



MANAGEMENT PLAN

Name: Christian Formation Commission
Organization: Church of St. Michael the Archangel
Title: Pastoral Plan
Period of Plan: 2010 - 2014

DESIRED OUTCOME

Vision of the “Should-Be” (a clear description of your long-term vision)

In an effort to achieve our Goal, the St. Michael the Archangel Parish community will inspire a sense of belonging and enthusiasm; foster an environment conducive to learning and sharing our Roman Catholic faith; its foundation, history, and practice, while respecting the diversity among us.

The Faith Formation Commission, responding to its baptismal call, and with the help and guidance of the Holy Spirit, strives to enliven and enrich all members of St. Michael the Archangel Parish community by the **evangelization and faith formation** of active, new and inactive Catholics through the experience of the sacred scripture, sacraments and sacred Tradition. We will strive to share our faith and incorporate it into everyday life by “living the Gospel.”

CURRENT SITUATION

Estimate of the “As-Is” (factual statement of where you are today compared to your vision) The foundation of the Commission is well established with appropriate Committees in place. Adult Faith formation programs have increased over the past few years to include Exploring the Scriptures programs and Why Catholic?

The identified need is to encourage greater attendance and participation in all programs and to increase the involvement of the youth of the parish.



GOALS

GOAL 1: Provide an understanding of Evangelization in order that all parishioners may realize its significance in their lives and the life of the Church.

ACTION STEPS, TIMETABLE AND RESOURCES & MEASUREMENT

ACTION STEP 1: Provide workshops to present all with an understanding of the concept of Evangelization.

TIMETABLE:	Spring of 2011 to spring of 2012
RESOURCES:	Adult Faith Formation Committee, School Administration and curriculum coordinators, Director of Religious Education, Youth Ministry, Scout Programs. Archdiocese Media Center
MEASUREMENT:	Number of attendees; feedback from surveys and evaluation forms. Increased participation in the life of the Church.

POTENTIAL OBSTACLES THAT YOU ANTICIPATE

None

CONTINGENCY SOLUTIONS TO OVERCOME THOSE OBSTACLES



GOAL 2: Develop a deeper understanding of our Catholic faith for active, new and inactive Catholics as well as diverse members of our community as a lifelong learning process.

ACTION STEPS, TIMETABLE AND RESOURCES & MEASUREMENT

ACTION STEP 1: Initiate the Planning and Evaluation process for Adult Faith Formation Programs by administering interest surveys to adults of the community via a parish mailing, telephone contacts, parish website and possibly community websites etc.

Develop a method of identifying inactive Catholics through the help of current active parishioners in order to extend a personal invitation to them. Consider the use of the “Monica’s Ministries” program.

Collate, prioritize and coordinate the feedback/results returned to the Adult Faith Formation committee in order to design and implement quality Adult Faith Formation programs.

TIMETABLE:	Late January 2011
RESOURCES:	Adult Faith Formation Committee
MEASUREMENT:	Response rate

ACTION STEP 2: Implement the Adult Faith programs with a focus on Scriptures and Evangelization.

TIMETABLE:	Fall of 2010 and Spring of 2011
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RESOURCES:	Adult Faith Formation Committee
MEASUREMENT:	Number of attendee's and participation.

ACTION STEP 3: Encourage adult parishioners to purchase for personal home use, a copy of the CCC-*Catechism of the Catholic Church* and a copy of the *New American Bible*.

TIMETABLE:	Continuing
RESOURCES:	Adult Faith Formation Committee, Director of Religious Education
MEASUREMENT:	Number of books purchased

ACTION STEP 4: Invite and encourage all adult persons of the Hispanic Community and other multi-cultural persons of our community to have representatives join our Adult Faith Formation Committee; and strongly encourage our diverse population to help in the design and implementation of programs.

TIMETABLE:	Fall 2010
RESOURCES:	Adult Faith Formation Committee
MEASUREMENT:	Number of attendees



ACTION STEP 5: Implement “Whole Community Catechesis” which promotes Faith Formation as ongoing and lifelong, integrating the efforts and responsibility of the Parish and each household whose outcome is adult Christians of mature faith. We will strive to gather households of faith to follow the Way of Christ, share the Eucharist, work hard for justice and peace, and continually respond to God’s call to conversion.

TIMETABLE:	In progress- 2014
RESOURCES:	School Administration, Religious Education, Parish
MEASUREMENT:	Number of participating households

ACTION STEP 6: Plan intergenerational activities for parish families.(As an example the family Mardi Gras night)

TIMETABLE:	Continuing
RESOURCES:	Religious Education, Adult Faith Formation, Scouts, School, Youth Ministry
MEASUREMENT:	Number of events and attendance. Four per year is the desired goal.

GOAL 3: Instill a sense of pride and ownership of the school by the whole parish.



ACTION STEPS, TIMETABLE AND RESOURCES & MEASUREMENT

ACTION STEP 1: To share the good news of St. Michael the Archangel School with the Parish and the Archdiocese

TIMETABLE:	Continuing
RESOURCES:	School Administration
MEASUREMENT:	Number of articles contributed to weekly bulletin and other media (i.e. Catholic Review)

ACTION STEP 2: To encourage school families to be active members of the parish by sharing their time, talent and treasure. One means of accomplishing this will be an invitation by the school administration at new family orientation or Home School meetings to all families to participate in parish events and ministries.

TIMETABLE:	Continuing
RESOURCES:	School and Parish Administration
MEASUREMENT:	Number of participants

POTENTIAL OBSTACLES THAT YOU ANTICIPATE

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CONTINGENCY SOLUTIONS TO OVERCOME THOSE OBSTACLES

GOAL 4: Initiate and support programs that will promote understanding of the Catholic faith among our youthful parishioners through Faith Formation programs, religious events, social events, and service efforts.

(These include Boy Scouts; Girl Scouts, Youth Ministry and the Athletic Association)

ACTION STEPS, TIMETABLE AND RESOURCES & MEASUREMENT

ACTION STEP 1: Facilitate and encourage youth participation in larger Catholic Youth events conducted by the Archdiocese of Baltimore and national events.

TIMETABLE:	Continuing
RESOURCES:	Funding; Archdiocese website for schedule of events
MEASUREMENT:	Number of attendees and events

ACTION STEP 2: Strengthen the relationship with the various youth related ministries of the parish. (Boy Scouts; Girl Scout, Youth Ministry; Athletic Association)



TIMETABLE:	Continuing
RESOURCES:	Scout leadership
MEASUREMENT:	Number of participants in Christian Formation events and activities.

ACTION STEP 3: Encourage and support the participation of our scouts in the achievement of religious awards.

TIMETABLE:	Continuing
RESOURCES:	Funding for the cost of awards
MEASUREMENT:	Number of awards and scout participants.

ACTION STEP 4: Continue the summer “Vacation Bible Camp.”

TIMETABLE:	Annual Summer event
RESOURCES:	Supplies and facilitators
MEASUREMENT:	Number of participants

ACTION STEP 5: Establish Family Life and Human Sexuality Program. Implement the Archdiocesan requirements for Family Life Programs in both the Religious Education and school curriculum.



TIMETABLE:	In progress
RESOURCES:	Lesson plan. Scope and sequence of the program as required by the Archdiocese.
MEASUREMENT:	Full implementation

ACTION STEP 6: Provide ongoing and up-to-date Faith Formation Programs for the youth of the Parish. Identify specific types of programs, targeting a youthful audience etc. For example “Explore the Sunday Readings/Scripture, Church tours/ Stain Glass tour, step by step explanation of the Mass.

TIMETABLE:	Continuing
RESOURCES:	Religious Education, School Administration, Scouting/ Youth Ministry
MEASUREMENT:	Number of participants; number of programs/events

POTENTIAL OBSTACLES THAT YOU ANTICIPATE

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CONTINGENCY SOLUTIONS TO OVERCOME THOSE OBSTACLES

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GOAL 5: Generate and encourage a spirit of collaboration among the culturally diverse communities represented in our parish.



ACTION STEPS, TIMETABLE AND RESOURCES & MEASUREMENT

ACTION STEP 1: Enhance awareness of cultural adaptations of members of diverse communities within the Parish by presenting programs representative of them.

TIMETABLE:	Spring of 2011
RESOURCES:	Knowledgeable facilitators
MEASUREMENT:	Number of participants; number of programs/events

POTENTIAL OBSTACLES THAT YOU ANTICIPATE

CONTINGENCY SOLUTIONS TO OVERCOME THOSE OBSTACLES

GOAL 6:

Develop programs that enhance the interest in vocations within the Parish.

ACTION STEPS, TIMETABLE AND RESOURCES & MEASUREMENT

ACTION STEP 1: Include an awareness of vocations component within Religious Education and School religion programs.



TIMETABLE:	Winter of 2010
RESOURCES:	Religious Education and School Administration and Archdiocese of Baltimore Vocations Office
MEASUREMENT:	Number of participants; number of events

POTENTIAL OBSTACLES THAT YOU ANTICIPATE

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CONTINGENCY SOLUTIONS TO OVERCOME THOSE OBSTACLES

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ACTION STEP 2: Have guest speakers representing a variety of religious orders present their respective order to an audience of young parishioners but open to the entire parish.

TIMETABLE:	Spring of 2011
RESOURCES:	Guest speakers
MEASUREMENT:	Number of events per year, number of attendees, number of vocations as a result of this effort.

POTENTIAL OBSTACLES THAT YOU ANTICIPATE

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CONTINGENCY SOLUTIONS TO OVERCOME THOSE OBSTACLE

TRACKING AND MEASUREMENT

Who needs to know? The entire parish

Who needs to tell them? Pastor/Administrator

Who needs to know?

How will we communicate the plan? Via the parish website

When will the plan start? 2010

Who is responsible for what?

What kind of follow-up is needed?

From whom?



How often?

In what form?

Support team important to the success of this plan: