

## Pastoral Plan 2016-2019

Goal	Suggested Ways to Implement:	Targeted Completion Date
<p>1. Use available technologies to inspire parishioners to live the Gospel through word, music &amp; deed.  <b>[Technology]</b></p>	<p>A. Select homilies from Advent, Christmas, Palm Sunday and Easter to post as podcasts.            B. Post Sunday homilies and/or podcasts on the website.            C. Talk about podcast site during Mass and in the bulletin.            D. Create a new parish website.            E. List announcements for education, formation, ministries, etc. on website. Create space for ministries and mission work on the website.            F. Call for Time, Talent and Treasure on website, in social media, etc.            G. Announce progress reports toward fulfillment of goals.            H. Develop &amp; maintain comprehensive database or parishioner information including emails &amp; occupations. Update regularly.            I. Post Deaf Community resources and news on website.            J. Put wedding music on website for engaged couples living out of the Pittsburgh area as they select music for their wedding.            K. Establish a clearer and more personal way to have congregants share news at Mass announcements.            L. Provide more and consistent communication about what the major councils and committees in the church are doing.            M. Secure a technology and communications consultant to assure consistency in all communication</p>	<p style="text-align: center;">by 11/30/2016</p>
<p>2. Create a privileged place for spiritual development and community-building through Small Discipleship Groups.  <b>[Spiritual &amp; Community Development]</b></p>	<p>A. Conduct workshops on prayer, Bible study, evangelization, service, etc.            B. Pick a regular evening when adults &amp; families can experience, first-hand, scripture readings, different ways of praying- including sign language- reflection, and worship.            C. Place a weekly prayer topic in the bulletin and on the web.            D. Begin gatherings and meetings with prayer, silence and intentions/intercessions. Use the Gospel in prayer and close with the Magnificat.            E. Explain Catechesis of the Good Shepherd (CGS) to the parish.            F. Clarify plans to incorporate CGS methods into other ministries.            G. Recruit &amp; train volunteers for CGS programs, including an intergenerational service program.            H. Provide religious education for teens after Confirmation.            I. Promote formation of ecumenically-based Gospel study groups.            J. Prepare individuals to lead CGS and Small Groups.            K. Create programs for parents/caregivers with young children geared to their needs and their child's spiritual/social development.            L. Promote RCIA(Rite of Christian Initiation of Adults), encourage participation, and invite participants to become more involved in the parish.            M. Utilize Catechesis of the Good Shepherd approach.            N. Equip parishioners to share their faith.</p>	<p style="text-align: center;">by 5/1/2016</p>
<p>3. Increase understanding &amp; participation in the Liturgy through education about the Mass &amp; music.  <b>[Understanding &amp; Participating in Liturgy]</b></p>	<p>A. Write clear explanations of how the words/prayers of hymns sung/signed during Mass connect with the various sections of the Mass. Make certain these explanations are consistently delivered at all Masses.            B. Assign the music minister or cantor to inform the congregation of the connections before the start of Mass or other liturgical services.            C. Provide a written overview of the association between music and the Mass for the parish bulletin &amp; website.            D. Write, verbalize and sign clear explanations about the origin, meaning, and/or changes of different parts of the Mass and other liturgical services.</p>	<p style="text-align: center;">by Pentecost 2017</p>

## Pastoral Plan 2016-2019

<p>4. Create a program of integration for new parishioners &amp; prospective members and connect this to an invitation for all parishioners to discover, develop and share their gifts/talents and leadership abilities. <b>[Integration of Gifts/Talents]</b></p>	<p>A. Learn what other Christian churches do to welcome in and integrate new people.          B. Host social and educational ministry events that foster fellowship, spiritual growth and development (Program of Welcome). Utilize "Called and Gifted" program or one that's similar for all parishioners to discover their gifts/charisms.          C. Educate members about Parish Values, membership expectations and parish needs including the parish Deaf Community and the Mt Washington community.          D. Initiate a Small Discipleship Group like "Alpha" or "Christlife" to introduce people to a deep relationship with Christ and our community.          E. Train office staff and volunteers to welcome all and to respond in a nurturing way to those who wish to join the parish. Be sure to request and include information about current and new member's professions and trade skills in database so help may be requested when needed.          F. Open parish membership to any person interested in a relationship with Christ and St. Mary of the Mount.          G. RCIA (Rite of Christian Initiation of Adults)</p>	<p style="text-align: right;">by 10/1/2016</p>
<p>5. Invite our local community to our programs of growth and development for mind, body and spirit. <b>[Local Community]</b></p>	<p>A. Continue to provide meeting space and support for Alcoholics Anonymous          B. Encourage participation in physical activities (Emerald Park walks, yoga, pilates, Zumba, etc.)          C. Invite Mt Washington neighbors to Music on the Mount          D. Promote the Ethnic Festival, Fashion Show, Fish Fry to local and City-wide neighbors.          E. Develop stronger partnerships with local deaf and speaking schools and programs (DePaul, Western PA School for the Deaf, Hearing and Deaf Services, etc.). Host events for the Deaf Community at large.</p>	<p style="text-align: right;">by 6/1/2017</p>
<p>6. Ensure the quality, integrity and reasonable accessibility of all SMOMP buildings. <b>[Church Buildings]</b></p>	<p>A. Maintain a clutter free, safe, clean and tastefully decorated church.          B. Give regular, ongoing attention to the church including the restrooms, entrances, grounds and parking lots (weeding, snow/ice removal)          C. Create systems for assignment and sharing of tasks so no one person is overworked or overwhelmed.</p>	<p style="text-align: right;">by 12/31/2017</p>
<p>7. Build a new Parish Center for spiritual programs, educational programs, community gatherings, and to encourage a connection to the community at large. <b>[Parish Center]</b></p>	<p>A. Raise \$4+ million          B. Host 1-2 large fundraisers          C. Include space for school alumni, Deaf Community, and other groups and needs as identified on the space study.          D. Plan for the space and design that creates an experience of welcome, community and the Spirit.          E. Plan for green building design as much as possible.</p>	<p style="text-align: right;">built by 7/1/2019</p>
<p>8. Improve the understanding of race relations within ourselves and the local community as our parish-wide local mission. <b>[Race Relations]</b></p>	<p>A. Educate parishioners about the status of mission outreach addressing racism during Mass and through all parish communication tools.          B. Schedule a Lenten Mission Retreat to address racism.          C. Engage parishioners in service at Gwen's Girls to help 8-18 year old girls, some of whom have faced racism, poverty, abuse and other problems. Expand on the work begun by the SMOMP Young Adults group.          D. Address racism concerns in neighboring Allentown, especially as changes occur in St. John Vianney parish.          E. Arrange Choir exchanges with African American churches.          F. Incorporate music from other languages and cultures into weekend Masses.</p>	<p style="text-align: right;">by 7/1/2016</p>

## Pastoral Plan 2016-2019

<p>9. Discern and Serve the Global Parish Mission.  <b>[Global Mission]</b></p>	<p>A. Accept the Mission Committee's recommendation of a global mission for the parish.          B. Start with Global missions in which members of the parish are already involved - Haiti, Guatemala, etc.          C. Announce the global mission to the parish.          D. Consider ways to support, work and serve the global mission.          D. Conduct prayer services for global issues.</p>	<p style="text-align: center;">by 12/31/2017</p>
<p>10. Celebrate moments of faith and success. Relish Joy.  <b>[Celebrate]</b></p>	<p>A. Openly embrace and assist couples wishing to be married at SMOMP, and parents wishing to have their children baptized in the Church. Offer both groups opportunities for continued involvement.          B. Celebrate the impact of new and long time initiatives.          C. Offer a semi-annual report to the entire parish about our progress and the impact of our ministries and missions.          D. Host receptions and thank you parties for our ministries and missions.</p>	<p style="text-align: center;">Always</p>