



# 5-YEAR PASTORAL PLAN



Dear Parishioners,

On July 15, 1969, St. John Apostle and Evangelist Parish was officially founded to serve Catholics in Mililani, Central Oahu. The first parish Mass was celebrated in the Mililani Mortuary Chapel in September, 1969. In May, 1970, the current site was blessed, ground was broken, and the completed church formally dedicated on August 15, 1971. The rectory and parish center were added in 1979.

Eight pastors have shepherded the St. John's community since its inception. I arrived in this parish at the end of June, 2011, and since, many changes have taken place driven by a deeper understanding of our parish life and our parish's emerging needs. One of the needs was ministry training. The trigger seems to have been pulled by the faith formation session held in July, 2014. That session guided the parish to reflect and do some strategic planning on the parish campus focusing more on evangelization, the reason why the parish exists in the first place. The session became the impetus for determining what the key parish priorities were and setting certain achievable objectives to support the priorities. This is what led the parish to hold a town hall meeting to establish, by means of a survey, the main priorities of the parish.

The parish has been a living stewardship in terms of generosity. Since February, 2014, the parish has begun to actively live stewardship with a goal of making stewardship a way of life. This has energized the parish community. The purpose was intentional, mainly to bring about conversion and transformation at all levels of our parish life: parishioners, staff (clergy included), advisory councils, ministries and liturgical worship.

Apart from having a vision/mission driven timeline with intentional formation sessions on the spirituality of stewardship, Catholic Stewardship Consultants (CSC) provided us with the guidance and the materials we needed as we moved forward. The purpose of the renewal weekend on October 18/19, 2014 was to engage all parishioners to commit themselves with their God-given gifts of time, talent and treasure. Stewardship is a way of life and its impact can be measured. "If you can't measure it, you can't change it." The results of the renewal weekend plus ongoing leadership formation and homilies geared to growth in the spirituality



of stewardship have been significant. Some of the indicators are more parishioners committed to giving time, more parishioners engaged in ministry and more parishioners committed to giving their treasure.

In preparation for the Episcopal Visitation of June 20/21, 2015, I asked Deacon Wally and Gwen Mitsui to form a core team of facilitators, recorders and computer assistants to prepare for a town hall meeting to carry out a focus study on eight areas of our parish life. The town hall meeting identified four top priorities: 1) Community/Building & Facilities; 2) Youth & Young Adults; 3) Mass/Worship; and 4) Evangelization/Welcoming and Inviting. The second tier of these priorities were: 5) Marriage and Family Life; 6) Adult Faith Formation/Word (Scripture); 7) Religious Education/RCA; and 8) Social Service/Outreach Ministry.

The process of recruiting parishioners to sign up for specific areas of focus study and the actual town hall were important components in the completion of our pastoral plan as we prepare for the Episcopal Visitation. The results of the town hall meeting were reviewed by parish leadership to ensure that the objectives and action items, as written, were specific, time-targeted and achievable. Where necessary, specific dates were inserted and action plans broadened to properly reflect

the sense of the faithful who participated in the process. This pastoral plan focuses on the four top priorities, their objectives and action plans. In order to help parishioners own these priorities and action items, the core team shared all eight priorities and action items with the congregation over eight weekends offering one priority per weekend. This process has been important.

In addition to an implementation task force that I have appointed, I realized that without a structure for implementing each focus area nothing much will happen. Apart from community/building & facilities which falls under the responsibilities of the Parish Planning & Building Committee (PPBC), the remaining seven focus study areas/priorities will become commissions. Under the model of church as communion in Christ, twelve councils and commissions will function harmoniously at the service of the parish community and in relation to Christ who gathers the parish community at the Eucharistic celebration. I have prepared a graphic of this model to see clearly how we will be better organized and better serve the needs of the parish community.

My dear parishioners, the vision of St. John Apostle & Evangelist in the coming years will be "striving to become a

Spirit-led stewardship parish in Central Oahu". Stewardship as a way of life is what fuels our parish community.

Dear parishioners, we shall live this vision in our mission which remains the same: "We are a Catholic Christian community, called to develop a deeper relationship with Christ. Such a relationship is fostered through active participation in: Word, Sacrament, Renewal Programs, Ministry / Service and other Spirit-led activities. We dedicate our time, talent and treasure to install in our parish community, the basic building blocks of Christian living, to preach the Good News of Jesus Christ to all through our words, deeds and lives." Inspired by the values in this mission statement, I believe we will not only grow, but become a more vibrant parish community.

I invite all parishioners to read this pastoral plan which is our common charter for pastoral life and work in the coming years.

May God bless you,



Msgr. John S. Mbinda





## The Values that Guide and Inspire Our Parish Community

**Catholic** – *We find our identity in rich tradition of the sacraments and in full communion with the universal Catholic Church and its timeless tradition.*

- We will preserve and encourage our Catholic identity as a precious gift from God;
- We will continue to deepen the rich tradition of the Catholic Church
- We will encourage sharing of our Catholic faith with others

**Community** – *We are part of the Body of Christ and help each other to grow in our personal relationship with Jesus Christ as a parish community to become God's presence in this world.*

- We will strive to promote a sense of belonging to the Body of Christ;
- We will strive to deepen understanding on parish life as communion in Christ and with one another;
- We will strive to instill a sense of personal relationship with Christ

**Word** – *We are grounded on the Word of God in reading the Scripture and the Liturgy of the Word.*

- We will encourage parishioners to be familiar with the Sacred Scriptures as the road map that helps to encounter God and so grow in holiness
- We will strive to encourage Bible Study clubs;
- We will strive to provide help to parishioners to read the Sunday Readings before coming to Sunday Mass;
- We will continue to provide Sunday reading commentaries

**Sacrament** – *We celebrate the Eucharist and other sacraments initiated by Jesus Christ and receive God's grace to live in God's love.*

- We will strive to ensure a meaningful celebration of the Eucharist that inspires and creates the space for encounter with God
- We will strive to have adequate preparation for the celebration of all sacraments so that can be channels of God's grace

**Spirit-led** – *We believe that the Spirit of Jesus Christ guides, directs and accompanies us.*

- We will start all meetings with prayer and Scripture sharing in order to allow ourselves to be truly Spirit-led;
- We will strive to discern the guidance of the Holy Spirit as we live stewardship as a way of life;

**Stewardship** – *We strive to become a Spirit-led stewardship parish in Central Oahu because we believe that God provides us with many blessings from his superabundance. We will therefore care for and share the abundant gifts God gives us.*

- We will have an annual vision/mission driven timeline for stewardship as a way of life to keep us focused;
- We will have one intentional formation annual stewardship retreat to deepen our spirituality;
- We will have annual stewardship commitment renewal weekend;

**Evangelize** – *We are called and sent to go and proclaim the good news of God's love by actively inviting and welcoming everyone to join us and grow spiritually by a life grounded in God's sacred Word.*

- We will strive to be hospitable to all who come to our parish Sunday Mass from the parking lot to the dismissal;
- We will continue to give leis to all visitors at each Mass as a sign of welcome and appreciation;
- We will strive to reach out to all parishioners particularly those facing difficult moments;
- We will strive to reach out to Catholics who no longer come to Church through our Catholics Return Home Ministry;
- We will strive to make use of every space on our campus for evangelization purposes.

## Our Vision Statement

*"We strive to become a Spirit-led stewardship parish in Central Oahu. Stewardship as a way of life is what fuels our parish community."*

## Our Mission Statement

*"We are a Catholic Christian community, called to develop a deeper relationship with Christ. Such a relationship is fostered through active participation in: Word, Sacrament, Renewal Programs, Ministry/Service and other Spirit-led activities. We dedicate our time, talent and treasure to install in our parish community the basic building blocks of Christian living — to preach the Good News of Jesus Christ to all through our words, deeds and lives."*

## Our Priorities for 2015 – 2020

*The February 21, 2015 Parish Town Hall meeting focused on the prioritization of eight areas of St. John Apostle & Evangelist parish life. The eight areas listed by priority are:*

- Community/Building & Facilities
- Youth & Young Adults
- Mass/Worship
- Evangelization/Welcoming & Inviting
- Marriage & Family Life
- Word & Adult Faith Formation
- Religious Education/RCIA
- Social Service/Outreach Ministry

*There were 200-plus parishioners who attended the Town Hall meeting to discuss the eight areas. This event was a great success because participants were serious in their intent to voice their thoughts to make St. John a better parish. Many felt they were heard and given the opportunity to develop a plan of action for the areas of improvement. Each parishioner who attended was asked to select one of the eight areas of parish life that was most important to them and to take part in a session to develop a goal, objectives to support that goal and action plans to achieve the objectives. A facilitator, a recorder and a computer assistant led each of the eight areas. The facilitators guided the participants through a specific, results-oriented process geared to fulfilling the intent of the Town Hall meeting leading to Action Plans. The process led participants through discussions in the following areas:*

- Areas of Commendation
- Areas of Improvement
- A series of reflective questions
- Agreement on a Goal Statement
- Developing attainable, time-targeted objectives to achieve the Goal
- Agreement on attainable, time-targeted action items to support the objectives

*Upon completion, all participants gathered to listen to the summaries presented by the eight facilitators. Upon completion of the presentations, all participants were asked to vote for the area of parish life that they considered most important in moving St. John Apostle & Evangelist forward as a spirit-led stewardship parish. The votes were tallied and the eight areas of parish life prioritized based on the number of votes cast for each area.*

*Although all eight focus areas are important aspects of our parish's evangelization efforts and our striving to make stewardship a way of life, only the top four priorities, as determined by the attendees at the Town Hall meeting will be addressed in this version of the St. John Apostle & Evangelist Pastoral Plan.*

## Priority #1: Community/Building & Facilities

*“So then you are no longer strangers and sojourners, but you are fellow citizens with the holy ones and members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the capstone.” Ephesians 2:19-20*

**For the disciple, faith is not a private affair acted upon in isolation. It is a call to holiness within a community of people:**

- Community life in Hawaii must be open to cultural diversity
- Each culture has a role to play in the plan of salvation
- Individuals of all cultures should feel welcomed within the community



**More than just a gathering of individual believers, the parish is a community where evangelization becomes a way of life for each member. Maximum and efficient use of St. John Apostle & Evangelist church’s buildings and facilities should address the various groups whom we are welcoming and hope to evangelize as we further the goal for which our parish exists — making stewardship a way of life.**

### Areas of Commendation:

- Beautiful and caring church in a great location evangelizing to a large community
- Active and spirit-led ministries
- Generous treasure/giving by parishioners
- Active, growing youth group
- Dedicated leadership and staff
- Numerous workshops and events

### Areas for Improvement:

- A multi-purpose facility for evangelization
- More space for staff, ministries, activities and programs
- More parking to accommodate evangelization and growing ministries
- Elevator or chair lifts to accommodate seniors and disabled attendance at upper floor events
- Mass overflow area outfitted with audio and video capability
- Mass area to accommodate families with very young children

### Voting Results:

The members of the Community/Building & Facilities focus groups decided the construction of a multi-purpose facility to address evangelization and growing space requirements was the “Area of Improvement” that required the most attention.

## Pastoral Action Plan:

### Goal:

To upgrade the St. John Apostle & Evangelist campus to better facilitate the faith community’s need to evangelize, educate and socialize as its parishioners strive to embrace stewardship as a way of life.

## Objective #1:

By November 30, 2015, evaluate the existing space allocation against the space requirements (Concept Design) needed for St. John Apostle & Evangelist church to become a spirit-led stewardship parish.

### Actions:

By May 31, 2015, a qualified Catholic education professional from outside the parish will meet with the various education ministries at St. John Apostle & Evangelist parish to determine the role each will play in St. John's future, and to understand the space requirements each ministry will require.

**Responsibility:** Pastor; Leadership Advisory Committee

By June 15, 2015, receive the finalized space requirements report from the qualified Catholic education professional who met with the education ministries at St. John Apostle & Evangelist church and have it ready to present to the Architect/Engineer company who will conduct the feasibility study for the reconstruction of the church campus.

**Responsibility:** Pastor; Leadership Advisory Committee

By November 30, 2015, receive the finalized feasibility study (see next Objective), which summarizes the space requirements for St. John Apostle & Evangelist church as it moves toward being a spirit-led, stewardship parish.

**Responsibility:** Pastor; Leadership Advisory Council; Pastoral Planning and Building Committee (PPBC)

## Objective #2:

*By April 30, 2016, have obtained the Diocese's approval of Schematic Design/Feasibility Study with the Parish and A/E presenting the demographics report, preferred design, and financial plan.*

### Actions:

By April 30, 2015, submit a request for and receive a demographics report from a qualified planning organization that has been vetted by the Diocese.

**Responsibility:** Pastor; Leadership Advisory Committee

**COMPLETED:** May 5, 2015



By June 30, 2015, submit a request for proposal (RFP) to and receive responses from Architecture/Engineering (A/E) firms interested in providing a feasibility study and design options on the maximization of existing and additional space for the clergy, staff, ministries and parishioners to carry out evangelization programs that will help St. John Apostle & Evangelist become a spirit-led, stewardship parish, AND submit a request for proposal (RFP) to hire an Owner's Representative (Owner's Rep).

**Responsibility:** Pastor; Leadership Advisory Committee; PPBC

By September 30, 2015, award a contract to the A/E firm that submits the best value response to provide St. John Apostle & Evangelist church with a space feasibility study and a campus architectural design based on the space feasibility study, AND hire an Owner's Rep.

**Responsibility:** Pastor; Leadership Advisory Committee; PPBC

By January 31, 2016, receive the completed feasibility study (Schematic Design — 10% complete) and submit the final space requirements to the A/E firm for preparation of one or more design solutions for pricing.

**Responsibility:** Pastor; Leadership Advisory Committee; PPBC

By March 15, 2016, have conducted a Town Hall meeting discussing the designs from the A/E firm, obtaining the sense of the faithful regarding the preferred Schematic Design (10%) and have made a decision on proceeding to the final design.

**Responsibility:** Pastor; Leadership Advisory Committee; PPBC

By April 30, 2016, have obtained the Diocese's approval to begin construction after having met (by March 31, 2016) with the Diocese to present the required demographics report, the required feasibility study, the preferred design and the required 50% of total cost funding commitment.

**Responsibility:** Pastor; Leadership Advisory Committee

By April 30, 2016, select a company (that has been vetted by the Diocese) to conduct the St. John Evangelist & Apostle campus reconstruction capital campaign.

**Responsibility:** Pastor; Leadership Advisory Committee; Parish Finance Committee (PFC)

### **Objective #3:**

*By May 31, 2019, complete the reconstruction of the St. John Apostle & Evangelist campus, Parish Hall work completed by November 30, 2018 and Rectory work completed by May 31, 2019.*

### **Actions:**

By August 31, 2016, receive completed Design Development (65% complete) designs from the A/E firm.

**Responsibility:** Pastor; Leadership Advisory Committee; PPBC

By December 31, 2016, receive completed Construction Documents (100% complete) designs from the A/E firm.

**Responsibility:** Pastor; Leadership Advisory Committee; PPBC

By December 31, 2016, have secured donations, pledges and the required bank loans (if required) to total 50% of the capital funding required to complete the St. John Apostle & Evangelist reconstruction.

**Responsibility:** Pastor; PFC; Selected Capital Campaign company

By May 31, 2017, have hired a construction company and begun construction

**Responsibility:** Pastor; Leadership Advisory Committee; PPBC; PFC; Capital Campaign company

By June 30, 2019, dedicate the completed, reconstructed St. John Apostle & Evangelist campus.

**Responsibility:** Pastor

## Priority #2 – Youth & Young Adults

*"Say not, 'I am too young.' To whomever I send you, you shall go; whatever I command you, you shall speak." Jeremiah 1:7*

**From the resource 1997 USCCB document "Renewing the Vision: A Framework for Catholic Youth Ministry," there are eight components of Youth Ministry:**

- Evangelization
- Community Life
- Leadership Development
- Catechesis
- Prayer and Worship
- Justice and Service
- Pastoral Care
- Advocacy

**The term "youth" refers to Catholics under the age of 18 as well as similarly aged young people who are non-Catholic but invited to St. John Apostle & Evangelist church by their Catholic friends. "Young adults" are Catholics aged 18 through 39 as well as similarly aged non-Catholics who are invited to St. John Apostle & Evangelist church by their Catholic friends. While young adults are good mentors and provide leadership in working with the youth, these young adults, by virtue of their age, experience and interests are entitled to their own ministry through which they may grow in their faith by discussing topics that are of interest to them.**

**The focus of the Youth and Young Adult Ministry program is to:**

- Evangelize our Catholic youth, young adults and their friends and encourage their participation in liturgy and parish activities
- Provide opportunities for development of leadership skills in working with the youth and young adults so that we can retain them in our church family
- Encourage spiritual growth by faith sharing, praise & worship music, retreats and teachings of our Catholic faith

### **Areas of Commendation:**

- Strong participation by youth and young adults in Central Oahu Vicariate
- Strong bond between youth – great relationships and friendships
- Strong participation by youth and young adults in charity work, the Mass celebration church events
- Strong participation in community service programs
- Safe place to openly share information
- Great/strong peer-to-peer and adult to youth mentorships
- Strong faith/youth formations
- Fresh perspectives not tainted by traditional bias

### **Areas for Improvement:**

- More youth oriented Masses – all liturgical roles to include youth, praise and worship songs, etc.
- Encourage and develop youth leaders to facilitate youth and young adult ministry
- Offer youth and young adult appropriate homilies
- Welcome and retain youth and young adults
- Provide programs to motivate youth and young adults
- Need to improve community service participation in middle school, grades 6 through 8

- Increase youth and young adult attendance at Eucharistic Adoration
- Include parental involvement and provide family oriented activities in order to bridge gap between young adults and elders.
- Need for social justice catechesis to be better witnesses

### **Voting Results:**

The members of the Youth & Young Adults focus group, by majority vote, decided that welcoming and retaining youth and young adults, and more youth-led involvement were most significant.

## **Pastoral Action Plan:**

### **Goal:**

To welcome, recognize and retain the youth and young adults of our St. John Apostle & Evangelist community and to foster the personal and spiritual growth of each young person in our youth and young adult (YYA) ministry.

### **Objective:**

By July 1, 2016, the St. John Apostle & Evangelist spirit-led, stewardship parish will have in place a YYA ministry that fosters an increased participation in YYA activities and offers personal and spiritual growth to each young person.

### **Actions:**

By July 1, 2016, the YYA ministry, assisted by their advisors, will obtain approval from the Pastor of St. John Apostle & Evangelist church to designate the Sunday evening, 6:00 p.m. Mass as YYA led and oriented to youth with homilies that are relevant toward YYA.

**Responsibility:** Pastor; YYA Advisors; Liturgical Ministry

By July 1, 2016, the YYA Advisors will work with the Pastor of St. John Apostle & Evangelist church to advertise the YYA led 6:00 p.m. Sunday Mass.

**Responsibility:** Pastor; YYA Advisors

By July 1, 2016, the YYA ministry, with the assistance of their advisors and the Pastor of St. John Apostle & Evangelist church, will offer members new, age-appropriate programs that support evangelism as a way of life.

**Responsibility:** Pastor; YYA Advisors; Evangelization/Welcoming & Inviting Ministry; Leadership Advisory Committee



## Priority #3: Mass & Worship

*"God is Spirit, and those who worship him must worship in Spirit and truth." John 4:24*

**Basic to the faith life of the local parish community is its great act of worship — the liturgy. It challenges and celebrates our relationship with God, with one another and with the world. Liturgy is at the very core of parish life. The parish must strive to make its liturgy a true celebration of our relationship with God. The community must recognize the liturgy as the core of parish life and strive for excellence in formation of all liturgical ministries. We believe as the Second Vatican Council teaches:**

- Liturgy is "the summit towards which activity of the Church is directed and the font from which all her powers flow."

**At the core of our call to holiness and to mission is the Paschal Mystery of Christ celebrated in the Eucharistic liturgy. We must strive to understand and appreciate what this means:**

- It is into Christ's dying and rising that we are baptized
- In Christ we value our own daily dying and rising and offer ourselves in Christ as worship

### **Areas of Commendation:**

- Music coordination and singing
- Parishioner participation in prayer and adoration
- Pioneers of stewardship resulting in increases in the "3 Ts" (Time, Talent, Treasure)
- Great, consistent and pertinent homilies at all Masses
- Variety and number of worship and prayer opportunities
- Numerous workshops and events
- Involvement of youth and young adults
- Welcome visitors and new members of the parish
- Active participation of families
- Environment/vestments are beautiful

### **Areas for Improvement:**

- Mass rubrics (examples – postures, rules of the Mass, reverence)
- Liturgical formations (examples – training/explanation of details of the Mass)
- Ministries (examples – consistency between services, training)
- Faithful (examples – attire, crying room, 24-hour adoration, outside distractions)
- Music (examples – selection of hymns, seasonal hymns)
- Eucharistic adoration expanding to twice a month and increasing to perpetual adoration, 24/7
- Preaching (speak louder, enunciation, pronunciation, connecting homily to daily life, simplify homilies to no more than 10 minutes)

### **Voting Results:**

The members of the Mass & Worship focus groups decided that the understanding of Mass rubrics by the congregation/parishioners and improved shorter homilies are areas of this priority most in need of improvement.

## Pastoral Action Plan:

### Goal:

To promote a better understanding of the Mass rubrics and improved quality of homilies in order to give parishioners a stronger spiritual and faith renewal experience during our time for worship.

### Objective #1:

By November 30, 2017 , the Liturgical Ministry will have conducted the necessary training to increase reverence throughout the Mass by parishioners and ministers.

### Actions:

By November 30, 2015, the Pastor of St. John Apostle & Evangelist church, with assistance from the PFC and the PPBC will investigate and if affordable implement the best option to equalize the sound/volume between the pulpit and the portable microphones .

**Responsibility:** Pastor; PFC; PPBC

By November 30, 2016, the Liturgical Ministry coordinator, with the assistance of the Pastor of St. John Apostle & Evangelist church will coordinate with the Diocesan Office of Worship to conduct a series of workshops to form the faithful of our parish on the rubrics of the Mass service. This will include postures, rules of the Mass and the conduct of receiving Holy Communion.

**Responsibility:** Pastor; Liturgical Ministry Coordinator ; Parishioners and Liturgical Ministers

By November 30, 2016, the Diocesan Office of Worship-led workshops will have been conducted, the clergy will be providing reminders of the rubrics of the Mass service from the pulpit and the parish bulletin (via inserts) and the parish website will offer periodic reminders of these Mass service rubrics.

**Responsibility:** Pastor; Liturgical Ministry Coordinator; Staff

By November 30, 2016, training for Liturgical Ministries (EMHC, Altar Servers, Lectors, Music, etc.) will include instruction on the rubrics of the Mass service, with emphasis on pre-Mass and post-Mass postures and practices.

**Responsibility:** Liturgical Ministry Coordinator ; Liturgical Ministries Trainers & Team Leaders

### Objective #2:

By July 31, 2015, the St. John Apostle & Evangelist clergy will have made the final decision in making shorter homilies which are more relevant to our daily lives.

### Action:

By July 31, 2015 , the Pastor, Parochial Vicar and Deacons of St. John Apostle & Evangelist church will have met to develop the preaching criterion that includes a time limit, a simplified message and the connection of the readings to our daily lives.

**Responsibility:** Clergy



## Priority #4: Evangelization/Welcoming & Inviting

*"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 28:19-20*

**God has called all people into a relationship of love we name as covenant. For the disciple, faith is not a private affair acted upon in isolation. Faith is a call to holiness within a community of people. More than just a gathering of individual believers, the parish is a community where evangelization is a way of life for each member.**

**Evangelization underlies all of the activities of the parish, beginning with the family where disciples are developed. Evangelization develops further through small group communities that provide support, both in time of crisis, and in the everyday struggle to live the Gospel. Those in small communities need to balance their experience with active participation in the larger liturgy and life.**

**The parish community is concerned about all of its members, and all individuals should feel invited, welcomed and cherished. The parish community also seeks out those who are not coming to them. Parishioners reach out into the community to invite and welcome back returning Catholics and to invite those with no Church affiliation.**

### Areas of Commendation:

- Clergy, staff and active ministers continue to invite and encourage parishioners to participate in the giving of time, talent and treasure
- Different ministries and groups for all ages and interests
- Church is open, available and welcoming to all
- Monthly newsletter, informative parish website, Sunday bulletin has readings for next week
- Church provides resources to the community (example – a book, "The Four Signs of a Dynamic Catholic" by Matthew Kelly was given to each parish family. Copies were also given to families from outside the parish who attended a Lenten Retreat at St. John Apostle & Evangelist church)
- Clergy, staff and parish leadership are always looking for ways to improve
- Greeting visitors at each Mass
- Homilies reflect everyday life
- Vibrant church community
- Continue to be aware/prayerful and strive/reach for holiness
- Podcasts and other forms of media to promote church
- Recognition of parishioners in monthly newsletter



### Areas for Improvement:

- Hospitality from the parking lot to the pew
- Welcoming/greeting parishioners and visitors with a smile before and after Mass
- Welcome package for new parishioners to include invitation to share time and talent
- Designate place in worship area for persons with disabilities that blend with current seating configuration
- Consideration for people with disabilities – wider aisles for wheelchairs/walkers
- Welcome and support families with children – children’s Mass, age appropriate homily

### Voting Results:

The members of the Evangelization/Welcoming & Inviting focus group decided that efforts to improve hospitality and expand the welcoming process were areas of evangelization that required immediate attention.

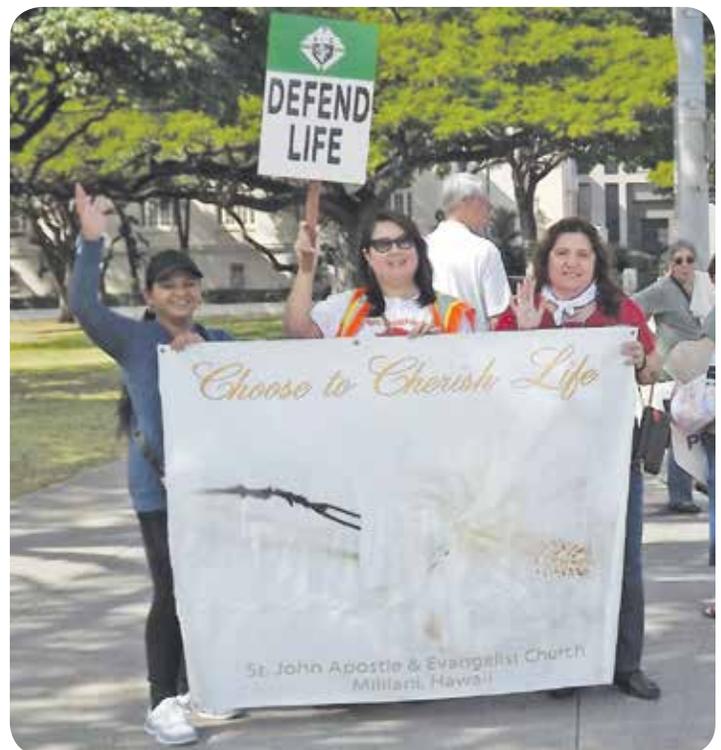
### Pastoral Action Plan:

#### Goal:

To welcome and be available to everyone with all our heart and soul, from arrival into and departure out of the church parking lot in order to profess St. John Apostle & Evangelist church as a spirit-led stewardship parish.

#### Objective:

By November 30, 2016, the Evangelization and Stewardship Ministries will have programs in place geared to increasing the number of active parishioners, increasing the number of new parishioners and increasing parishioner participation in Mass and church activities.



**Actions:**

By February 27, 2016, the Evangelization and Stewardship Ministries will recruit and train individuals and/or families to become members of the hospitality ministry as St. John Apostle & Evangelist church develops as a spirit-led, stewardship parish.

**Responsibility:** Evangelization & Stewardship Ministries

By November 30, 2016, the Evangelization and Stewardship Ministries will have in place a committed hospitality ministry made up of trained greeters who will engage with parishioners before and after Mass, identifying new parishioners and recruiting them to give of their time and talent by participating in one or more of our parish ministries.

**Responsibility:** Evangelization & Stewardship Ministries

By November 30, 2016, the hospitality ministers will distribute welcome packets to new parishioners and guests, the packets to contain a welcome letter from the Pastor, website information, registration information and information on the parish stewardship program emphasizing the gifts of time, talent and treasure.

**Responsibility:** Evangelization & Stewardship Ministries; Staff

