

**November 5, 2022**

## **City Deanery**

**GOAL 1 - To reach out and engage all people with the message of the Gospel.**

Active children's liturgy

Open house for all the community

Retreat for youth

Active music liturgy

Advertising about community, targeting subdivisions and newly built homes

Parish bulletin with message to reflect

Inviting neighbours for Coffee Sunday

Joy around the sacraments – cake, coffee, juice, Christmas parade

Social media presence – Facebook

Feeding the poor

Answer people when they talk to you (pastors)

Answer phone

Phone committee

Make prayer groups

Online homilies

Show by example

Make it relevant to everyday life

Modernize church

Youth programs

Create a sense of hope and positivity

Parish activities

Leverage the schools

Invitation to Christmas Mass – list of parishioners. Signs.

Parish catechesis for adults

Small groups

Parish directory – build “known community” – Family Nights

Improve relationship with schools

Greater interaction from parishioners to schools for rosary, sacramental preparation, and retreats

Improve our community outreach through social action initiatives such as food bank, homeless, soup kitchen

Social media presence with accessible web sites, online Mass, and email outreach bulletins

Seniors – children's choirs, CWL / Knights, Dinners with seniors

Technology – social media and bulletin online

Children's Choir – to sing church to church or in school

Ambassadors in Church and day to day – how you deal with people  
 Bible study  
 Catechism for adults  
 Adult Faith Formation  
 Outreach - Ecumenical participation  
 Programs for all faiths  
 Public displays of Christianity  
 Living Rosary  
 Visual participation in the community  
 Hosting parish meals and reaching out to general community to engage with people  
 Historical and architectural tours for general public for exposure to Christianity  
 Faith Mentor – clergy and laity  
 Celebration of Mass in all Catholic schools on a regular basis  
 Expanded role of Bishop in visiting parishes and speaking at dinners also at any other community event as possible  
 Provide a practical teaching strategy for teachers and schools  
 Provide a course for parent and families (faith course ex. Bible / Mass)  
 Simplify the message of the Gospel in a take home message – a few bullet points  
 Bring back Sunday School (initiative to go back to Mass)  
 Youth program to arise interest  
 Public event on church grounds  
 Youth programs such as youth groups and choirs  
 Use of internet – effective website  
 Invitations  
 Outreach programs (volunteer work, connecting with other denominations)  
 Community events such as coffee after Mass  
 Direct ask action  
 Testimony – outreach, catalyst  
 Hospitality  
 Share physical space (children, homeless ...)  
 Specialized liturgies (Children, Latin, different languages)  
 General community involvement  
 Bring back Sunday School  
 More community engaging activities  
 Youth engagement  
 Communication needs to be personal – example during Covid/pandemic, no one reached out. Actually reach out to people, ask for volunteers  
 Meet individually with people so they are welcome  
 Extra effort needs to be made so people are seen  
 Creating a culture of trust, being authentic  
 Walking in humility  
 Assign people to reach out to others

Breaking through established committees

## **GOAL 2 - To be an inviting and welcoming Church that fosters community.**

Greeters

Making each person belong

Encourage parishioners to greet each other

Introductions

Create time for interactions

Humour

Physical accessibility

Allowing personality of priest to show

Interfaith community events: Board games, fairs, dinners, bazaars

Individuals who welcome people coming into the church for Mass

Participation in public events (ie Remembrance)

Visibility of Christianity (booths at events, handing out freebies) parades – July 1<sup>st</sup>

Channel for community events on Tv to publicize

Events with free food for anybody to come

Participation in food drives, baby items, clothing

Public concerts of sacred church music / Art too, art exhibitions

Social media with jokes and memes to share and engage

Parish website – interactive for the 2 am crowd, crisis line, activity monitored and linking to available resources

Fair with information (MINISTRY SUNDAY)

Information on annulments, bible studies, St. Vincent de Paul, Youth Ministry

Free skate

Offer a late Sunday evening Mass (for those who have families)

Family Fun / Kid Fun activity (continuous) – outside, visible

Youth Ministries (altar servers, youth choir)

Parish events outside of church

Priest involved in family life (dinner at family house, blessing of house, etc.)

Diversity of parish activities

Mentoring new members

Say hello

Introduction of new parishioners

Priest knowing people by name

Follow up with not picked up envelopes – keep in touch

Ask people to do tasks

Avoid cliques

Help out families in need

Have succession plan for committees

Assistance for priest

Social events – coffee after Mass

Youth ministry through invitation

More than Mass – traditional devotions of Church  
 Extra blessings – processing Corpus Christi; Cars – travel; Food on Thanksgiving; Prayers over people; Healing Masses  
 Feast Days – other formats for Mass  
 Latin Mass attendees – not sure: catechesis what other forms are there?; Consistency (priest) for them.  
 Welcoming group (people) at doors – newcomers need to register; outreach specific to new people; personable people at doors  
 The parish priest welcoming everyone at the beginning/end of Mass  
 Fact sheet of the parish  
 Info sheet on the order of the Mass  
 Baby change stations in the washroom  
 Reach out to schools about neighbouring church  
 A bulletin board  
 Fostering a young family group  
 Children book library that children can use during Mass  
 Educating on Confession  
 Opportunities for counselling  
 What is the culture around you?  
 Identify the barriers – being born here  
 Conversations need to be had  
 Reaching out for sacraments, reaching out to the schools – presence via letters, bulletins  
 Coffee after Mass  
 From the pulpit – talk about it, make the invitation  
 Think about different responsibilities we have to one another  
 Bible studies  
 Having events that combine the riches of our faith and a social  
 After Mass social with food – establishes community, fosters relationships, gives people leadership opportunities  
 Sunday greeters – rotation of leaders  
 More people involved in ministry  
 Women’s group – for mothers – help support people in their vocation  
 Men’s group – for fathers  
 Offer them choices  
 Specializing Liturgy – Children, Languages, Youth, Male/Female; Catholic Education  
 Hospitality open to ALL – welcome people; find volunteers – personal asking; find out their **names** – call people by it; bring a friend  
 Special Events – after Mass maybe; activity to do; parish picnics; seasonalities  
 Highlight different ORDERS and ministries – lay orders; lay ministries  
 Broader communities – inter faith dialogues; inter faith events  
 Increase presence of all medias from all ministries within parish

Welcome newcomers and provide ministry they will attend initially – eg have lunch and provide opportunities

Increase volunteers which in turn work for us – relationships

Communication strategies – create “neighbourhood watch”

Introduce greeters at the church door to welcome people

Invitation to the community to learn about church

Ads in the newspaper / social media

People think there is a criterion in order to attend church

Peaking people’s interest

Reaching out to the parents of school children

FOOD

Reach out to the people who have fallen away

Change peoples’ minds on their way of thinking about church

Census / home visits

### GOAL 3 - To offer well-prepared Liturgies that promote prayer and participation

Summation of homily  
My challenge to you this week ...  
Feedback on homilies  
Inviting people for a liturgical function  
Make it relevant / contemporary  
Make it applicable to day to day  
Homily from other places than pulpit  
Input from others to priest on homilies – lay person language  
Single theme  
Make it positive, to the point  
Liturgy committee  
Avoid judgement  
Publish homilies  
Short, sweet homily  
Jokes to start  
Traditional hymns  
Knowledge of Mass response (preach on mass parts) – Basic faith  
Youth led liturgies / worship in Mass  
Means to stay closer to the Mass  
Parish Liturgy Committee  
Diversity of Mass styles eg more music/incense, more quiet, youth oriented  
Thoughts on young kids – separate space?; or bring them to the front?; Children’s Liturgy;  
Family Mass  
Latin Mass at a decent time  
Homilies – less structured; engage; personally RELATABLE  
Best practice for people and presentation skills  
Audio visual tools in homilies  
Better music  
Variety of liturgical expressions – charismatic; praise & worship; traditional  
Lectors – coaching; add emotion and story-telling even memorization; training; children reading/lectors; stage presence can bring the Gospel to Life  
Monastic Prayers – Division into Choir A + B  
Mass with explanations throughout with the origins from Scripture  
Students actually in physical church, if possible; student-centered Mass  
Field trip to churches, physically in church  
Anonymous suggestion, question box for priest about anything – faith, church, dogma  
Liturgical and Eucharistic processions  
The priest himself should celebrate the Mass well  
Use the CCC (Catechism of the Catholic Church) as part of the homily  
Fr. Mark Schmidt – catechism in a year

Follow the (GIRM) General Instructions of the Roman Missal – the rules of the Mass  
 Using hymns that all can sing  
 Take time for the offering of peace  
 Putting the gospel and readings in context with the time of Jesus and bridging it with our times  
 Exposition of the Blessed Sacrament after Mass on the First Friday for ½ hour  
 Catechesis – personalization – knowing others  
 Homily – concise – 10 minutes and engaging  
 Prayers of the Faithful – specific to the now; local issues explained; greater details  
 Lectors – training and preparation  
 Music – faithful, participatory and known  
 Punctuality – start on time  
 Altar servers – well trained and reverential  
 Priest involvement with community at and afterwards  
 Positive engagement  
 Personal preaching / engagement – coming down off the altar; speaking from within yourself  
 Music  
 Personal prayer  
 Teach the people what Mass is all about  
 Formation  
 Interaction within the church  
 Coordination of the different ministries – a unified liturgy; music goes with the readings  
 Healing Masses / Masses with the Anointing of the Sick  
 Music Ministry  
 All other ministries  
 Teaching Mass  
 Preparation for liturgy  
 Preach short; preach less  
 Preach on the theme of the Gospel and readings  
 Address the audience – know your audience ... or congregation  
 Set the expectations of the congregation  
 Training for all ministries  
 Utilize all the resources like schools volunteering for Masses  
 Reach out to Catholic medias and broadcast Mass and special liturgies  
 Organize retreats  
 More positive attitude and understanding of prayer  
 Regain a sense of the communion of saints  
 Recognize the traditions and riches of our church  
 Priests communicating ideas with one another  
 Offer a meaningful Mass  
 Music – needs to change – recognize the choir and music needs to be to the glory of God



Understanding the beautiful treasures within the church (eg Gregorian chant, etc.) the organ, etc.

## **GOAL 4 - To be a Church engaged in ministry and mission.**

A sense of responsibility and belonging – “Belonging implies responsibility.”

Opening the door to avoid selection

Two or more people to take on task

Have a sense of succession plan to keep activities

Book some people to be personally asked and this promotes new leadership

Parish survey for ministry

Open house / fait for ministries

Priest personal invite of pastor (to get them involved)

Climate change – solar panels as a possible option instead of boilers??

Open house and social

Issue of older priesthood – lay ministry means what?

Witnessing and sharing experience of outreach and volunteer work either a single event or after each Mass – a representative from one organization

Create structures which can help people to become involved in the parish

Create a sense that we go to Mass not just for us but for other including community within the church and also helping those in need

Catholic formation of adults – catechism along with the sacraments

Mission – go out to the unchurched and TAKE BACK

Reaching out to other organizations

Knowledge of established ministries, publicize what and where they are doing

Personal outreach to take part

Make them approachable and encourage to participate

“Yes” culture to smaller programs and ideas along with established ministries

Parish Pastoral Council discussions amount ministry needs and community outreach

Look at vibrant parishes and see what works. Make connections within the Diocese to see how the same structures can be replicated or adjusted in other parishes

How to motivate individuals – continuing to reach out

Know the ministries

Know your community needs outside the church

Know your mission statement and refer to it when building your community

Ask people to participate in ministry – rotate and ask new people

Be willing to change structure in ministries to encourage new members

Give people roles to encourage involvement

Have a pastoral program to help support the various ministries

Community outreach

More ecumenical events

Reduce division between clerical and lay responsibilities

Understanding invitation to different groups (St. Vincent Paul, etc.)

Make sure groups have the “big mission” to serve God at their heart

Ministries within our own church

Education of what ministry and mission are – continuing  
Do something with intention rather than a sense of duty  
Range of ministries available  
Bring Catholic faith to our workplaces  
Adult Faith Formation to be engaged  
Tuned into community – attracting more to our parish community  
Promoting (eg through bulletin – discussing at events)  
Mentorship that will allow someone to take on a role in the parish  
Being involved in Development and Peace (social justice)  
Learn what each ministry does / CWL / Knights around social justice to attract more; gain knowledge  
Supporting the Food Bank  
Ministry Fair for all groups associated with the parish  
Day of Prayer, events  
Volunteering – educate; clothing (winter); time, talent, treasure  
Community Needs – drugs, poverty, St. VP  
Inter-faith works – Meal preparation outreach with Anglicans and other groups  
Educate how to engage (Conduit) – design a Diocesan approach; how to be a conduit to reach out to wider groups  
Engage/promote community leadership and responding to community initiatives eg surveys, Laudato Si reduce, reuse program  
Educate on Catholic leadership eg Servant Leadership Program at Sacred Heart College  
Mentorship program on how to organize and take part in community activities such as Rotary  
Look beyond the boundary of the Diocese (reciprocal; other Orders; faith lines) exchange; cultural  
Involve lay people to support the Pastor

## **GOAL 5 - To engage in responsible stewardship of God's gifts for the present and future.**

Evangelization means we have to take care of the finances, buildings, etc. too  
Financial stewardship – being smart about utilities to save money and being able to put those finances elsewhere  
Holistic approach understanding that we need to be practical about these resources in the parish and the Diocese  
Making sure we are managing situations  
Ensuring accountability and fact checking within the finances (which is the parishioners' funds)  
Allowing / the idea that parishioners look at the church as their home (will want to care)  
Encouraging charity / encouraging the parishioners to tithe  
Parish priests need to have an understanding of finances; know how to be good with money (Training in the seminary???)  
Transparency with finances  
Investments - Investing to get it back  
Using skills to maintain the building  
Have a sense of transparency in Finances to know where things (money) are going  
Take an initiative of action (having an action list) (project plan)  
Publish a list of what needs to be done and what has been done – Property Committee  
Cooperating priests – have a real love for the church  
Making the decision to be financially responsible and churches being closed  
Universal bulletin stating all Masses in the Diocese  
Mass one day at one church then Mass at another church the next day  
Universal budget vs individual budget for parishes  
Amalgamation of churches  
Number of Masses to be reduced depending on need of the community  
Resource of the people helping tend to be the same and they become tired  
Who does the evangelization of the church and how do you educate for it?  
Use out time, talent, and treasure responsibly  
Identifying opportunities; what are the needs?  
Time in prayer to understand our calling  
Education on how to use your gifts – self reflection  
Increase our prayerfulness  
Provide opportunities to discuss our stewardship on an ongoing basis  
Keeping record of the talents and resources within the parish – the skills people have  
Making use of current technologies  
Environmental care – very important to young people – solar panels; community gardens; recycling  
Financial transparency

Not to be afraid to ask for people's time, capacity, resources. Ask for what you need. It's all in the asking – personal and specific asks.

Investing in people (lay) for engaging in ministries that we want priests to take on – prison ministry; mentorship in spirituality; TRAINING catechists for adult formation programs

How to balance power with priest who says “NO”?

Invest in the right people

Teach what proper tithing is

Don't be afraid to ask – professional fundraiser for Diocese

See what works and use those strategies

Focus on children – morality, family education, religious and spiritual appreciation

Schools – time with social connections; partnership with parish

Learn from First Nations about environmental connections

Traditions – create an awareness to engage, parish/priest ministry

Sacraments: community; education; resources; parent involvement; family involvement including godparents

Church vision statement – pastoral setting

Developing a mission/vision values – intersection of lay people along with the Pastor; involve ministry leadership

Role of ministry and volunteer organizations

Mission churches open only in the summer

## **GOAL 6 - To be a Church that nurtures reconciliation, healing and mercy.**

The church is like a hospital.

Healing starts with forgiveness but we must reach out into the community – parents; children; injured; whatever

Be humble by example!

Reconciliation with the minorities – LGBTQ, women with abortion

Modernization of the church – it has to evolve

Sessions for the marginalized to understand what can be done and understanding so as to be welcomed

Revisit Common Law

Asking ourselves why this hurt has occurred

Acknowledging the past hurt

People holding onto anger from the past and unable to move past it

Meet people where they are at

Awareness is the first step; we can't always come up with a solution right away

Work to establish trust and rebuild relationships

Training people to be agents of reconciliation and a listening ear

Communication is key

Understanding how to deal with conflict

Conflict resolution is key

Need a structure for conflicts at the Parish – go to the Bishop or the Dean

Need a third or fourth person to facilitate

Understand the structure between the priest and the laity

Trust and relationships need to be established between the Church and the laity – people cannot accept the teaching without trust

Do people know help is available?

People don't realize that the church offers these supports.

Setting people up to communicate with one another.

Understand this is a universal problem and something they can heal from

People need to be trained. Do we need to provide one?

Listen to those who have left

Outreach to those in irregular situations – speaking about ministries available and encouraging regular church-goers to connect them with those who have left the church

Many do not know what the church teaches; what Church teaching really is

Combatting how the church is portrayed by teaching people about their faith and teaching about the fundamentals of the Gospel message – to make the laity the light of truth in the world and the witness of Jesus' Love.

We need to know WHY people have left the Church.

Encouraging individuals to listen one-on-one to the hurts of those people who have family and friends

Equip the laity to have those conversations through catechetical instruction

A culture of meeting people where they are; a culture of accompanying  
Acknowledge what is wrong  
Be part of the positive movement forward  
Humility  
Education on what it means to forgive  
Not pass judgement  
Discussion on things other than hot topics  
Reconcile to God so that you can go further – sacramental reconciliation  
Provide forums for dialogue and communication  
Public statements re hot topics – take responsibility and let everyone know  
Build back trust with individuals  
Ask those to whom the church wants to reconcile to gather to discuss the role of the church  
in the destruction of culture.  
Sexual impropriety – Acknowledge what has happened. Address the idea that we are all  
guilty by association. How should parishioners react to these matters? How should  
parishioners act on these matters to heal as well?  
Engage in education about the complaint process  
Precautions for the future; police records checks; Knights Safe Guard program  
Forgive but do not forget what has happened. How to reconcile this with the concept of  
mercy?  
Ways to engage with those who have been wounded by such actions at the parish level.  
Need mediation process at the parish regarding reconciliation generally for those wounded  
by other parishioners; by the priests, etc.  
New type of sacrament or celebration for Reconciliation