
2022-2024 Pastoral Plan: Implementing Stewardship



Our Lady of the Assumption Church

Carmichael, CA

DRAFT: June 17, 2022

Fellow OLA Parishioners,

Prudence and diocesan regulations require our parish to develop a periodic, multi-year Pastoral Plan. This year our Plan is guided by our Stewardship Renewal. “Stewardship is a conversion journey of receiving God’s love and returning love to him...The steward learns to give of self through time, talent and treasure, not of obligation and duty, but out of sincere desire...” (The Pillars of Parish Stewardship, P.4) We have come to learn that for Catholics, stewardship entails four pillars: Hospitality, Prayer, Formation and Service. Thus, the four pillars provide the foundation for our Plan.

The members of the Strategic Planning Committee, including parishioners and staff members, have worked diligently since March to develop OLA’s 2022-2024 Pastoral Plan. In addition to many meetings, reports and discussions, we diligently reviewed the findings of the Parish Survey conducted last Spring.

We have endeavored to keep the Plan reasonably short, easy to understand, and realistic. We pledge to follow-up and do all that we can with our fellow parishioners to realize the goals and objectives contained herein. We’re committed to conducting annual reviews to update the Plan. (I’m pleased to report that as a parish, we realized most of our goals outlined in our 2018 - 2021 Pastoral Plan. The Appendix to the current Plan affirms this assertion.)

Feel free to periodically refer to the Plan and contact us if you have any questions or concerns. More importantly, please do what you are able to help realize our parish’s many goals and objectives. At its essence, this is a Plan by and for our community.

Yours in Christ, on behalf of the Strategic Planning Committee, a sub-committee of the Pastoral Council,

Juan C. Yñiguez, Chair
C: 916.207.9512
jcyniguez@att.net

Members of the Strategic Planning Committee: Carmy Baca, John Blaschke, Joan Cotton, Deacon Paul Friedrich, Sharon Friedrich, Gregg Gilles, Chris Hine, Nicholas Kerhoulas, Robert Love, Margaret Mongeau, Casey Oliver, Johann Rubia-Miller, Paul Wagstaffe, Juan Yñiguez

You can do something I can't do. I can do something you can't do. Together let us do something beautiful for God.
MOTHER TERESA

Year 1: 2022

Hospitality

“ When I was stranger, you welcomed me.” (Mt. 25-35)

In a hospitable parish, parishioners and guests feel they belong and are appreciated. This is especially true if they were ever absent from the church. Hospitality leads to a sense of ownership among parishioners. This ownership and personal involvement fosters a sense of ‘belonging.’ When parishioners experience a warm and sincere welcome, they in turn become open to give themselves to others. (The Pillars of Parish Stewardship, P. 11)

Goal #1: Substantially Increase Parish Membership

Objective 1.1 Accommodate Young Families

- ★ Develop "God's Grandparents and God's Grandchildren" ministry (New)
- ★ Develop Young Parent/Seasoned Parent Mentor program (New)

Objective 1.2 Reach Out to Disaffiliated Parishioners (i.e., those young and old who have left the Church)

- ★ Reconvene committee to address needs of disaffiliated parishioners (Continuing)

Objective 1.3 Create exploratory committee to assess needs of non-English speaking communities (New)

Objective 1.4 Install Greeters at Mass (Continuing)

- ★ Develop "Greeter" team
- ★ Train the Greeters
- ★ Develop Greeter schedule

Objective 1.5 Develop and Maintain Activities and Ministries for All Ages

- ★ Create viable Vocations ministry (Continuing)
- ★ Develop "Word, Wine and Sunshine" series at local park (New)
- ★ Develop "Theology on Tap" evenings (New)
- ★ Develop "Stewardship Retreats" twice a year (Continuing)
- ★ Develop "Choir in the Pews" at all Masses (New)
- ★ Develop "Date Night" for Adults (New)

Objective 1.6 Develop Protocols for Welcoming New Parishioners (New)

Objective 1.7 Have Representative(s) from Pastoral Council, Strategic Planning Committee, and/or Hospitality Committee Attend School Orientation and Beginning of Calendar Year Meeting to Provide Parish Welcome, Encourage Attendance at Mass, and Promote Participation in Parish Ministries (New)

Objective 1.8 Hire a Part-time Person to Facilitate and Coordinate Parish-wide Stewardship Efforts (New)

Prayer

A stewardship parish strives to nourish the soul through prayer...Prayer and the sacraments dispose a soul to receive God's abundant graces...prayer purifies and intensifies the intention of the steward. (The Pillars of Parish Stewardship, P. 15)

Goal #2: Increase Parish Prayer

Objective 2.1 Develop “Prayer” Campaign for Vocations (New)

Objective 2.2 Place Parishioners on Lists for Intercessory Prayers (New)

Objective 2.3 Strive to Confirm at Least Two volunteers for Each Hour of Adoration (New)

Objective 2.4 Stress Praying for Church Community During Adoration (New)

Formation

This formation of each individual becomes part of the formation of the parish community. As members of the Body of Christ, the parish recognizes it has a call from God to give. Such formation is a formidable task, involving education of the mind and conversion of the heart. (The Pillars of Parish Stewardship, P. 18)

Goal #3: Nurture Children and Youth

Objective 3.1 Establish Consistent, Timely Communication and Cooperation between the Parish and the School

★ **Require each parish and school committee to include both parish and school representatives (New)**

Objective 3.2 Support and Help Grow Child and Youth Ministries

★ **Make Youth Ministry position full-time (New)**

★ **Resume Youth Mass at 11:00 a.m. Sunday Mass (Continuing)**

★ **Support attendance at World Youth Day (Continuing)**

Objective 3.3 Reach Out to Disaffiliated Catholic and Non-Catholic Youth

- ★ Develop "Life Teen" program at local high schools (Continuing)
- ★ Develop "Edge" program at local middle schools (Continuing)

Service

Members of the stewardship parish are ready to minister to varied needs of their own parish family as well as the needs of their wider community and Church...The pillar of service is an opportunity for the parish to put into concrete practice the other three pillars...hospitality, prayer, and formation. (The Pillars of Parish Stewardship, P. 22)

Goal 4: Increase Activity and Participation in Ministries

Objective 4.1 Develop Successful Ministry Fair

- ★ Work with staff to rethink and/or reconfigure Ministry Fair (Continuing)
- ★ Develop effective follow-up for people who sign up for ministries (Continuing)

Objective 4.2 Develop Selection and Mentoring Process to Ensure Succession and Diversity on Parish Committees, Sub-committees, and Ministries (New)

Objective 4.3 Create "Parishioner Suggestion Box" in back of church and selected on-line media platform(s), to advertise and implement direct and/or timely response (New)

Goal 5: Highlight History of the Parish

Objective 5.1 Create Legacy Wall or Room in Affinito Hall (New)

Objective 5.2 Create Sub-committee of the Pastoral Council to Research, Write and /or Create Video History of the Parish (New)

Goal 6: Update and Renovate the Physical Plant

Objective 6.1 Complete Affinito Hall Construction and Re-purposing of Bannon Hall

★ Develop Phase Two Capital Campaign to secure needed remaining funds (New)

Objective 6.2 Create a Sunday Café (New)

★ Develop Sunday schedule for opening the Café

Objective 6.3 Install T.V. Screen(s)/Monitor(s) for Mass and Special Events (New)

Objective 6.4 Upgrade Sound System in the Church (New)

Goal 7: Ensure the Continued Safety of the Community and the Physical Plant

Objective 7.1 Hire Business Manager (with Responsibilities for Operations, Plant and Human Resources, etc.) (New)

Objective 7.2 Use Recent Professional Review to Help Determine and Prioritize Next Steps to Enhance Safety and Sustainability of the Physical Plant (New)

Goal 8: Review and Update "Marketing" Material and Communication Strategies

Objective 8.1 Sell "Parish Swag" in Front Office and at Café (New)

Goal 9: Sustain Financial Viability of the Parish

Objective 9.1 Seek Philanthropic (i.e., Grant) Funding (New)

Year 2: 2023

Hospitality

★ Develop Afternoon "Study Hall" for Local Youths (New)

Formation

★ Expand Summer Bible School into Full Summer Program (New)

-
- ★ Conduct Door-to-Door Evangelizing Activities (New)
 - ★ Focus on Local Talent for Periodic Speaker/Music Series (New)
 - ★ Explore Using Zoom, DVD, YouTube or Other Platforms for Speaker/Music Series (New)

Service

- ★ Do New Head Count Survey Three Times a Year, Post Pandemic (New)
- ★ Address Deferred Maintenance and Safety Needs (Continuing)
- ★ Explore Developing Endowment Fund for Parish (New)
- ★ Have “Parishioner Suggestion Table” Outside of Mass Once a Month Staffed by Pastoral Council, Strategic Planning Committee and/or Parish Staff to Respond to Suggestions (New)

Year 3: 2024

Hospitality

- ★ Explore Possibility of Spanish and/or Other non-English Masses (New)
- ★ Create Welcome Banners (New)

Formation

- ★ Establish Periodic Speaker/Music Series (New)

Service

- ★ Determine if New Ministries Need to Be Created (New)
- ★ Create Parish Social Services Office/Staff (New)
- ★ Contract with Provider to Staff Café (New)
- ★ Address Deferred Maintenance, Safety and Sustainability Needs of the Physical Plant (Continuing)

APPENDIX:

2018 - 2021 Pastoral Plan Completed Goals and Objectives

Goal/Objective	Status
Goal 1: Substantially Increase Parish Membership	
Objective 1.1: Accommodate Young Families	
• Provide infant childcare at 9:30 and 11:00 a.m. Sunday Masses	Done
• Provide Liturgy of the Word for young Children	Done
Objective 1.2: Reach Out to Disenfranchised Parishioners	
• Develop Ministries for people suffering from addiction	Began in Jan 2019
Objective 1.3: Increase Discipleship and Promote Prayer	
• Develop weekly Bible Studies (Living the Word and other small prayer groups (Rosaries and Taize Prayer)	Done
• Promote and participate in annual 2-3 day retreats	Done
• Develop and promote quarterly half-day retreats	Done
Objective 1.7: Develop and Maintain Ministries for All Ages	
• Inventory current ministries	Done
Goal 2: Nurture Children and Youth	
Objective 2.1: Establish Consistent, Timely Communication and Cooperation between the Parish and the School	
• Develop joint meeting of subcommittees from the Catholic School Advisory Commission/Parent Teacher Group and Pastoral Council	Done
• Revise Pastoral Council bylaws to explicitly include members chosen by the school	Done
Objective 2.2: Support and Help Grow Child and Youth Ministries	
• Develop "Life Teen" Mass	Done (8.26.18)
• Create second periodic collections at Mass for Youth Ministries	Done (9.1.18)
• Support attendance at Life Teen Steubenville and On Fire Nor Cal Jam	Done for 2018/ In Progress for 2019
Objective 2.3: Reach Out to Disenfranchised Catholic and Non-Catholic Youth	
• Develop "Life Teen" Program at local high schools	In Progress for 2019
• Develop "Edge" Program at local middle schools	In Progress for 2019

Goal/Objective	Status
Goal 3: Increase Activity and Participation in Ministries	
• Participate in annual Carmichael Homeless Assistance Resource Team (HART) "Winter Sanctuary"	Done (2018 & 2019)
• Make available to the homeless information about resources	Done (2017/18)
Goal 4: Update and Renovate the Physical Plant	
Objective 4.1: Build a New Hall and Re-purpose the Parish Hall	
• Secure Start-up Funds	Done
Objective 4.2 Create a Sunday Café	
• Include Sunday Café in the plans to build a new hall	Done
Goal 5: Ensure the Continued Safety of the Community and the Physical Plant	
• Conduct a third-party professional review(s) of parish protocols and the physical plant	Done
Goal 6: Review and Update "Marketing" Material and Communication Strategies	
• Revise and upgrade the parish website & develop new logo	Done
• Revise and Update the Sunday Bulletin	Done
• Develop a strategy for the use of social media	Done