

St. Thomas More Parish



Synod Action Plan

July 1, 2018 - June 30, 2021





The Synod Action Plan for: July 1, 2018 – June 30, 2021

Our Parish Vision (Refer to Learning Aid pp. 7-8)

The vision of St. Thomas More is to assist our parishioners to grow in the Discipleship we all received at Baptism. We will achieve our vision by being a warm, open, welcoming spiritual family, freely sharing our many gifts with each other.

Our Priorities

Over the next three years, our priest(s), deacons, lay staff and parishioners will focus our efforts on the following three pastoral priorities and associated goals in order to bring/fulfill the vision of First Diocesan Synod and foster the New Evangelization in our local church:

Priority 1: Evangelizing our community (Evangelization)

Rationale: Re-energize people to become more active and knowledgeable in their faith

Priority 2: Create and maintain active youth participation from grade school through their late 20's with the prime focus on service. (Young Catholics)

Rationale: St. Thomas More Parish will work to stop the loss of young Catholics during the transition from grade school to high school, from high school to college and after college through the age of 29, by establishing a regular stream of service, faith learning, and social opportunities for parish youth.

Priority 3: Strengthen and heal those who feel marginalized due to their marital status. (Marriage & Family)

Rationale: STM will actively reach out to those who feel marginalized in the Church due to their marital status.

Priority 1 : Goal 1	Priority: Evangelizing our community (Evangelization 3d) Rationale: Re-energize people to become more active and knowledgeable in their faith		
SMART Goal:	Reconnect 50-100 <u>inactive</u> parish households to active parishioner participation by Easter Sunday, 2021		
Primary Goal Champion <i>include role and individual</i>	Welcome Back Ministry (Chairperson), Christie Kordeck and Katie Kordeck		
Other Key Persons for this Goal <i>include role and individuals</i>			
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<ol style="list-style-type: none"> 1. Form an active parishioner contact team. 2. Team contacts inactive parishioners inviting them to a social gathering that will find out their faith needs. 3. Make use of selections in Formed.org to encourage inactive parishioners. 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Parish office staff for data collection	June 2018	Until the goal is completed	
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Social gatherings – refreshments	\$500	Per year	
Mailings	\$500	Per year	
Formed.org	\$1600	Per year	This can be used as part of every goal
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes
All inactive Parishioners		Phone	
All inactive Parishioners		Email	
All inactive Parishioners		Mail	
All inactive Parishioners		Newsletters to non-participants	
All Parishioners		Bulletin	
All School Families		Barrister (School)	

Priority 1 : Goal 2	Priority: Evangelizing our community (Evangelization 3d) Rationale: Re-energize people to become more active and knowledgeable in their faith		
SMART Goal:	Bring 50-100 <u>new</u> parishioners into active participation by Easter Sunday, 2021		
Primary Goal Champion <i>include role and individual</i>	New Parishioner Welcome Ministry (Chairperson) - Christie Kordeck and Katie Kordeck		
Other Key Persons for this Goal <i>include role and individuals</i>	Stewardship and Parish Life Commissions, Festival and Adult Formation Ministries		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<ol style="list-style-type: none"> Offer gatherings for active parishioners who are working with potential new Catholics and/or new parishioners to discuss successes, questions, opportunities. Set up a welcome and information booth at the annual parish festival as a way to reach out to visitors of all faiths. 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Parish Office Staff			
Fr. Kevin Scalf			
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Social Gatherings	\$500	Per Year	
Communication Needs			
Audience	Frequency	Vehicle/Means	Notes
New Parishioners		Phone	
New Parishioners		Email	
New Parishioners		Mail	
New Parishioners		Website	
New Parishioners		School Barrister	
New Parishioners		Bulletin	

Priority 1 : Goal 3	Priority: Evangelizing our community (Evangelization 3b) Rationale: Re-energize people to become more active and knowledgeable in their faith		
SMART Goal:	Establish a regular schedule of faith-based events, education, and activities earmarked especially for inactive parishioners and those who struggle with their faith.		
Primary Goal Champion <i>include role and individual</i>	Joe Dubczak		
Other Key Persons for this Goal <i>include role and individuals</i>	Volunteers from synod roundtable discussion on 10-15-16		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<ol style="list-style-type: none"> Put together and train outreach team to help parishioner identify why they feel separated from the church. Identify the most common reasons people feel separated by the Church. Offer apologetics training to active parishioners in order to intelligently promote and explain Catholic teachings and beliefs. Invite people to periodic informational and social gatherings that will address concerns about the church and provide an opportunity to welcome and support all church members. To keep people connected, on a regular schedule, suggest media in Formed.org that relates to the group's concerns. Use the annual parish festival as an effective way of reaching out to Catholics who feel they are on the fringe. Host single support group possibilities for the 30-40 group. 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Priests that can provide guidance on Church law			
Diocesan or Midwest Catholic Apologetics Conference	Fall	Conference is annually in January	
Fr. Kevin Scalf			
Parish Office Staff			
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Apologetics conference	\$300	Per year	Est of 10 Trainers
Festival promotional items & materials	\$1000	Per year	Flyers/give aways with information & logo.
Social Gatherings	\$500	Per year	
Communication Needs			
Audience	Frequency	Vehicle/Means	Notes
Parishioners		Phone	From once contact is made
Parishioners		Email	From once contact is made
Parishioners		Mail	
Parishioners		Website	
Parishioners		School Barrister	
Parishioners		Bulletin	

Priority 2 : Goal 1	Priority: Create and maintain active youth participation from grade school through their late 20's with the prime focus on service. (Young Catholics 3) Rationale: St. Thomas More Parish will work to stop the loss of young Catholics during the transition from grade school to high school, from high school to college and after college through the age of 29, by establishing a regular stream of service, faith learning, and social opportunities for parish youth.		
SMART Goal:	Create a minimum of 1 opportunity for inclusion of high school & college aged youth in different ministries on a monthly basis by 2021		
Primary Goal Champion <i>include role and individual</i>	Emily Hackett		
Other Key Persons for this Goal <i>include role and individuals</i>	Parish Ministry Chairpersons, other involved youth, parents of high school and college aged students, and possibly a seminarian in the summer		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<ol style="list-style-type: none"> Contact ministry chairs and solicit ideas for opportunities for short-term service projects (project to be 2-4 weeks in duration) appropriate for our youth and then present these opportunities to the appropriate age groups. With our current 8th grade school and religious formation students, discuss short term projects to aid the church, school, and community that they could see performing as they move into high school. With current high school and college aged young adults, discuss short term projects to benefit the church and community. Meet with a group of teens and young adults who are currently involved with the various ministries. Meet with Dr. Samantha Hofferth-Francis to discuss the philanthropic program she currently runs in Hammond to gather information and ideas. Have gatherings with pizza, etc., after service projects. This will be a time for thanking the volunteers, celebrating the project completion and for recruiting for the next project. After project completion, recognize youth via photos and story on the parish website, in the bulletin, or on posters in the narthex. Make available STM school technical resources to help with the plans. Set up a week long summer youth parish mission (Totus Tuus) to promote the Catholic faith through evangelization, catechesis, Christian witness, and Eucharistic worship. 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Gatherings	\$1000	Per year	
Communication Needs			
Audience	Frequency	Vehicle/Means	Notes
High school and college aged youth		Email	
High school and college aged youth		Parish Facebook Posts	
High school and college aged youth		Parish Website	

Priority 2 : Goal 2	Priority: Create and maintain active youth participation from grade school through their late 20's with the prime focus on service. (Young Catholics 3) Rationale: St. Thomas More Parish will work to stop the loss of young Catholics during the transition from grade school to high school, from high school to college and after college through the age of 29, by establishing a regular stream of service, faith learning, and social opportunities for parish youth.		
SMART Goal:	Create a minimum of 1 opportunity for inclusion of adults aged 22-29 in different ministries on a monthly basis by 2021		
Primary Goal Champion <i>include role and individual</i>	Dominique Mercier		
Other Key Persons for this Goal <i>include role and individuals</i>	Parish Ministry Chairpersons, other active youth aged 22-29		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<ol style="list-style-type: none"> Contact ministry chairs and solicit ideas for opportunities for short-term service projects (project to be 2-4 weeks in duration) appropriate for our adults aged 22-29 and then present these opportunities to the appropriate age groups. Meet with those who have completed high school and college who are not yet 30 years old and discuss short term projects to benefit the church and community. Meet with current ministry volunteers. Meet with Dr. Samantha Hofferth-Francis to discuss the philanthropic program she currently runs in Hammond to gather information and ideas. Have gatherings with pizza, etc., after service projects. This will be a time for thanking the volunteers, celebrating the project completion and for recruiting for the next project. After project completion, recognize youth via photos and story on the parish website, in the bulletin, or on posters in the narthex. Make available STM school technical resources to help with the plans. Through Formed.org, offer college age and older youth help with maintaining their faith in a secular world. Set up a week long summer youth parish mission (Totus Tuus) to promote the Catholic faith through evangelization, catechesis, Christian witness, and Eucharistic worship. 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Gatherings	\$1000	Per year	
Communication Needs			
Audience	Frequency	Vehicle/Means	Notes
Adults aged 22-29		Email	
Adults aged 22-29		Parish Facebook Posts	
Adults aged 22-29		Parish Website	

Priority 3 : Goal 1	Priority: Strengthen and heal those who feel marginalized due to their marital status. (Marriage & Family 3) Rationale: STM will actively reach out to those who feel marginalized in the Church due to their marital status.		
SMART Goal:	Provide a program of accurate information and loving support for divorced and separated Catholics.		
Primary Goal Champion <i>include role and individual</i>	Deacon Joe and Joyce Stodola		
Other Key Persons for this Goal <i>include role and individuals</i>	Those involved in the 10-15-16 synod roundtable discussion on marriage and family.		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<ol style="list-style-type: none"> 1. Put together outreach team. 2. Offer periodic gatherings that provide support and answer questions about Catholic teaching on marriage and divorce, possibly in a social setting (like Theology on Tap for divorced and separated Catholics). 3. Through the parish website, on a regular schedule offer information, guidance, and support through media in Formed.org. 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Fr. Brian to direct us to the proper Church teaching on marriage and divorce.			
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Social Gatherings	\$300		
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes
Divorced & separated parishioners		Phone	For follow-ups
Divorced & separated parishioners		Email	For follow-ups
Divorced & separated parishioners		Pulpit Announcements	
Divorced & separated parishioners		Parish website	
Divorced & separated parishioners		Bulletin	

Priority 3 : Goal 2	Priority: Strengthen and heal those who feel marginalized due to their marital status. (Marriage & Family 3) Rationale: STM will actively reach out to those who feel marginalized in the Church due to their marital status.		
SMART Goal:	Support blended families and those of different faiths that are separated from the sacraments.		
Primary Goal Champion <i>include role and individual</i>	Deacon Joe and Joyce Stodola		
Other Key Persons for this Goal <i>include role and individuals</i>	Those involved in the 10-15-16 synod roundtable discussion on marriage and family.		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<ol style="list-style-type: none"> 1. Put together outreach team. 2. Offer periodic gatherings that provide support and answer questions about Catholic teaching. 3. Invite Fr. Brian Chadwick to speak at some of the gatherings. 4. Through the parish website, on a regular schedule offer information, guidance, and support through media in Formed.org. 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Fr. Brian Chadwick			
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Social gatherings	\$500	Per year	
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes
Blended families		Bulletin	
Blended families		Pulpit Announcements	
Blended families		Facebook page	



Conclusion

The Community of *St. Thomas More*, led by *Rev. Michael J. Yador* and with the enthusiastic support of the Parish Planning Team, are grateful for the opportunity to create this plan and excited for the fruit that will come from our collaborative efforts. With great excitement we share this plan with the Bishop of Gary and we look forward to fulfilling the vision of the Synod and Christ's Great Command to "Go, therefore, and make disciples of all nations."

Respectfully Submitted on:

Parish Planning Team Members

Signature, Pastor: *Rev. Michael J. Yador*

Signature, Moderator: *J. Herrmann*

Signature, Member: *Timothy J. Gajda*

Signature, Member: *Cheryl M. Stamsigowski*

Signature, Member: *James A. Puffe*

Signature, Member: *Noreen G. Bickel*

Signature, Member: *Marcel M. J.*

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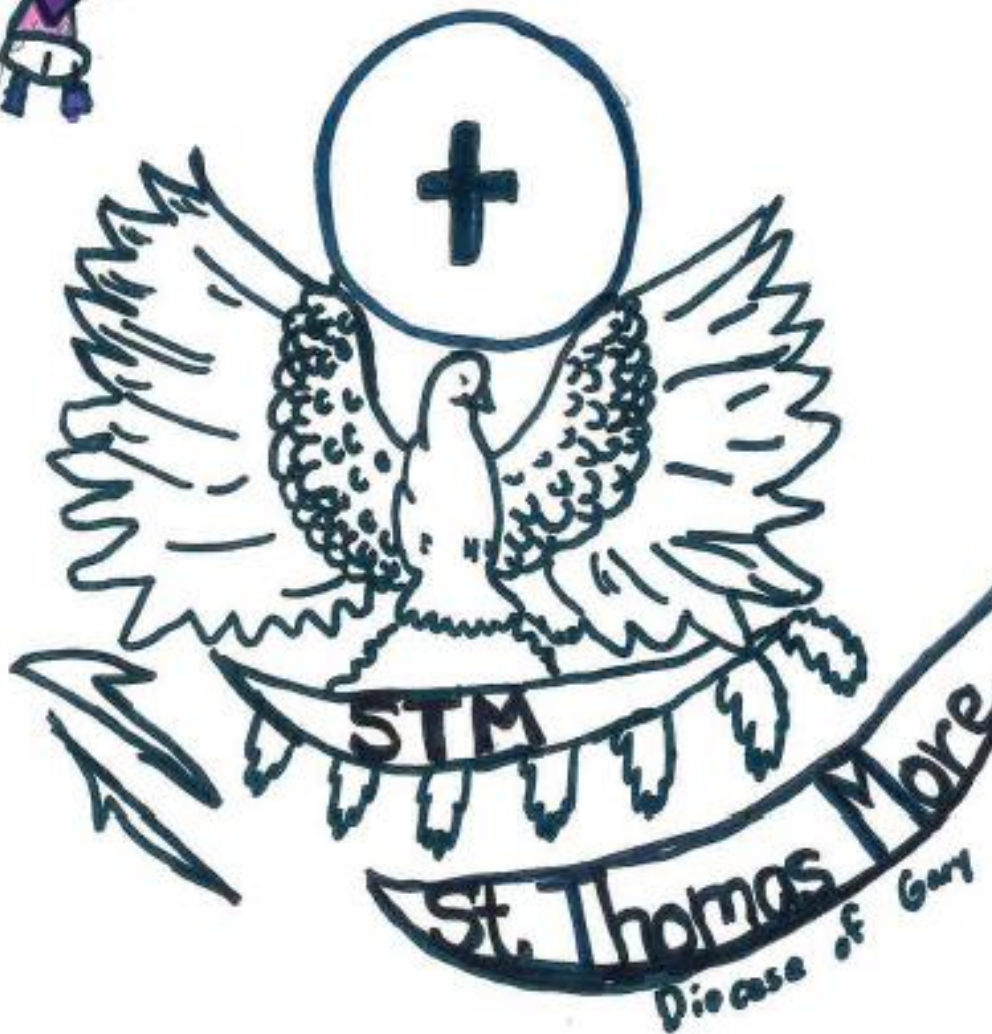
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We Unite as Catholics
Together as One.



Created By
STM Girl Scouts and "Girls on The Run" 2018 Running Team
Nadia Arman (3rd Grade), Kayla Cipowski (3rd Grade),
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