



**Pastoral
Plan
Scorecard**
March 15, 2016 (rev c)

**Be Disciples ~
Proclaim The Faith ~
Make A Difference!**

Attendees. Members of the *Pastoral Plan Writing Team*, the *Pastoral Staff* and the *Pastoral Council* met to review the Goals of our Pastoral Plan. There were 17 attendees (approximately). The meeting lasted 1:45, approximately.

Grades

- A** means “accomplished” or “well on track to be accomplished on time.”
- B** means “it is not quite on track, but with some work/renewed focus, can be accomplished or come close.”
- C** means “it is a not on track, but may be able to be accomplished with significant retooling or realignment.”
- D** means “there is a high likelihood that this will not get accomplished.”
- F** means “the deadline has already passed” or “will not be complete by deadline.”

Goal	Assessment	Action items	Grade
<i>Priority: Promote Vocations</i>			
1. 20-30 high school men to participate in at least one event to explore diocesan priesthood by March 31, 2016 [Owner: Vocations Team]	General consensus was this was not an attainable goal before the deadline. While there has been great progress on the Elijah cup, and prayers for vocations for seminarians, over the past year there has been little emphasis on inviting vocation-interested youth to archdiocesan event. Some young men have been invited to the St. Andrew dinner in April, though. Need to increase visibility, communication and outreach.	<ul style="list-style-type: none"> - Recruit additional team members - Plan for the Fall Youth Religious Education Vocations event - Reinforce the goal with the vocation team - Determine how to keep track of the number of young men who attend - Use website to encourage young men to attend the April St. Andrew Dinner - <i>Change the goal to be 5-10 men by 3/31/2017</i> 	D

Goal	Assessment	Action items	Grade
<p>2. 30-50 couples to participate in either Marriage Renewals or Marriage Blessings for Sacramental Marriages by December 31, 2016</p> <p>[Owner: Vocations Team]</p>	<p>We are currently at 10-12 for the past year. We believe that with more publicity we may be able to attain 30. There seems to be an uptick with the new Baptismal Preparation emphasis on Sacramental Marriages (emphasizing gateway moments).</p> <p>Would prefer to not count any World Marriage Day couples.</p>	<ul style="list-style-type: none"> - Use the web site, bulletins and pulpit announcements to invite Marriage Renewals and Blessings - Ask all Pastoral Plan writers and team members to renew their own marriages as an example to the wider community - Consider whether a “monthly renewal mass,” might be an alternative - <i>No changes to the goal</i> 	<p>C</p>
<p>Priority: <i>Form Intentional Disciples</i></p>			
<p>3. 50-100 Parishioners share their journey of faith in an open, formal forum by November 30, 2017</p> <p>[Owner: None]</p>	<p>Only one person has done this at a Mass, and that was attached to the ACTS retreat. May want to consider other forums in which people can talk about their relationship with the Lord. Ultreya/Cursillo can provide a way to do this sharing. 5 Teenagers have given their witness at Confirmation retreats.</p> <p>It might be necessary to define the effort by saying “2-3 minutes on how you got here in your faith.” May also need to provide a special, semi-private forum in which people can speak (not Mass). We may be able to leverage existing groups (MCIP, Father Hal’s scripture series)</p> <p>While the numbers are low, with a concerted effort, this is still attainable. But need an owner to be accountable for this. May be the same person as the Adult Faith Formation goal (below). This is at risk.</p>	<ul style="list-style-type: none"> - Needs an owner! (With an owner and a plan, may become a B) - Revisit in 6 months; add to and track at biweekly Pastoral team meetings - Start a separate effort for this - <i>No changes to the goal</i> 	<p>C</p>

Goal	Assessment	Action items	Grade
<p>4. Increase the number of parishioners in ongoing Faith Formation by 100-200 by September 30, 2016.</p> <p>[Owner: None]</p>	<p>Attained! We are counting the following: Father Hal’s Scripture Series (100), Father Marty’s DVD Series (50), Lenten Mission (100+), Meeting Christ in Prayer (50+), Frank Runyeon, David Kauffman, Holy Hours (50+). We are noticing new people attending these events (yay!).</p> <p>There was some discussion about what was meant by word “increase” in the goal. <i>Need to tighten up the definition of the goal in subsequent plans.</i></p>	<p>- <i>No changes to the goal</i></p>	<p>A</p>
<p>5. Create 1-3 Faith sharing groups for adults under 30 by September 30, 2016</p> <p>[Owner: Adrienne]</p>	<p>Lots of effort invested in trying to ignite, using invaluable assistance from Mike Drahos (RCAB), but the group is not yet self-starting. Some questions about Married versus Married-with-children. It might be beneficial to include men and women in their 20’s and early 30’s. Might also be helpful to ask Michael Drahos speak with the team members directly.</p>	<ul style="list-style-type: none"> - Hang in there – keep asking - Consider asking RCAB to speak with the team. - <i>Change the goal to be “Create 1-3 Faith sharing groups for adults in their 20s and 30s by September 30, 2016”</i> 	<p>B</p>
<p>6. Increase Mass attendance by 250 (10% of 2500 for Billerica) by September 30, 2018.</p> <p>[Owner: Father Shawn]</p>	<p>Progress is very hard to measure with an end date out 27 months. Some Masses are seeing changes (both + and -) in attendance – but attendance may not be increasing overall. Anecdotally, there seems to be a great many parishioners who feel safe enough to attend Mass out of their home parish.</p> <p>There are questions about how to effectively count in each of the 3 parishes. Want to count more frequently than once per year, but for one of the parishes, it is very visible and annoying to count (no loft from which to count). Possible solution? Let all parishioners know that we are counting because we see an uptick in attendance and want to measure it.</p> <p>It is too soon for Youth Religious Education changes to have had an effect (Elementary parents attend with children, focus on Mass).</p> <p>There was some discussion about what was meant by word “increase” in the goal. <i>Need to tighten up the definition of the goal in subsequent plans.</i></p>	<ul style="list-style-type: none"> - Solidify a plan to count attendance - Continue to work Mass improvements (Music and more) - Consider publishing mass counts in the bulletin - <i>No changes to the goal</i> 	<p>B</p>

Goal	Assessment	Action items	Grade
Priority: <i>Become A Welcoming Community</i>			
<p>7. 3 teams of hospitality leaders to oversee 3-6 ministers of hospitality at each weekend mass by June 30, 2016.</p> <p>[Owner: Deacon Phil/Maureen]</p>	<p>3 teams and leaders in place, 3-6 ministers in place in each parish. But, not at every Mass. Father Shawn is hearing much positive feedback. Not 100% attainable by June 2016, but we are on our way.</p> <p>May want to invite from the pulpit announcements (using the word <i>greeter</i>), as several team members were unaware that we needed additional Hospitality ministers.</p> <p>May want to get volunteers to greet first, and then teach them about “Hi my name is <i>Fred</i>. You seem new here, welcome! What’s your name?”</p>	<ul style="list-style-type: none"> - Make recruiting push in pulpit announcements - <i>No changes to the goal</i> 	B
<p>8. 75-100 new families to our collaborative by September 30, 2017.</p> <p>[Owner: Father Shawn]</p>	<p>There have been 114 new families in Billerica over the past year, but not all are attending regularly (maybe 50 are?). There are different ways of tracking new families whether they come in through Youth Religious Education or the main offices.</p> <p>There was some discussion about what was meant by word “new families” in the goal. <i>May need to tighten up the definition of the goal?</i></p>	<ul style="list-style-type: none"> - Get lists from the town to reach out to new folks who move in - New Youth Religious Education families should be required to get envelopes ☹ - New Youth Religious Education families are not always seen by the Office Managers. - <i>No changes to the goal.</i> 	B

Additionally, we asked the team 2 overall questions.

1. What have the Major success of the Pastoral Plan been? ... Non-successes?

a. Successes?

- i. Looking at the pastoral plan as a whole, what have been the major successes of the Pastoral Plan?
- ii. Number attending faith formation attendees
- iii. Hospitality
- iv. Parishioners being comfortable crossing parish boundaries
- v. Collaborative working better
- vi. St. Mary and St. Theresa participating in the Elijah Chalice ministry
- vii. Seeing growth of Mass attendance because of more Mass choices - collaborative is being accepted
- viii. Having priests and deacons rotating is now seen as a positive

b. Non-successes?

- i. Need better channels of communication
- ii. Better at being more welcoming - do not know where people are on their faith journey (Chris' comments)

2. What should we do more of? ... Less of?

a. More of?

- i. Communication
- ii. Recruiting Volunteers
- iii. Identifying owners
- iv. Let all parishioners know about the pastoral plan (again)

b. Less of?

- i. We should avoid taking anything new on - we are doing a lot of excellent work, let the foundation get stronger