



The Synod Action Plan for St. Patrick, Chesterton
July 1, 2018 – June 30, 2021

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

We members of the St. Patrick Catholic Community, inspired with the fire and zeal of the Holy Spirit, seek to live into our Catholic identity more fully through engaging and energizing ministry. Through a vibrant Sunday experience, St. Patrick will become a place of welcome and hospitality for all. We will foster and empower both youth and adults toward greater love and friendship with Christ, and both forming and being formed as disciples of Christ, will witness to God's action in our thriving parish.

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: EVANGELIZATION

Rationale: St. Patrick will invite inactive families to join our parishioners and visitors for engaging and lively Sunday liturgies.

Priority 2: HOSPITALITY

Rationale: St. Patrick will foster a sense of welcome and hospitality to both parishioners and visitors.

Priority 3: YOUNG CATHOLICS

Rationale: St. Patrick will empower the youth of the parish in active roles of discipleship and service.

Priority 4 (OPTIONAL):

Rationale:

Priority 1 : Goal 1	Priority: EVANGELIZATION Rationale: St. Patrick will both engage and energize parishioners and visitors with lively Sunday liturgies.		
SMART Goal:	By January 2019, hire a full-time Director of Liturgy and Music, form a monthly children's choir, and build up a comprehensive music program.		
Primary Goal Champion <i>include role and individual</i>	Pastor (Fr. Jon Plavcan)		
Other Key Persons for this Goal <i>include role and individuals</i>	New Director of Music; also Director of Children's Christmas choir (Michelle Howisen) and St. Patrick School music instructor (Alisha Novak)		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
Year 1: Some of the important milestones and strategies that will aid in the fulfillment of this priority are: --advertise a hire for a director of music on catholicjobs.com --Develop a parish committee of 4-6 people to conduct the interview and selection process --contact current director of children's choir and school music teacher, and discuss possibilities of more activity with choir --present bi-monthly or monthly educational guidelines on the liturgy in the bulletin --seek out instrumental musicians within and outside the parish who can play at special liturgies Year 2: --allow director of music to decide whether new music resources are needed (books, etc), and make necessary purchases			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
St. Patrick school director of music	Summer 2018		
Children's Christmas choir director	Summer 2018		
New Roles Required	Anticipated Start Date	Duration	Notes
Director of Music	Summer/ Fall 2018	indefinite	Full-time or part-time
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Possible new hymnbooks	\$30,000		1,000 books at \$30/each
Musical instrumentation at Christmas Eve & Easter Vigil	\$1000		\$500 budgeted for each
Salary for Director of Liturgy and Music	\$30,000-\$40,000	Indefinite	
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes
High school student vocalists		Personal invitation	
Elementary/Middle school student vocalists	once/month	Promotion at St. Patrick school	Ideally will sing at weekend Mass once/month
Wind and String Instrumentalists		Personal invitation/hire	

Priority 1 : Goal 2	Priority: EVANGELIZATION		
	Rationale: St. Patrick will both engage and energize parishioners and visitors with lively Sunday liturgies.		
SMART Goal:	By Oct 2020, Increase weekend Mass attendance by 200.		
Primary Goal Champion <i>include role and individual</i>	Director of Liturgy (Debbie Dellumo)		
Other Key Persons for this Goal <i>include role and individuals</i>	Director of Music		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<p>Year 1: Some of the important milestones and strategies that will aid in the fulfillment of this priority are:</p> <ul style="list-style-type: none"> -Send postcards to all registered parishioners just before Easter time inviting them to join us at Easter -Invest in bringing the Catholic school families into active engagement in the parish. -Put a special advertisement in the Chesterton paper two weeks before Easter (\$150) -Engage the Eucharistic adoration ministry to pray for the success of evangelization -Work on the parish database by compiling a list of all active and inactive families -Compile a list of contact information of all college students at St. Patrick, and make contact with them. -Form an Adult Faith Formation program, with at least one activity per month -October 2018 count ideally 100 more persons than October 2017 <p>Year 2:</p> <ul style="list-style-type: none"> -October 2019 count ideally 50 more persons than October 2018 <p>Year 3:</p> <ul style="list-style-type: none"> -October 2020 count ideally 50 more persons than October 2019 (200 total increase) 			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Office Manager (Fran Antone)	March 2018	3 months	Send postcards to parishioners; compile database
Director of Religious Formation (Debbie Dellumo)	March 2018	indefinite	Develop Adult Faith Formation program
New Roles Required	Anticipated Start Date	Duration	Notes
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Mailings to families for Easter	\$500	March 2018	
Easter advertisement in Chesterton Tribune	\$150	Two weeks	
Communication Needs			
Audience	Frequency	Vehicle/Means	Notes
Catholic families at St. Patrick School			Aim to encourage greater Mass attendance
College students	once or twice per year	Mailings/Emails	

Priority 2 : Goal 1	Priority: HOSPITALITY Rationale: St. Patrick will foster a sense of welcome and hospitality to both parishioners and visitors.
SMART Goal:	Actively engage at least 75 people in our hospitality ministry by January 2020.
Primary Goal Champion <i>include role and individual</i>	Hospitality Ministry coordinators (Steven and Clare Travis)
Other Key Persons for this Goal <i>include role and individuals</i>	Other ministers of hospitality

Key Strategies/Milestones Related to this Goal

Key Strategy/Milestone

these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics

Year 1: Some of the important milestones and strategies that will aid in the fulfillment of this priority are:

- Preach on hospitality at all Masses during a weekend in March 2018, and have coordinators give pulpit invitations to join ministry
- Host sign-up for hospitality ministry for two weekends
- Engage key people already in hospitality ministry to recruit new members
- Have a large gathering for new hospitality ministers in March-April 2018
- Make First Sunday coffee & donuts solely the work of hospitality ministry

Year 2:

- By Jan 2019, have at least 50 people engaged in hospitality ministry
- By Jan 2019, set up a hospitality kiosk in the narthex, where parish and school resources will be located, and which will be manned by a hospitality minister before and after every weekend Mass

Year 3:

- By Jan 2020, have at least 75 people engaged in hospitality ministry

People Required to Accomplish Goal

Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Hospitality Ministry coordinators	Jan 2018	Indefinite	will organize and coordinate minister schedule
New Roles Required	Anticipated Start Date	Duration	Notes

Other Financial Investments Required (Non-Staff/Volunteer)

Investment	Estimated \$\$\$	Duration	Notes
Hospitality kiosk/booth	\$1000		
Coffee & Donuts	\$100/month (\$1200 total)	Once/month	After Masses first weekend of month
Hospitality minister name tags	\$6/each (\$300 total)		

Communication Needs

Audience	Frequency	Vehicle/Means	Notes
Weekend Mass attendees	once	Weekend homily & pulpit announcement	Call-out for new members
Hospitality ministers	quarterly	email & paper	Schedule for hospitality ministry

Priority 2 : Goal 2	Priority: HOSPITALITY Rationale: St. Patrick will foster a sense of welcome and hospitality to both parishioners and visitors.		
SMART Goal:	Begin a renovation of the church building by Jan 2021		
Primary Goal Champion <i>include role and individual</i>	Building Campaign Manager (TBD)		
Other Key Persons for this Goal <i>include role and individuals</i>	Pastor (Fr. Jon Plavcan), Associate Pastor (Fr. Nate Edquist)		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
Year 1: Some of the important milestones and strategies that will aid in the fulfillment of this priority are: -Complete renovation of parish office spaces by August 2018, while utilizing other rooms as temporary offices -By Fall 2018, secure an architect for church renovation -By Fall 2018, hire a campaign manager from the parish			
Year 2: -By Spring 2019, have renovation blueprints and plans drawn up -Receive bids from contractors -By Summer 2019, present plans to parish finance and pastoral councils -Present plans to Bishop and Diocesan Consultors for approval -By Fall 2019, begin capital campaign to fundraise within parish -Once two-thirds of needed funds are secured, present to diocese for permission and final approval			
Year 3: -Begin renovation of church building by Jan 2021			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
New Roles Required	Anticipated Start Date	Duration	Notes
Building campaign manager	Jan 2019	2 years	
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Renovation of Parish Office Space	\$200,000	2 months	Possible relocation of current offices during renovation
Renovation of Church building	\$2,000,000	8 months	
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes
Pastoral/Finance councils	once	meetings	
Weekend Congregation			

Priority 3 : Goal 1	Priority: YOUNG CATHOLICS Rationale: St. Patrick will empower the youth of the parish in active roles of discipleship and service.		
SMART Goal:	Engage 60 high school and middle school youth in youth ministry on a regular basis by Jan 2020		
Primary Goal Champion <i>include role and individual</i>	Youth Minister (TBD)		
Other Key Persons for this Goal <i>include role and individuals</i>	Kim Morton, Marje Laciak, Karen Hicks		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
Year 1: Some of the important milestones and strategies that will aid in the fulfillment of this priority are: -By Fall 2018, hire a part-time youth minister --Set goals for youth minister and place on 2-year probation -By July 2018, develop a budget for youth ministry -By Fall 2018, develop quarterly service projects for youth involvement -Continue Sunday Sundaes after the first 7pm Mass of each month, with Knights of Columbus sponsorship -Develop active middle school ministry, separate from high school ministry, that meets at least monthly by Fall 2018 Year 2: -By Jan 2019, engage at least 20 middle school youth to regularly attend youth events -By Jan 2019, engage at least 20 high school youth to regularly attend youth events Year 3: -By Jan 2020, engage at least 30 middle school youth to regularly attend youth events -By Jan 2020, engage at least 30 high school youth to regularly attend youth events			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Youth Ministry Coordinator (Kim Morton)	Spring 2018	6-12 months	Until a part-time youth minister is hired
New Roles Required	Anticipated Start Date	Duration	Notes
Director of Youth Ministry	Fall 2018	Indefinite	
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Budget for youth ministry	\$100/month (\$1200 total)	Yearly	
Salary for youth minister	\$30,000		
Communication Needs			
Audience	Frequency	Vehicle/Means	Notes
High school & Middle school youth		Email, social media, personal invitation	

Priority 3 : Goal 2	Priority: YOUNG CATHOLICS Rationale: St. Patrick will empower the youth of the parish in active roles of <u>discipleship and service.</u>		
SMART Goal:	By August 2019, develop age and gender-specific small faith-sharing groups for high school students.		
Primary Goal Champion <i>include role and individual</i>	Associate Pastor (Fr. Nate Edquist)		
Other Key Persons for this Goal <i>include role and individuals</i>	TBD		
Key Strategies/Milestones Related to this Goal			
Key Strategy/Milestone <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
Year 1: Some of the important milestones and strategies that will aid in the fulfillment of this priority are: -Have high school senior men's group meet twice a month at the parish, utilizing the YDisciple and FOCUS models -Engage adult males and females to assist and mentor small groups -Make sure all Virtus regulations are followed and that all adult volunteers are cleared Year 2: -Begin forming at least one female age-specific group led by adult mentors -Initiate occasional service projects by small groups			
People Required to Accomplish Goal			
Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
New Roles Required	Anticipated Start Date	Duration	Notes
Director of Youth Ministry (TBD)	Fall 2018	Indefinite	
Male & Female adult volunteer mentors	Fall 2018	Indefinite	
Other Financial Investments Required (Non-Staff/Volunteer)			
Investment	Estimated \$\$\$	Duration	Notes
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes
High School Youth	Every two weeks	Group app messages	

Priority 4 : Goal 1 <i>(OPTIONAL)</i>	Priority: Rationale:		
SMART Goal:			
Primary Goal Champion <i>include role and individual</i>			
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>			
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
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes

Priority 4 : Goal 2 <i>(OPTIONAL)</i>		Priority: Rationale:	
SMART Goal:			
Primary Goal Champion <i>include role and individual</i>			
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>			
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
Communication Needs			
Audience	Frequency	Vehicle/Mean	Notes



Conclusion

The Community of , led by 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

<input type="text" value="Rev. Jon Plavcan"/>	Signature, Pastor:	
<input type="text" value="Rev. Nathaniel Edquist"/>	Signature, Moderator:	
<input type="text" value="Fran Antone"/>	Signature, Member:	
<input type="text" value="Al Raffin"/>	Signature, Member:	
<input type="text" value="Clare Travis"/>	Signature, Member:	
<input type="text" value="Steven Travis"/>	Signature, Member:	
<input type="text" value="Kevin Mochen"/>	Signature, Member:	
<input type="text" value="Jackie Neely"/>	Signature, Member:	
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