

**ST. MICHAEL THE ARCHANGEL PARISH  
PASTORAL PLAN 2021-2024**

# PASTORAL PLAN 2021-2024

## INTRODUCTION

The St. Michael's Parish pastoral plan is a three-year plan developed by the pastoral council with. The plan is developed with the needs of the local community and the Diocese of Honolulu, Questions for Parish Pastoral Councils, April 2020. The COVID-19 pandemic which closed down the state in March 2020 substantially impacted parishioners personally and the activities of the parish. The pastoral council did not meet until vaccinations were available and it was safer to meet in person after members were vaccinated. The plan will be reviewed by the pastoral council annually to assess progress and amend if needed.

## MISSION AND VISION

**Mission:** We are disciples who act justly, love tenderly, and walk humbly with God.

**Vision:** Inspired by the Spirit of the Lord as disciples of Jesus, we use our time, talent, and treasure to serve with justice, love, and peace.

## GOALS

As disciples of Jesus Christ, we are focused on the four pillars of stewardship: hospitality, worship/prayer, formation, and service.

## 1. Hospitality - Goal/Desired Outcomes

Our goal is to be a vibrant community, celebrating the love of Jesus. Strategies will have been implemented to make visitors and members feel welcomed and invited to participate fully in all of St. Michael’s programs and activities. There are protocols, processes, and coordination of responsibility for individuals and families who are new to the parish. There are opportunities made available for ongoing social interaction among all parishioners through the efforts of an active hospitality ministry. Parishioners will find the information they need about parish life in multiple access points.

Actions	Responsibility	Performance Indicators	Status	
1.1	At each Mass, visitors will be informed about the unique practices in the Mass in the Honolulu Diocese.	Fr. Lio Dcn. Sandor Hernandez Walter Bacxa	The worship aid or welcome announcement includes instruction on the liturgy practices that are unique in the Dioceses of Hawaii.	
1.2	Milestone wedding anniversaries are acknowledged.	Stewardship – Sharmayne Naone	A new feature will be added to the parish newsletter and bulletin that honors milestone wedding anniversaries.	
1.3	Barriers are eliminated for those who would like to attend Mass.	Stewardship – Sharmayne Naome	Ride share options are explored to enable those who do not have a ride to church can get there.	

Actions	Responsibility	Performance Indicators	Status
1.4	The community center is completed and groups are welcome to use it.	<p>Office Staff</p> <p>An annual schedule is set up and an annual calendar of important awareness dates listed such as: domestic violence awareness month.</p> <p>Ministries are invited to host awareness events for the parish and the local community.</p> <p>A schedule is set up to reserve the community center.</p>	
1.5	Multiple access points are available to find parish and helpful community information.	<p>Media Team - Dcn. Sandor Hernandez</p> <p>A media team works keeps the parish website up to date.</p> <p>Flock notes are used to communicate parish-wide information.</p> <p>The bulletin is in English and Spanish and is available in paper and on the parish website.</p>	

## 2. Worship/Prayer - Goal/Desired Outcomes

The parish strives to make its worship services a true celebration of our relationship with God. The community recognizes the liturgy as the core of parish life and strives for excellence in each of the liturgical ministries: music, proclamation of the Scriptures, extraordinary ministry of Holy Communion, in presiding, giving the homily and in the hospitality ministries and the homily. The congregation engages in full, active participation. Parishioners understand that they are being sent from the Eucharist to bring Christ’s saving message to the world by the way they live their lives. Group prayer opportunities are encouraged.

Actions	Responsibility	Performance Indicators	Status	
2.1	The anti-human trafficking prayer group is separated from the Anti-human trafficking awareness activities into its own ministry.	Karen Unger	<p>The anti-human trafficking ministry continues to pray the Way of the Cross on Wednesday during adoration.</p> <p>The anti-human trafficking prayer group is listed as its own ministry in all stewardship materials.</p>	
2.2	The St. Michael Prayer for Protection is prayed before each Mass.	<p>Fr. Lio</p> <p>TJ Moses</p>	<p>The St. Michael Prayer for Protection will be read before the beginning of the weekend Masses as well as the weekday Masses.</p> <p>St. Michael prayer cards will be handed out by the ushers the weekend of St. Michael’s feast day. The pray cards are available in the kiosks.</p>	

Actions	Responsibility	Performance Indicators	Status
		Walter Bacxa The St. Michael prayer for protection will be posted online in English and Spanish with the worship aid	
2.3	The Sunday Mass schedule will accommodate both English and Spanish speaking families during the school year so that the children can worship with their parents and attend faith formation classes.	Fr. Lio On Sunday, there will be an English language Mass at 9:00 am and a Spanish language Mass at 11:30 am so that all parents have the opportunity to celebrate the Mass with their K-5 children either before or after the children's faith formation classes.	
2.4	Group prayer will be conducted at the mission churches.	Fr. Lio Dcn. Sandor Hernandez TJ Moses Evening prayer is said daily at Immaculate Conception Mission. Group rosaries, chaplets, and other prayer sessions are prayed at Immaculate Conception and Holy Rosary mission churches.	
2.5	Prayers for the return of Catholics to the Church are said.	Pastoral Council Pastoral Council members individually and with another member will pray daily for at least one person to return.	

Actions	Responsibility	Performance Indicators	Status
		The Pastoral Council invites other prayer opportunities for all members of the congregation who wish to bring others back to the church by establishing the Return Ministry.	

### 3. Formation - Goal/Desired Outcomes

Christian formation is a life-long process of which mature faith and missionary discipleship is the goal. It is the parish, as the local community of faith, that we find the basic experience of sharing faith and being formed for mission. St. Michael’s Parish will offer a variety of opportunities for those being initiated to the faith, adult members, teens, and families for learning and deepening their faith and becoming disciples of Christ. Such activities will increase our knowledge of our faith and deepen our personal relationship with God, self, and others so that we may go out and spread the good news. Small faith communities will form the foundation of adult faith formation. Adults will learn about their Faith through activities and fellowship which will promote attendance. We respect the diversity of our St. Michael’s community. We strive to be inclusive of all cultures.

	<b>Actions</b>	<b>Responsibility</b>	<b>Performance Indicators</b>	<b>Status</b>
3.1	Catechists are continually trained.	Dcn. Sandor Hernandez	The program used for Faith formation for catechists who teach any level from womb to tomb will be the program recommended by the diocese.	
3.2	Unmarried couples will be invited to come back and be married in the church.	Clergy and pastoral staff – Fr. Lio  Vicariate represent Hawaii Island Marriage Task Force	If there is a group of couples who are ready to be married, a group marriage ceremony is conducted in the Vicariate for couples referred by the priests according to the Bishop’s calendar.  Couples are encouraged to marry during the baptismal classes for their child. Couples are encouraged to marry during the baptismal classes for their child. Couples who are not married will be connected to the Hawaii Island Marriage Task Force during baptismal classes for their child.	



	<b>Actions</b>	<b>Responsibility</b>	<b>Performance Indicators</b>	<b>Status</b>
3.3	Faith formation for K-5 will be in person when possible.	Dcn. Sandor Hernandez Margaret Essex	K-5 faith formation is held at St. Michael's after the 9:00 am Mass during the regular school year.  Weekly workbooks are used and sent home with the child so that parents have the opportunity to review with the child what they have learned in class.  When the catechist determines a child is ready, he or she will make first confession, and a communion/confirmation Mass will be conducted for the children.	
3.4	Faith formation for Middle and High School students	Dcn. Sandor Hernandez, Edwina Fujimoto	There are separate middle school and high school youth ministries with separate leaders who are either paid staff or volunteers.	
3.5	A young adult ministry is implemented that offers opportunities for faith formation that helps	Dcn. Sandor Hernandez and Fr. Jarek	A questionnaire is developed and sent out via flocknotes asking who is between the ages of 18-35.	

Actions	Responsibility	Performance Indicators	Status
	<p>young adults realize that Jesus is alive, present, and active in their lives and the world and that fosters awareness of their mission to evangelize.</p>	<p>An event will be planned for young adults to participate and gather. Beer, wine, and soda for those underage. Venue to include members of the church or not.</p> <p>Dcn. Sandor and Fr. Jarek to select a date and plan the first Young Adult get together.</p> <p>Young adults who are parents may be invited to separate activities so that they can cover childcare.</p> <p>The young adult ministry plan will be developed and implemented.</p> <p>Establish Theology on Tap for young single adults.</p> <p>Couples who are preparing for marriage will be invited to join the young adult ministry by the parish couples who meet with them.</p>	

	<b>Actions</b>	<b>Responsibility</b>	<b>Performance Indicators</b>	<b>Status</b>
3.6	Faith formation for all adults is scheduled on a regular basis.	Dcn. Sandor Hernandez  Fr. Jarek	Separate quarterly faith formation programs for English and Spanish speakers are conducted.  Topics may include Catholic Social Teaching, the Eucharist, liturgy, the Communion of Saints, the Bible, Papal teaching.	
3.7	In person Bible Study groups will return after the community center is complete.	Dcn. Sandor Hernandez  Hin and Sally Cheung	Bible study groups are scheduled to meet in the community center.  The group lead by Hin and Sally Cheung will reconvene in person bible study using Ascension Press videos and workbooks when the community center becomes available.	

#### 4. Service - Goal/Desired Outcomes

The Mass is ended. Go in peace to love and serve the Lord. We are a people of service – to our parish and to the world. The parish gathers disciples who recognize, celebrate, and offer back the many gifts bestowed by God: gifts of creation, redemption and empowerment is social ministry, responding to human needs whatever and wherever they may be. The call to parish leadership is a challenge to all parishioners to recognize and accept their responsibility as members of a mission-driven community of disciples of Jesus of Nazareth.

Parishioners will understand that they are being sent from the Eucharist to bring Christ’s saving message to the world by the way they live their lives. They are a people of service – to our parish and to the world. They are sent to social ministry, responding to human needs whatever and wherever they may be. They offer their talents for leadership or ministry according to their individual gifts. Their response is both direct services that meet individual needs, to broad group action, which addresses the root causes.

	Actions	Responsibility	Performance Indicators	Status
4.1	Ministries that need one time extra help can find help.	Stewardship Committee – Sharmayne Naone	Ministries may request extra help for a project or activity to the Stewardship chair, who will find volunteers to fill the need.	
4.2	Those who have donated to the building funds will be recognized.	Building Campaign Committee – Robert Leopoldino, Don David	A donors’ wall will be erected to recognize donors to the building fundraising campaigns.	

	<b>Actions</b>	<b>Responsibility</b>	<b>Performance Indicators</b>	<b>Status</b>
4.3	The COVID-19 pandemic has impacted parishioner's livelihood, stress levels, and coping skills. Community resource information will be made available.	Fr. Lio, Fr. Jarek, Community Outreach Ministries Team  Dcn. Sandor Hernandez	A referral sheet listing community resources is developed and updated on a regular basis. The reference sheet will be included in the religious education parent packets and the food pantry bags.  Hawaii Island Services Directory for Families will be obtained and distributed to parish families and food pantry families each year.  A resources page will be posted and kept up to date the parish website. Stress management videos by Catholic counselors will be posted on the website.	
4.4	Advocacy, and Issues related to domestic violence, homelessness and human trafficking are interrelated. As so, one ministry will be responsible for awareness and advocacy.	Social Justice - Shirley David	The human trafficking, homeless to housing advocacy and advocacy ministries are combined. The awareness of domestic violence issues are added to the ministry.  The ministry is educating parishioners about human trafficking and domestic violence and advocating for better laws and programs to increase affordable and workforce housing, to protect survivors of human trafficking and domestic violence.	

Actions	Responsibility	Performance Indicators	Status
		<p>The ministry participates with the local community to support the needs of survivors .</p> <p>The ministry is working with youth ministers to educate youth about human trafficking and domestic violence.</p> <p>The charity portion of the homelessness to housing ministry e.g., providing furnishings and furniture to a family moving into housing continues as the homelessness to housing ministry.</p> <p>The provision of safe parking for families sleeping in cars is explored and if feasible to offer in a church parking lot is implemented.</p>	
4.5	Our seniors are engaged and are vital members of our church community	Young at Heart Ministry	
	St. Michael's will be an access point for Immigrants who need	Fr. Lio Fr. Jarek Fr. Bob Stark	

	<b>Actions</b>	<b>Responsibility</b>	<b>Performance Indicators</b>	<b>Status</b>
	assistance with documents.		St. Michael's will provide space for meeting with applicants.	
4.6	At St. Michael's all life is respected from conception to death.	Respect Life ministry, Ed Smialek, Social justice ministry, Shirley David	The social justice ministry and Respect Life ministry will collaborate on their advocacy and awareness activities.	
4.7	Evangelization efforts are continued and expanded.	Dr. Scott French Pastoral Council  Dcn. Sandor Hernandez	St. Paul evangelization efforts during the village stroll will be re-established.  Evangelization efforts at St. Peter by the Sea will be established.  Pastoral Council members will begin implementing recommendations for evangelizing those who have left the church by fasting and praying daily for their return.  A ministry to pray for those to return to the Church with of activities suggested in the book Return by Brandon Voight will be established. Sandor will write the ministry mission and determine who will lead the ministry.	





## IMPLEMENTATION OF PASTORAL PLAN

The Pastoral Council will maintain responsibility for directing the implementation of this plan. Individual members of the faith community will be recruited to implement specific action pieces. The members of the Council will assist with the development of implementation plans and monitoring tools as requested. The Council will provide semi-annual progress reports to parishioners through the website and bulletin announcements. A tool will be used to evaluate the progress of the plan goals.

Respectfully Submitted by the St. Michael the Archangel Parish Pastoral Council:

Fr. Lio Faletoi, Pastor

Fr. (Jarek) Jaroslaw Skrzypek, Ex Officio

Dcn. Sandor Hernandez, Ex officio

Edwina Fujimoto, Ex officio

Shirley David, Chair

Patricia Perrino, Vice-Chair

Noreen Kimitete, Secretary

René Lemus

Paulette Adams

Liliana Martinez

Susan Bender

Vicki Farley

Debbi Gallo

Karen Unger

Scott Unger

Dated: 10/18/2021

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