the doors of our Collaborative and invite all into our community of faith. “Let all guests who arrive be received as Christ, because He will say: ‘I was a stranger and you took Me in.’” (Matthew 25: 35) “And let due honor be shown to all, especially to those ‘of the household of the faith’ (Galatians 6:10) and to wayfarers”. (*St Benedict’s Rule 53: On the Reception of Guests*)

We offer our hearts to all people and encourage them to seek God and to enter into Christ’s mission of loving service. We believe that God has blessed our Collaborative by giving us to one another so that we can be Christ’s presence to the greater community.

Some of the ways we live out Fellowship include:

- Exemplifying an inclusive community by welcoming people to our sacramental celebrations, Collaborative events, programs and communal life.
- Joyfully welcoming our newest members and encouraging their participation in parish ministries and outreach.
- Reaching out to local agencies to build relationships that engage our parishioners in compassionate service to our neighbors through community outreach.



**Love** – “This is how all will know that you are my disciples, if you have love for one another.” (John 13:35)

Our Lord Jesus Christ calls us to live the two great commandments: “You shall love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength. The second is this: You shall love your neighbor as yourself. There is no other commandment greater than these.” (Mark 12:30-31; Matthew 22:37; Luke 10: 27)

Jesus does not place these two laws “at the pinnacle but at the center, because it is from the heart that everything must go out and to which everything must return and refer” (Pope Francis, October 26, 2014). We invite the Holy Spirit to animate the love of Christ within us.

Some of the ways we live out His love in our Collaborative include:

- Helping young people to discover the beauty, service and truth of our faith that leads them to a deep love of Jesus through active participation in the sacraments and community service.
- Meeting people where they are and working to inspire, discover and deepen their faith through the introduction to faith formation opportunities so that they may grow in Christ’s love as disciples.
- Engaging in loving service with those most vulnerable in our community, particularly the elderly, the hungry and the homeless.

**Faith** – “Faith is the realization of what is hoped for and evidence of things not seen.” (Hebrew 11:1)

Our faith in God places Jesus Christ at the heart and center of who we are as the people of God, and it forms us in how we love and serve.



We believe that evangelization, and our mission, live through the words of Saint Teresa of Calcutta: “...the fruit of silence is prayer, the fruit of prayer is faith, the fruit of faith is love, the fruit of love is service, and the fruit of service is peace.” (*A Simple Path*, page 1)

We live our faith in Jesus Christ in a purposeful way:

- Offering opportunities for people of all ages to grow in their knowledge and love of the faith as life-long learners through a variety of faith formation programs.

- Nourishing our faith through study of the Word and the celebration of the sacraments and inviting all to a full, conscious and active participation in the liturgy.
- Proclaiming our faith through personal witness and evangelical outreach, both locally and globally.

## Our Collaborative Vision



We have a shared vision of a vibrant faith community that brings people together to know and celebrate Jesus' love and to grow in our personal relationships with the Lord. Our parishes' cultures are inclusive, inviting, engaging and invigorating. We promote a spirit of fellowship, community, connection and belonging. We share, support, witness and celebrate as parish families our personal sacramental and discipleship journeys. Through engagements rooted in love and respect, our intergenerational faith communities flourish to the benefit of everyone, from our experienced elders to our aspiring youth and children. We encourage, guide, enlighten and inspire each of us, as children of God, to discern and to commit to our Christian vocation and to answer the call from God to serve those in need.

## Our Collaborative Priorities for 2017 - 2020

Over the next three years, the priests, lay staff and parishioners of the Holy Redeemer-Immaculate Conception Collaborative will focus our efforts on the following



four pastoral priorities and associated goals in order to fulfill the vision of Disciples in Mission and foster the New Pentecost in our local church.

## Priority #1: Welcoming Community



**Faith basis** - “This is my commandment: love one another as I love you” (John 15:12) and “You shall love your neighbor as yourself.” (Matthew 22:39) “Whoever welcomes one of these little ones in my name, welcomes me into their midst....” (Luke 9:48)

We seek to form faith-filled, engaging parish communities where all gatherings and sacramental celebrations, especially the Mass, are characterized by a welcoming environment and an open invitation to encounter Jesus and share in the life of the Spirit. Jesus has given us two great commandments: to love

God and to love one another as Jesus has loved us.

In keeping with these commandments and in the spirit of strengthening our communities and Collaborative, we will open our hearts to invite our neighbors to share Christ’s love which will lead to a deeper union with God for all who seek Him and, in particular, to a more meaningful liturgy for all.

The important goals, milestones and strategies that will aid in the fulfillment of this priority are:

**Goal #1:** Increase the percentage of parishioners who “strongly agree” with the Disciple Maker Index (DMI) survey items for measuring “Parishioners Likelihood to Recommend the Parish” and “People Want to Connect and Belong to a Community” by an average of ten percent each year from the respective “strongly agree” percentages from the 2016 DMI baseline of 50-80% and 39-69% by June 30 of 2020.

- **Task 1: Recruit** 8-10 individuals and families (2-3/church) to serve in a new Hospitality Ministry by the First Sunday of Advent, November 26, 2017. Recommendation to include Ministry representatives from HRIC youth, young adults in 20’s-30’s, and IC School communities, as well as families with special needs children.
- **Task 2: Define** the Hospitality Ministry’s mission and key metrics by Ash Wednesday, February 14, 2018.



- **Task 3: Create** a Welcoming Program with at least 3 service categories each with 2-3 related services by December 31, 2020. Recommended service categories and (related services) include:

- Hospitality (Welcoming packet, Open House)
- Mass Liturgy ("Greetings", Prayers of the Faithful, Voices from the Pulpit)
- Social (Regular after Mass socials, periodic theme events)



- **Task 4: Conduct and Analyze** annual measurements by June 30 of each successive calendar year from 2019-2020. Recommendations: (1) forego 2018 annual measurement to allow time to develop and launch Welcoming Program and to reduce costs; (2) Participate in 2019 DMI Nationwide Survey conducted in February with results distributed in June; (3) Research alternative survey tool for 2020 that is equivalent but less expensive for surveying, analyzing and reporting results at the Collaborative and Parish levels.

**Goal #2:** Create 1-3 successful opportunities for establishing connections between Sacramental Recipients and the Parish Community for 1-2 sacraments by June 30 of each successive calendar year from 2018-2020.



- **Task 1: Recruit** 8-10 individuals and families (2-3/church) to serve in a new Sacramental Engagement Ministry by the First Sunday of Advent, November 26, 2017. Recommendation to include Ministry representatives from HRIC youth, young adults in 20's-30's, and IC School communities, as well as families with special needs children.

- **Task 2: Define** the mission of the Sacramental Engagement Ministry by Ash Wednesday, February 14, 2018.
- **Task 3: Create** a Sacramental Engagement Program with at least 3 service categories each with 2-3 related services by June 30, 2020. Recommended service categories and (related services) include:
  - Coaching (Sacramental sponsorship, mentoring program)
  - Prayer (Dedicated prayer program for parishioners preparing for and receiving sacraments)
  - Celebration (Collaborative-wide acknowledgment/celebration program for parishioners who have just received a sacrament).
- **Task 4: Conduct and Analyze** annual measurements by June 30 of each successive calendar year from 2018-2020.

## Priority #2: Forming Intentional Disciples

**Faith basis** - “You shall love the Lord, your God, with all your heart, with all your soul, and with all your mind” (Matthew 22:37) and “Then Jesus approached and said to them, ‘All power in heaven and on earth has been given to me. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you.’” (Matthew 28: 18-20)



Relying on the working of the Holy Spirit within our hearts and within our Collaborative community, **we aspire to become ever more intentional disciples of Christ.** Jesus invites and calls us to know and love God with our whole self and to go and make disciples of all nations. We desire to become more like Jesus, and we desire to share that relationship more confidently with others. We will accomplish this by becoming ever more intentional disciples of Jesus Christ while proclaiming the Good News.

**Goal #1: *Initiate*** at least 25 small faith sharing communities throughout the Collaborative by the first Sunday of Advent 2019.



- **Task 1: Commission** a team of at least 5 parishioners to plan and implement a program to create small faith sharing communities throughout the collaborative by October 1, 2017. (See Chapter 39 *A Church on the Move* by Joe Paprocki)
- **Task 2: Select** a model for training parishioners in the practice of Lectio Divina within small faith sharing communities by December 1, 2017.
- **Task 3: Train** 50 to 100 parishioners, including all catechists, in the practice of *Lectio Divina* beginning February 1, 2018.
- **Task 4: Provide** all students preparing for Confirmation with training in the practice of *Lectio Divina* beginning September 1, 2018.
- **Task 5: Form** five prototype small faith sharing communities, including a young adult community, trained in the practice of Lectio Divina by September 1, 2018.
- **Task 6: Form** at least ten additional small faith sharing communities, including at least two youth and two young adult communities, throughout the Collaborative by the First Sunday of Lent 2019. (*Total: 15*)
- **Task 7: Form** at least ten additional small faith sharing communities, including at least two youth and two young adult communities, throughout the Collaborative by the First Sunday of Advent 2019. (*Total: 25*)

**Goal #2: *Establish*** a new intergenerational faith formation initiative by September 1, 2018 to complement our existing faith formation programs.



- **Task 1:** In consultation with the existing faith formation teams, ***establish*** a Faith Formation Team of at least 10 parishioners, including at least two youth and three young adults, by November 1, 2017 to oversee the implementation of this Goal.
- **Task 2: Conduct** a study of various faith formation programs and choose one or two for implementation (***Alpha, Light of the World Parish Retreat, Evangelical Catholic Reach More, Christ Life, Christ Renews His Parish***) by January 1, 2018.



- **Task 3: Train** “x” number of parishioners to become facilitators/leaders in whichever faith formation programs the Collaborative chooses by June 1, 2018. *(The number of parishioners to be trained will depend upon the program.)*
- **Task 4: Implement** the preferred faith formation programs for the Collaborative’s adults and young adults by September 1, 2018.
- **Task 5: Create** an “Our Collaborative Reads” practice with book discussions twice a year beginning in January 2018. The books can be proposed by parishioners to the Pastor who will determine which books will be discussed.



- **Task 6: Increase** the number of parishioners who attend Cursillo, Marriage Encounter, Adult Faith Formation Team events, Teens Encounter Christ, Engaged Encounter, Ultreya, and CAMPS by at least 10 percent each year beginning in 2018. *(Percentage of increases is to be based upon the number of attendees in the previous year.)*

- **Task 7: Provide** links on the Parish website to faith formation videos (e.g. Bishop Barron) and other online resources (e.g. Sacred Space from the Irish Jesuits) provided by reliable Catholic sources that will help parishioners to grow in their understanding and practice of the faith by May 1, 2018.

## Priority #3: Discerning Vocations

**Faith basis:** “There are many kinds of spiritual gifts but the same spirit; there are different forms of service but the same Lord; there are different workings but the same God who produces all of them in everyone. To each individual the manifestation of the Spirit is given for some benefit.” (1 Corinthians 12: 4-7)

Gifted by the Holy Spirit and responding to Our Lord’s call to discipleship, we will create an environment which fosters vocations to the priesthood and which encourages and assists parishioners with the discernment of their vocations as intentional disciples of Christ.





**Goal #1: Establish** a Priestly Vocation Team consisting of at least five parishioners and one clergy member to create a parish environment that fosters vocations to the priesthood by November 1, 2017.

- **Task 1: Compose/Choose** a prayer for vocations to the diocesan priesthood to be used as a concluding prayer at all liturgies, prayer services, social gatherings and organizational meetings throughout the parish during the months of January, April, July and October beginning March 1, 2018.

- **Task 2: Meet** with the Archdiocesan Vocation Office to discuss, prioritize and implement at least three of the best practices of other parishes for creating an environment conducive to fostering priestly vocations by June 1, 2018.

- **Task 3: Promote**, in conjunction with the Archdiocese, “look and see” discernment trips to the diocesan seminary, the Archdiocese Annual Vocation Retreat for those considering a priestly vocation, attendance at St. Andrew Dinners and mentoring opportunities with local and diocesan clergy by October 1, 2018.

- **Task 4: Promote** parish-wide awareness of vocations to the priesthood through both Annual Vocation Awareness Week activities and Good Shepherd Sunday Vocation weekend, including the presiding priest’s personal story of how God called him by January 1, 2019.



- **Task 5: Enlist** at least 6 families to “adopt two diocesan seminarians” for the purpose of supplying both prayerful and social support for those seminarians by January 1, 2019.

**Goal #2: Establish** a Vocations Discernment Council consisting of at least 10 parishioners, including 2 youth, 2 young adults and a member of the clergy, to nurture the laity in discerning the nature of their particular vocations as intentional disciples of Christ by November 1, 2017.

- **Task 1: Create** a Marriage Support Council of at least three married couples by March 1, 2018 to provide counsel and support to Pre-Cana couples through programs such as ***Witness to Love***.

- **Task 2: Increase** the number of parishioners attending **Marriage Encounter** Weekends by at least 10 couples each year beginning in September 2018 while providing appropriate support for attendees.
- **Task 3: Provide** at least 2 annual occasions for Religious Vocation Directors to speak with young men and women of the parish about discerning a vocation to religious life by September 1, 2018.
- **Task 4: Promote and provide** dialogue opportunities focused on vocational discernment for the laity beginning with members of already established organizations within the parish by June 1, 2018.
- **Task 5: Integrate** appropriate “vocational discernment” training within all programs that prepare parishioners for reception of one of the sacraments (**Baptism, Confirmation, First Confession, First Communion and Matrimony**) by June 1, 2019.
- **Task 6: Designate** one Sunday a year to focus on a “celebration of vocations” by September 1, 2019.



## Priority #4: Living the Presence of Christ through a Commitment to Service

**Faith Basis** - “Amen, I say to you, whatever you did for one of these least brothers of mine, you did for me.” (Matthew 25:40)

The Holy Redeemer-Immaculate Conception Collaborative has a desire to continue a tradition that celebrates a spirit of companionship, service and outreach. As communities of disciples, we foster a culture of service with our parishioners, with those inquiring about the faith, as well as ministering to those who live in the margins of society. Through a "servant heart," they find dynamic communities that manifest the face of Jesus Christ. In all that we do, we seek ways to build bridges of hope in meeting the needs of the most vulnerable of our communities both within our parishes and beyond, connecting people to one another so that we can experience Christ within each person.





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

**Goal #1:** Increase participation in Collaborative ministries by 50 parishioners to more effectively serve and invite, through Word and deed, by December 2018.



- **Task 1: Recruit** new ministers through an annual Time and Talent Sunday, in connection with the fall Grand Annual appeals, and by personal invitation.

- Host two ministry outreach events: A yearly Time and Talent Sunday in the fall beginning in 2018. A bi-annual ministry retreat will be planned for the fall 2019.
- Form a team of 10-12 people in the fall of 2017 from the Collaborative to create a ministry catalog and develop a strategy to host an Annual Time and Talent Sunday along with a bi-annual retreat.
- **Task 2: Provide** training for ministers at least once a year or as needed.
  - Recruit a volunteer coordinator of Liturgical Ministries by December 2017.
- **Task 3: Ensure** ministry commitments are being managed and met through effective use of an upgrade to web-based ParishSoft software.
- **Task 4: Celebrate** ministers with an annual Appreciation Sunday beginning on Pentecost Sunday 2018.



**Goal #2:** Help each person encounter Christ and experience conversion through their involvement in the parishes/Collaborative and in the local and global communities; grow a team of at least 50 parishioners as new volunteer ministers as liaisons to facilities or agencies that serve the poor and homeless by June 30, 2019.

- **Task 1: *Identify*** the homeless and hungry in the greater community and prioritize how to support addressing their needs.
  - Form a team of at least 4 parishioners to determine the best strategies on how to invite parishioners to become involved in meeting the needs of the poor and vulnerable throughout the Collaborative by December 31, 2017.
  - Designate a parishioner in each parish by June 1, 2018 to act as liaison between the parishes, other faith communities and local non-profit organizations to address the identified needs throughout the year.
- **Task 2: *Create*** teams that rotate to serve agencies such as Cor Unum, Lazarus House, Emmaus House, Pettengill House and others. Have the teams provide an assessment on an annual basis on participation, effectiveness and areas for improvement.
  - Support the Pelican Fund with meeting space and outreach to those whose lives have been affected by forms of addiction in the form of a bulletin insert and other community-wide communications in June 2018.





- **Task 3: *Increase*** annual donations to the St. Vincent de Paul Societies in both parishes of the collaborative (HR by \$2000 and IC by \$4000) during 2018 and 2019 using donation totals for 2016 as a base starting point. Increase visibility of the organizations through personal witness, postings in the bulletin, on the website, through social media and through increased participation in the annual Walk for the Poor.
- **Task 4: *Conduct*** an annual fundraiser in connection with Yankee Homecoming or other local festivals beginning in 2018 to support various charities to be identified such as the IC Haiti Organization, St. Vincent de Paul, Pelican Fund, etc.
- **Task 5: *Invite*** youth groups and young adults of the Collaborative to manage the annual Care Packs for the Homeless initiative donating needed supplies to the homeless in identified communities by Lent 2018.
- **Task 6: *Form*** a team to determine the format and costs per participant of an annual Mission Week.
  - Engage 20 7<sup>th</sup> and 8<sup>th</sup> grade youth and 2 adults to participate in an annual



Mission Week beginning in the July 2017 serving the needs of the poor through agency work in the light of Catholic social teachings.

- Encourage 20 high school youth to participate in an annual High School Mission Week by August 31, 2018 serving the needs of the poor through agency work in the light of Catholic social teaching. Continue program in 2019 and 2020.
- Invite 10 youth to participate in an annual High School Mission Week such as Catholic Heart Work Camps or Youth Works Camps by August 31, 2020.



## Implementation of the Pastoral Plan

The implementation of the Plan includes two key components:

- A Framework for Implementation
- Budget Estimates For Fiscal Years 2017-2021

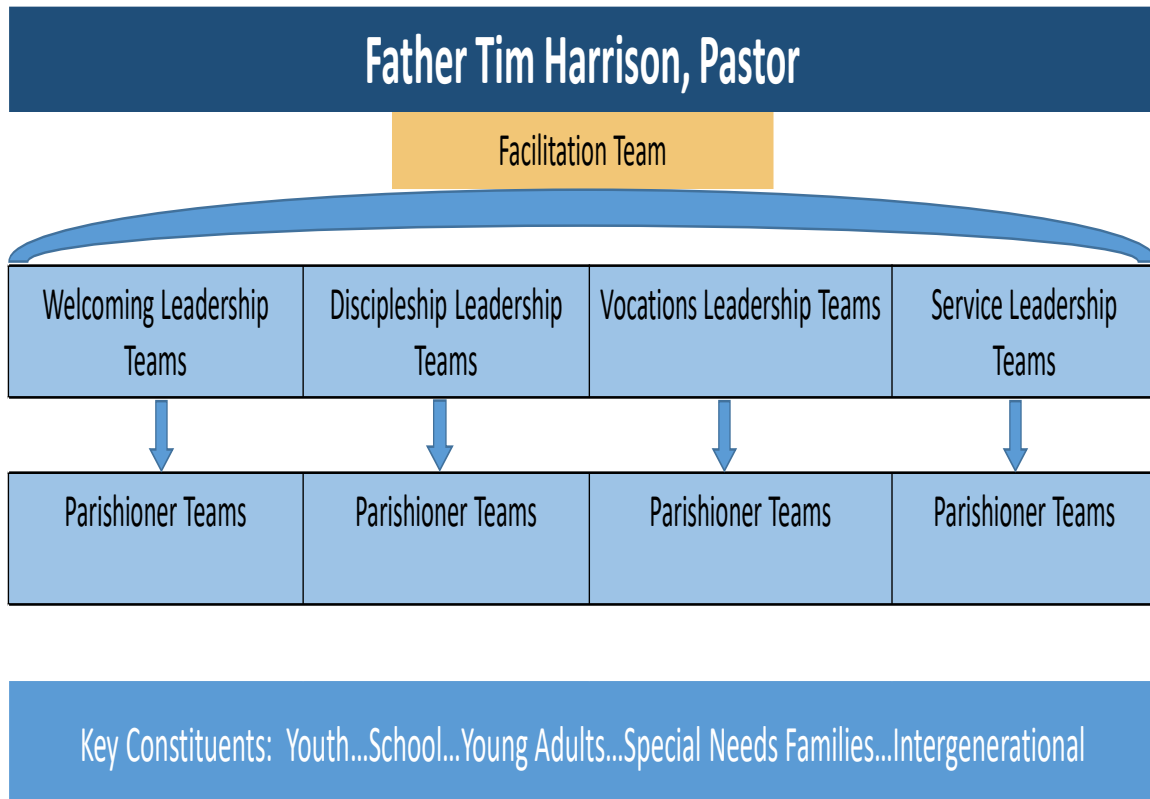
The implementation of the Plan relies on accountable leadership and parishioner engagement.

The proposed roles and organizational structure for the implementation team are highlighted below:

- Key constituencies, identified during the planning process, to be included throughout the four priorities;
- Leadership teams accountable for managing goals to a successful conclusion;
- Parishioner teams responsible for developing and initiating respective priority programs and services;
- Facilitation team charged with implementation team support, planning and stewardship support, communications and parishioner outreach at the Collaborative level.



# HRIC Pastoral Plan Implementation Framework



## Budget Estimates 2017-2021

Financial Considerations of the Plan					
The items listed below identify activities having recurring or one-time cost implications on an annual basis through 2021.					
The implementation team is committed to reducing expenses wherever feasible, identifying opportunities for self supporting programs, fund raising events, scholarships and program fees.					
Priority	2017-2018	2018-2019	2019-2020	2020-2021	Total
<b>1. Welcoming</b>					
DMI Survey	0	0	1,400	-	1,400
Welcoming Packets	50	100	100	50	300
Food and Hospitality Supplies	565	1,130	1,130	565	3,390
<b>Subtotal</b>	<b>615</b>	<b>1,230</b>	<b>2,630</b>	<b>615</b>	<b>5,090</b>
<b>2. Intentional Discipleship</b>					
Faith Program Fee	0-7,000	0	0	0	0-7,000
Training - Hospitality	100	0	0	0	100
Implementation	0	250-1,125	250-1,125	0	500-2,250
<b>Subtotal</b>	<b>\$100-7,100</b>	<b>\$250-1,125</b>	<b>\$250-1,125</b>	<b>0</b>	<b>\$600-9,350</b>
<b>3. Vocations</b>					
Prayer cards	250	0	0	0	250
Discernment events	0	200	200	200	600
Promotional events	0	200	200	200	600
Witness to Love	300	600	600	600	2100
Marriage Encounter	0	300	300	300	900
Discernment training	0	400	0	0	400
Celebrations	0	200	200	200	600
<b>Subtotal</b>	<b>550</b>	<b>1,900</b>	<b>1,500</b>	<b>1,500</b>	<b>5,450</b>
<b>4. Service &amp; Ministry</b>					
Time & Talent Sunday	0	300	300	300	900
Ministry Retreat	0	0	0	700	700
Parish Soft	0	2,200	2200	2,200	6,600
Appreciation Sunday	0	2,000	2,000	2,000	6,000
Mission Week	1,000	2,000	2,000	2,000	7,000
<b>Subtotal</b>	<b>1,000</b>	<b>6,500</b>	<b>6,500</b>	<b>7,200</b>	<b>21,200</b>
<b>GRAND TOTAL</b>	<b>\$2,265-9,265</b>	<b>\$9,880-10,755</b>	<b>\$10,880-11,755</b>	<b>\$9,315</b>	<b>\$32,340-41,090</b>



## Prayer for Plan Implementation

### *Prayer for the New Evangelization – National Conference of Catholic Bishops*

*“Everyone who calls on the name of the Lord will be saved.” But how can they call on him in whom they have not believed? And how can they believe in him of whom they have not heard? And how can they hear without someone to preach? And how can people preach unless they are sent?” **Romans 10: 13-15***

*Heavenly Father,*

*Pour forth your Holy Spirit to inspire us with these words from Holy Scripture.*

*Stir in our souls the desire to renew our faith and deepen our relationship with your Son, our Lord Jesus Christ, so that we might truly believe in and live the Good News.*

*Open our hearts to hear the Gospel and grant us the confidence to proclaim the Good News to others.*

*Pour out your Spirit, so that we might be strengthened to go forth and witness to the Gospel in our everyday lives through our words and actions.*

*In moments of hesitation, remind us:*

- † If not us, then who will proclaim the Gospel?*
- † If not now, then when will the Gospel be proclaimed?*
- † If not the truth of the Gospel, then what shall we proclaim?*

*God, our Father, we pray that through the Holy Spirit we might hear the call of the New Evangelization to deepen our faith, grow in confidence to proclaim the Gospel and boldly witness to the saving grace of your Son, Jesus Christ, who lives and reigns with you, in the unity of the Holy Spirit, one God, for ever and ever. Amen.*

