

# **St. Francis De Sales Parish**

## **Pastoral Plan 2019-2020**

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### **Vision Statement**

With firm belief in God's love and a commitment to serve Him and welcome Him in one another, the mission of the Catholic Diocese of Raleigh and St. Francis De Sales Parish is to:

1. Celebrate the Presence of God in Word and Sacrament.
2. Strengthen the unity that is ours in Christ Jesus in and through the Eucharist.
3. Proclaim the Gospel of Jesus Christ for the salvation of souls.
4. Respond to the needs of those in our midst through the spiritual and corporal works of mercy and Catholic Social Teaching.
5. Establish and maintain a strong Faith Formation program for children and adults.

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With God's grace, we will work to fulfill this mission through the collaborative involvement of priests, deacons, consecrated religious and lay faithful. We do this always as members of the Universal Church and in union with the Holy Father and our Bishop.

### **Mission Statement**

Saint Francis De Sales is a Catholic Community consisting of a multicultural base committed to Christ and his teachings and dedicated to proclaiming the Gospel through faith filled lives. Inspired by our patron saint, we seek to pass on our faith to our children, and nurtured through the Church's sacraments, we reach out to all God's people especially those who are marginalized and most in need in our wounded world.

### **Overview of the Process**

This Pastoral plan was developed on August 21, 2019 with input from the Pastoral Council, Chair of the Financial Council, Commission Chairs, Committee Chairs, Stakeholders, and Father Lukielo Tati Zacharie. The purpose of the Plan is to provide a framework for Parish functions over the next few years. Committees and ministries may use the plan to develop goals and timelines for activities.

### **Financial Environment**

Father Zacharie, our Pastoral Administrator, and the Finance Council of St. Francis De Sales Parish are working toward a strong financial basis and provision with which to face our challenges for the upcoming fiscal years and the future of St. Francis De Sales Parish.

The St. Francis De Sales Parish is located in Robeson County, which currently one of the poorest counties in the state. Fortunately, the parish is currently maintaining our financial stability and meeting financial needs. All debts are being paid to the Diocese of Raleigh for the building of a new social hall, which provides ample space for Faith Formation, Social, and other ministry activities. Offertory amounts are consistent and are expected to remain steady. Each summer, a budget is developed with the Pastoral Council, Finance Council, and Committee Chairs that will determine the expenses and activities for the upcoming fiscal year. Each budget is balanced with expected income and expenses.

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Overall, the St. Francis De Sales Parish continues to be financially stable; it continues to live within its financial means; and, it will continue to make progress towards meeting its objectives in the Plan while utilizing its existing financial resources.

### **Priorities and Goals**

#### **Priority One: Promote the Life and Dignity of the Human Person**

St. Francis De Sales Parishioners will work to increase the awareness of God in our daily lives while promoting goodwill and a sense of belonging in members and their culturally diverse neighbors. Parishioners will affirm the intrinsic value of human life, the dignity of every human being, and a heightened awareness of social and economic justice while ministering to the needy through the following social and fellowship ministry goals.

**Goal 1:** Youth Group Activities: Attendance at the Pro-Life Rally, Meetings on Pro-Life Information, Serving the needy at Soup Kitchen, and packaging care items for the needy.

**Goal 2:** Establish and promote the growth of a parish wide social ministry committee.

**Goal 3:** Maintain and encourage participation in Hospice, Elderly Facility, Hospital, and Homebound visits

**Goal 4:** Organize and maintain contributions to the Lumberton Christian Care Center monthly.

**Goal 5:** Address the needs of families in our parish and our community.

**Goal 6:** Christmas Giving Tree: The practice of providing gifts and clothing to the needy at Christmas Time.

#### **Priority Two: Focus on Faith Formation and Sacramental Practice**

St. Francis De Sales Parish will continue to invite all Catholics to a deeper relationship with Jesus Christ in the Church through formation focused on Sacred Scripture, Tradition, and Sacraments, especially the Eucharist (USCCB priority).

**Goal 1:** Commit to the re-evangelization of the community and Parish on Church teachings with moral issues

**Goal 2:** Faith Formation Programs- The program currently runs September through May of each year. We have over 100 total participants in Faith Formation and over 20 Catechists. The program is maintained by three

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individuals to organize and run both English and Spanish speaking Faith Formation groups. We will strive to maintain a growing program that educates our children about the importance of the Catholic Faith.

**Goal 3:** Parents and Faith Formation- Parents of children in Faith Formation are encouraged to attend monthly Parent meetings and to attend mass at least weekly.

**Goal 4:** Youth Groups- We will maintain and grow our two active youth groups, English speaking and Spanish speaking that meet weekly or bi-weekly. There is a total of approximately 50 participants in both youth groups. They attend Diocesan Conventions and Retreats, Parish wide Recollection Days, participate in adult faith formation activities, and the youth aid in faith formation classes. Each group participates in charity and community service projects, religious, and social celebrations.

**Goal 5:** Adult Faith Formation- We hope to continue to conduct and maintain the following adult programs in our parish: Lectio Divina, Bible Study, Apologetics through Speakers and Symbolon Program, Couples/Family Life Ministry, and Formation for Evangelization

**Goal 6:** RCIA- We currently maintain an active program with an average of more than 10 in both our English and Spanish speaking programs. Participants include adults and older children that are fully initiated in the Catholic faith, non-Catholics, or non-active Catholics. The future goal is to help participants become involved in the church once they have completed the RCIA program.

**Goal 7:** Liturgical Ministers- We have active committees and ministers for cantor, readers, extraordinary ministers of Holy Communion, altar servers, ushers, and sacristy management. All follow guidelines set by the Church, the Pastor, and the ministry chairperson. The Liturgical schedule is created on a bi-monthly or quarterly basis and distributed to all ministers. Cantor and music ministries follow the guidelines of the Pastor, Deacon, and Church teachings.

### **Priority Two: Focus on Faith Formation and Sacramental Practice Continued**

**Goal 9:** Lenten and Advent Season Celebrations- We hope to continue special Faith Formation programs during the Lenten and Advent seasons for all parish families to help understand the purpose of the liturgical seasons. We will continued weekly Soup and Bread/Stations of the Cross during Lent, Advent Faith Formation, and Christmas Parish Socials.

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**Goal 10:** In 2015, we hosted the formation and ceremonies for 26 Baptisms, 24 Confirmations, 46 First Communions, and three Marriages. We hope to continue quality Faith Formation programs to help with each sacrament.

**Goal 11:** Marriage Prep and Counseling- Currently, engaged couples are sent to Diocesan Engaged Workshops or Retreats. Our future goal is to have a well-established marriage preparation for both the Anglo and Hispanic ministries that is organized by the Pastor, Deacon, and married couples in the parish. The ministry will consist of regular meetings and the workshops mentioned above. Couples may be referred to Catholic Charities for counseling.

**Goal 12:** To encourage all married couples and families to participate in Diocesan events focused on marriage and family life.

**Goal 13:** Distribute communication from the Bishop on Marriage and Family Life.

### Priority Three: Promote Cultural Diversity

Our parish is a direct reflection of the diverse population in Robeson County, NC. Our parishioners have origins and cultures from Venezuela, Chile, Honduras, Burma, Nicaragua, Uganda, Congo, Guatemala, Mexico, Japan, Philippines, local Lumbee Heritage, India, Pakistan, Costa Rica, Haiti, France, Canada, and Germany. Our goal is to invite all people, whatever their social or cultural background, to hear the message of salvation in Jesus Christ, to be united in participating in the Sacraments, and to live their Catholic faith as part of a welcoming parish family and culturally diverse community. Our goals to accomplish this are as follows:

### Priority Three: Promote Cultural Diversity Continued

**Goal 1:** Build stronger connections between Anglo and Hispanic Communities. We will strive to establish a bi-lingual mass by the Advent season in our parish to both decrease the overflow of the Spanish Mass and to build stronger relationships in our Parish.

**Goal 2:** Plan and conduct an International Festival for the Parish to celebrate all nationalities and cultures of parish members.

**Goal 3:** Continue parish-wide events for all families such as the Parish Picnic, Lenten Stations of the Cross, and Christmas Socials.

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**Goal 4:** Conduct workshops on various cultures and their celebrations of the Catholic faith.

**Goal 5:** Combine adult faith formation programs for both the Anglo and Hispanic communities for Lectio Divina, Adoration of the Blessed Sacrament, Ultreya celebrations, and Cursillo group meetings.

### **Priority Four: Promote Vocations to the Priesthood and Consecrated Life**

St. Francis De Sales Parish will help individuals hear and respond to a call by God to the Priesthood or Consecrated Life through prayer and activities. We will also educate all of the faithful on the importance of encouraging others to consider a vocation to the Priesthood and Consecrated Life and will distribute information from the Diocese of Raleigh.

**Goal 1:** Identify and refer those interested in the Priesthood or Consecrated Life to the Diocese of Raleigh for discernment and education.

**Goal 2:** We will offer prayers and focus the message of the Homily on Vocations on Vocation Sunday.

**Goal 3:** Conduct an annual Vocation Day of Recollection with Hispanic Youth Group.

**Goal 4:** Encourage the English speaking Youth Group to focus on a program to talk about vocations.

**Goal 5:** Establish and encourage a “Vocation and Ministry Day” operated by the Parish Social Ministry Committee.

### **Priority Five: Practice the Effective Stewardship of Resources**

Recognizing that we are all stewards of God’s gifts to us and are called to share God’s gifts with our brothers and sisters in Christ, the St. Francis De Sales Parish is committed to the sharing of time, talent, and treasure throughout Robeson County. This will be achieved by offering various initiatives and programs that will engage the faithful in responding to those in need.

**Goal 1:** Identify the needs of our parish, its ministries, and the families of our parish.

**Goal 2:** Establish a program by the Pastoral Council or Social Ministry to help parish members understand good stewardship of time, talent, and treasure, and the sharing those gifts.

**Goal 3:** Follow the guidelines of the Diocese of Raleigh and conduct a successful program for the Bishop’s Annual Appeal.

**Goal 4:** Focus on ministries that will encourage the conservation and wise use of our natural resources.

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**Goal 5:** Maintain both a Building and Grounds committee to properly maintain and care for our Parish building and grounds.

**Goal 6:** Follow the guidelines of the Diocese of Raleigh and conduct a successful program for the Cathedral Campaign.

### **Priority Six: Plan for the Effective Management of Growth**

St. Francis De Sales Parish will develop plans to use its resources in the most efficient and effective manner to provide for the needs of the faithful in a continually changing environment.

**Goal 1:** Conduct an annual Census, maintain a Parish Roster, and a public a Parish directory.

**Goal 2:** Evaluation of mass and program attendance to meet the needs of the parish

**Goal 3:** Evaluation of the size of Faith Formation and Youth Groups to provide adequate space for all ministries.

**Goal 4:** Evaluate the need for a ministry for middle school aged parish members.

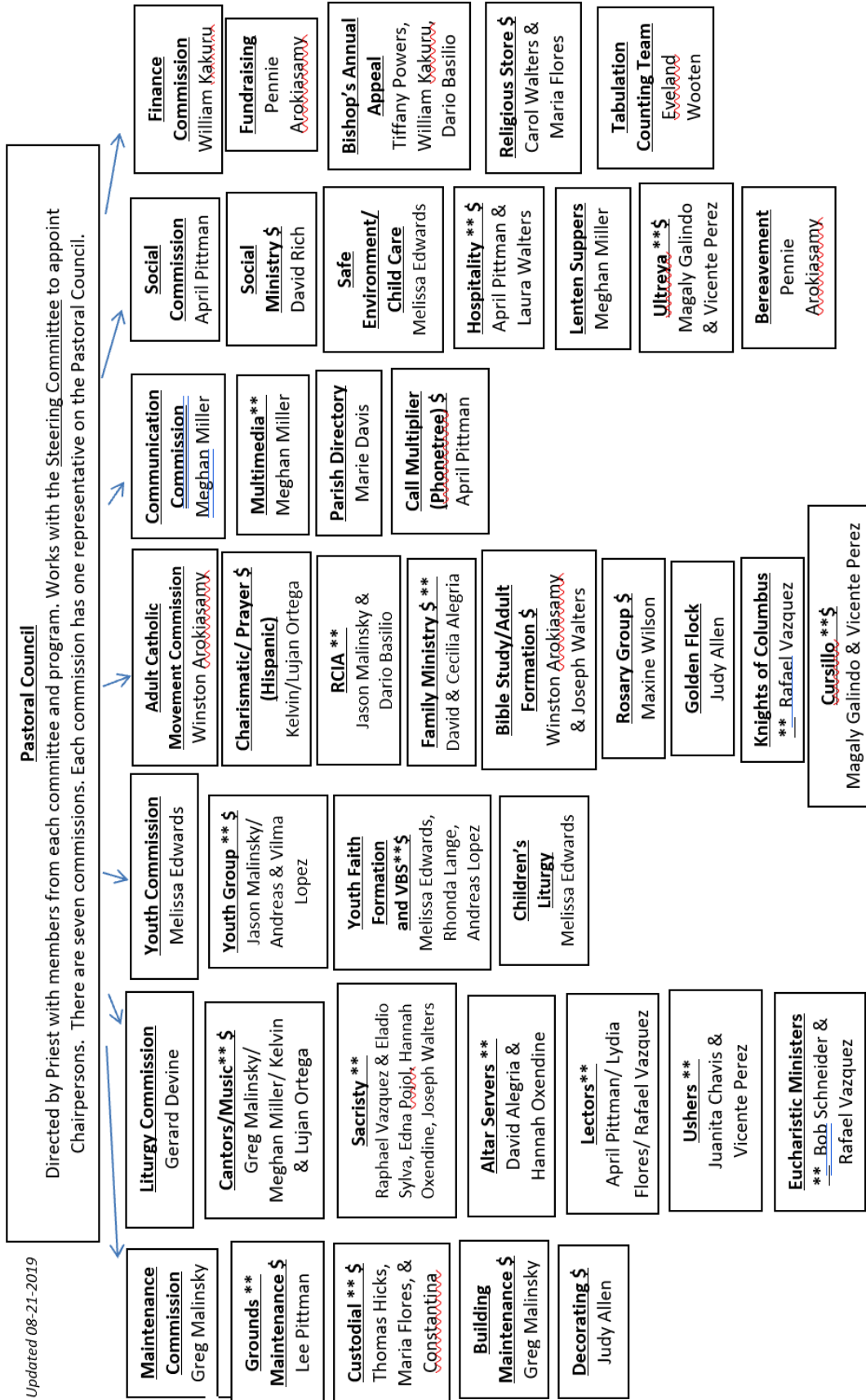
**Goal 5:** Evaluate and incorporate technology to meet growth and various ages in parish

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### Saint Francis De Sales Catholic Church: Organizational Diagram of Structure and Parish Commissions/Committees

Updated 08-21-2019



\*Each commission is represented by one chair at each Pastoral Council meeting. That chair should communicate the chairs in that commission and report to that council about those ministries.

\*\* Notes a committee that will maintain a calendar for Parish Use.

\$ Notes a committee that should turn in an annual budget, financial report, or list of needs.

Financial budgets/list of needs are to be given to Finance Chair, Steven Bukowy. Committee meeting minutes and attendance are to be given to Liaison and the Pastoral Council representative, April Pittman. Committee Calendar of Events is to be given to Church Secretary.

The Finance Council operates separately under the direction of Steven Bukowy, and functions with the counting team. The counting team is under the direction of Rhonda Lange.



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### Pastoral Schedule: Weekly *(Not Including Weekday and Weekend Mass Times)*

Day of Week	Ministry	Time	Other Information
Monday			
Tuesday			
Wednesday	Rosary Group	After Noon Mass	Church Sanctuary
	Youth Group- English Speaking	6:30pm-8:30pm	Parish Social Hall
	3 <sup>rd</sup> Wednesday of Month: Pastoral Council Meeting	7pm-8:30pm	Graymoor Hall
Thursday	Two Thursdays per Month: Family/Marriage Life Ministry	7pm-9pm	Parish Social Hall
	1 <sup>st</sup> Thursday of Month: Knights of Columbus	6:30pm-8:30pm	Graymoor Hall
Friday	1 <sup>st</sup> Friday of Month: Adoration of the Blessed Sacrament	12:30pm-6:00pm	Church Sanctuary
	1 <sup>st</sup> Friday of the Month: Youth Group- Spanish Speaking	7pm-9pm	Parish Social Hall
	2 <sup>nd</sup> Friday of Month: Holy Hour	7pm-8pm	Church Sanctuary
	2 <sup>nd</sup> Friday of Month after Noon Mass: Golden Flock Luncheon	12:45pm-2:00pm	Parish Social Hall
	3 <sup>rd</sup> Friday of Month: Youth Group- Spanish Speaking	7pm-9pm	Parish Social Hall
	Last Friday of Month: Ultreilla (Spanish)	7pm-9pm	Parish Social hall
Saturday	Special Programs		
Sunday	Young Adult Ministry (Spanish)	3pm-5pm	Parish Social Hall
Other Items	Parish Bible Study (as needed)		

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### **Summary of Plans from Various Ministries for the 2018-2019 year:**

- I. Altar Server Ministry
  - a. Trainings for altar servers will be twice a month.
  - b. Recollection day held regularly for Altar Servers.
  - c. Workshops for Altar Servers to train will be two times a year.
- II. Faith Formation: Anglo
  - a. Searching for a Bi-lingual Director of Religious Education for both Anglo & Hispanic Ministries.
  - b. Creating a Faith formation Handbook.
  - c. Will implement a once per month Adult/Parent Catechesis.
  - d. First Communion will become a two year program for 2<sup>nd</sup> and 3<sup>rd</sup> gradeds.
  - e. Confirmation students must become Altar Servers and document service hours.
  - f. Will implement Mass Attendance cards in all grades for the 2018-2019 year.
- III. Faith Formation: Hispanic
  - a. Classes begin September 16<sup>th</sup> and end May 19<sup>th</sup>.
  - b. Monthly Meeting for Parents and Adult Catechesis.
- IV. Fundraising Committee:
  - a. September: International Food Night, October: Movie Night, November: Bake Sale, December and January: T-Shirt Sale, February: Super Bowl Party, March: Fish Fry
- V. Ministry of Marriages: Hispanic
  - a. Meetings on Thursdays two times month.
  - b. Marriage Retreats held three times a year.
  - c. Will hold activities to collect money for our activities or retreat.
  - d. Look for counseling for marriages in crisis.
  - e. Bring in outside speakers for retreats and workshops.
- VI. Social Ministry
  - a. Plan to provide snacks and refreshments after Faith Formation Participation Masses in the Social Hall for parishioners to socialize/communicate with each other.
  - b. Plan to implement a corn hole tournament with hot dogs and snacks provided.

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# **Maintenance Commission INFORMATION**

## **I. Role**

The maintenance commission is concerned with the state and condition of parish facilities and property, their maintenance and upkeep. The commission prioritizes and presents needs as part of the budget process and identifies any situations which require immediate action to the finance council.

The commission plays an important role in the development and monitoring of a master site plan. The plan allows the parish to maximize the use of property and facilities, establish a timeline for the updating of mechanical and electrical systems, and anticipate any building or renovation projects.

## **II. Membership**

- \* Grounds Committee
- \* Building Maintenance Committee
- \* Decorating Committee
- \* Custodial Committee

## **Areas of Responsibility**

The maintenance commission is responsible for the following tasks:

1. Inspect all parish properties on a regular basis and recommend priorities for needed repairs, remodeling, and new construction.
2. Develop, review and update a master site plan for the parish property and facilities which reflects current and future needs.
3. Assist in the development of specifications for projects and participate in the review of bids as requested.
4. Make recommendations to the finance council regarding projects and contractors.
5. Assemble a list of capable parishioners willing to volunteer for spring and fall cleanups or other parish maintenance projects.
6. Recommend the purchases of equipment, supplies and maintenance services.
7. Monitor the cleanliness of parish property and facilities.
8. Be familiar with safety and insurance standards related to the parish, make certain the parish complies with these standards, and review the annual safety inspection conducted by the parish's insurance company in order to respond to any concerns.
9. Evaluate parish needs to conserve energy and operate more efficiently and make recommendations.

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10. Prepare guidelines for the use of and cleanup of parish facilities by parish groups or rental or leasing entities.

11. Plan and coordinate an annual Volunteer Maintenance Day, a day in the spring for parishioners to join in fellowship while performing tasks such as cleaning, painting, planting flowers and doing minor repairs on the church grounds.

12. Volunteer to clean the church weekly. As a team you will share the responsibilities such as, mopping, vacuuming, dusting, picking up trash, organizing missals and placing visiting envelopes in pews.

13. The volunteers on the Decorating Committee work to enhance the beauty of our church for the most important Masses of the liturgical year. They create an environment that is welcoming and sacred, one that evokes a prayerful atmosphere to anybody who visits our Church. Either as a gathered community of believers, or alone in prayer, the environment created assists us to a prayerful mode that ultimately makes us experience and encounter Jesus. Throughout the liturgical year, our decorations change according to season such as Christmas, Advent, Easter and Lent.

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# LITURGY COMMISSION INFORMATION

IN OUR CATHOLIC WORSHIP, WE BOTH EXPRESS AND FOSTER FAITH. "FAITH GROWS WHEN IT IS WELL EXPRESSED IN CELEBRATION. GOOD CELEBRATIONS FOSTER AND NOURISH FAITH. POOR CELEBRATIONS MAY WEAKEN IT." (SING TO THE LORD: MUSIC IN DIVINE WORSHIP, 5). GOOD LITURGY IS ACCOMPLISHED WHEN THE LEADERS OF THE PRAYER ARE ATTENTIVE TO ITS PREPARATION IN ORDER TO MEET THE NEEDS OF THE WORSHIPPING COMMUNITY. THEREFORE, IT IS WITH THE UTMOST PASTORAL CONCERN THAT PASTORS, PASTORAL ADMINISTRATORS AND PARISH LEADERS MUST PREPARE LITURGIES THAT ARE IN ACCORD WITH THE LITURGICAL BOOKS AND DOCUMENTS, BEAR FIDELITY TO THE RICH HERITAGE OF THE CHURCH, AND ENABLE THE "FULL, ACTIVE AND CONSCIOUS PARTICIPATION OF THE ASSEMBLY" (CONSTITUTION ON THE SACRED LITURGY, 14, 42).

The Liturgy Commission is made up of the various ministries that make each Mass a special experience. This commission discerns themes and plans for liturgies for the liturgical seasons of the year (for example, Christmas and Easter). We strive for the full and active participation of the congregation in the various liturgical celebrations. The goal is to capture the senses to make all liturgies truly a celebration of faith, and community fellowship.

The ministries include:

- Extraordinary Eucharistic Ministers
- Lectors Ministry
- Ushers
- Altar Servers Ministry
- Sacristans Ministry
- Music Ministry

### **Mission Statement:**

Oversee parish liturgical ministries; coordinate sacramental and spiritual celebrations, always striving for edifying, enriching and lively worship and celebration experiences for all.

### **Vision Statement:**

That every worshipper encounters God in every of our liturgical worship, sacramental and spiritual celebration, thus ultimately grow deeper in their relationship with God and with their neighbors.

### **Ministry Purpose / Objective:**

The Parish Liturgy Commission (PLC):

- Assesses the needs of the worshipping assembly and provides for ongoing evaluation to see that those needs are being met
- Advises the pastor/pastoral coordinator or sacramental minister and provides direction for those who plan liturgies. Under its leadership, parishioners implement plans for effective liturgical celebrations

### **Responsibilities of the Parish Liturgy Commission:**

- Preparation for liturgies – long and short-term preparations;
- Formation, training, and scheduling of liturgical ministers;
- Formation of the assembly;
- The on-going "mystagogical reflection" (evaluation) of parish liturgies;
- Seek ways to help parishioners in their spiritual journey and growth
- Explore themes and topics that will benefit parishioners and invite speakers to address them during the annual mission and other retreats, reflections days, etc.

### **Requirements:**

Initially, the pastor/pastoral coordinator may wish to appoint parish members based on their experience, qualifications and compatible personalities. Then, the usual process of nomination or application, review and election or selection-by-lot may occur. A fair, complete and written description of the responsibilities of members should be available to each interested parishioner. Terms would not normally exceed three years with provision made for the orderly, expiration of terms in various years.

### **Membership/Structure:**

The Commission should meet regularly. The Liturgy Commission is structured as following: All chairs of different ministries. The commission is led by a chair, vice-chair and secretary. Prayer should always be an integral part of every meeting. Each meeting's agenda should include study and formation in the principles of the liturgy, a method of evaluating prior celebrations, discussion and future planning. The core committee should be open to the suggestions of the commission as well as individual parishioners (Canon 212.2).

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En nuestro culto católico, expresamos y fomentamos la fe. "La fe crece cuando se expresa bien en la celebración. Las buenas celebraciones fomentan y nutren la fe. Las celebraciones pobres pueden debilitarlo". (Canten al Señor: Música en la adoración divina, 5). La buena liturgia se logra cuando los líderes de la oración están atentos a su preparación para satisfacer las necesidades de la comunidad de adoración. Por lo tanto, es con la mayor preocupación pastoral que los pastores, administradores pastorales y líderes parroquiales deben preparar liturgias que estén de acuerdo con los libros y documentos litúrgicos, que tengan fidelidad a la rica herencia de la Iglesia, y que permitan la "plena, activa y consciente participación de la asamblea" (Constitución sobre la Sagrada Liturgia, 14, 42).

La Comisión de Liturgia está formada por los diversos ministerios que hacen de cada Misa una experiencia especial. Esta comisión discierne temas y planes para liturgias para las temporadas litúrgicas del año (por ejemplo, Navidad y Semana Santa). Nos esforzamos por la participación plena y activa de la congregación en las diversas celebraciones litúrgicas. El objetivo es captar los sentidos para que todas las liturgias sean verdaderamente una celebración de la fe y la comunión comunitaria.

Los ministerios incluyen:

- Ministros Eucarísticos Extraordinarios
- Ministerio de Lectores
- Ministros de Hospitalidad / Ujieres
- Servidores del Altar
- Sacristanes
- Ministerio de Música

### Declaración de la Misión:

Supervisar los ministerios litúrgicos parroquiales; coordinar celebraciones sacramentales y espirituales, siempre esforzándose por edificar, enriquecer y animar las experiencias de adoración y celebración para todos.

### Declaración de la Visión:

Que cada adorador se encuentre con Dios en cada uno de nuestros cultos litúrgicos, celebraciones sacramentales y espirituales, y por lo tanto, profundice su relación con Dios y con sus vecinos.

### Propósito / Objetivo del Ministerio:

Una Comisión de Liturgia Parroquial (CLP):

- Evalúa las necesidades de la asamblea de adoración y proporciona una evaluación continua para ver si se cumplen esas necesidades
- Asesora al pastor / coordinador pastoral o al ministro sacramental y proporciona orientación a quienes planean liturgias. Bajo su liderazgo, los feligreses implementan planes para celebraciones litúrgicas efectivas

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### **Youth Faith Formation Commission Information**

#### **I. Our Mission**

Children gather at the church for several faith formation events. These include Sunday Liturgy for Children, Vacation Bible School and other events that help them grow in their knowledge and love of the Lord.

While parents are called to be the chief catechists or teachers of the ways of faith, youth faith formation commission seeks to assist the parents in this responsibility by providing an organized program of faith formation.

#### **II. Strategy**

One of the best ways to pass on our faith to our children is by living our faith fully. This includes the regular practice of worshipping the Lord each and every weekend and on holy days.

Many parents are afraid that their children will disturb other adults at Mass, and sit in the back of the church. Since the children cannot see what is happening at the front of the church, they are not able to participate in our common worship. Children who sit with their parents at the front of the church often learn at a very early age to begin participating in our Catholic traditions at Mass.

The commission is committed to organize and plan the faith formation.

- \* Program

- \* To schedule and lead Sunday Liturgy

- \* Vacation Bible School

- \* Meetings, reflections, retreats and other events spiritual or social

#### **III. Our Vision**

We believe that "youth faith formation must be 'the central task in [our] catechetical enterprise'" and "'the chief form of catechesis. All the other forms, which are indeed always necessary, are in some way oriented to it.'" We believe that in order to be effective ministers of adult faith formation "we must, like Jesus, join people in their daily concerns and walk side by side with them on the pathway of life." We believe that adult faith formation and education opportunities should:

- "Invite and enable on-going conversion to Jesus Christ;

- "Promote and support active participation in the Christian community;

- "Call and prepare adults to act as disciples in mission to the world."

[U.S. Bishops' Pastoral Letter on Adult Formation, *Our Hearts Were Burning Within Us*, #5,13,8,68-74]

#### **IV. Structure/ Composition**

- Youth group
- Children faith formation
- Children choir

##### Structure

- President

- Vice-president

- Secretary

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### **I. Nuestra Misión**

Los niños se reúnen en la iglesia para varios eventos de formación de fe. Estos incluyen la Liturgia dominical para niños, la Escuela Bíblica de vacaciones y otros eventos que les ayudan a crecer en su conocimiento y amor del Señor.

Si bien los padres son llamados a ser los principales catequistas o maestros de los caminos de la fe, la comisión de formación de jóvenes en la fe busca ayudar a los padres en esta responsabilidad proporcionando un programa organizado de formación de la fe.

### **II. Estrategia**

Una de las mejores maneras de transmitir nuestra fe a nuestros hijos es viviendo nuestra fe plenamente. Esto incluye la práctica regular de adorar al Señor cada fin de semana y en los días santos.

Muchos padres temen que sus hijos molesten a otros adultos en la misa y se sienten en la parte de atrás de la iglesia. Como los niños no pueden ver lo que está sucediendo en el frente de la iglesia, no pueden participar en nuestra adoración común. Los niños que se sientan con sus padres en el frente de la iglesia a menudo aprenden a una edad muy temprana para comenzar a participar en nuestras tradiciones católicas en la misa.

La comisión se compromete a organizar y planificar la formación en la fe.

- \* Programa
- \* Programar y liderar la liturgia dominical.
- \* La escuela Bíblica de Vacaciones
- \* Reuniones, reflexiones, retiros y otros eventos espirituales o sociales.

### **III. Nuestra visión**

Creemos que "la formación de jóvenes en la fe debe ser 'la tarea central en [nuestra] empresa catequética' y 'la forma principal de catequesis. Todas las otras formas, que de hecho son siempre necesarias, están de alguna manera orientadas a ello'. "Creemos que para ser ministros eficaces en la formación de adultos en la fe" debemos, como Jesús, unimos a las personas en sus preocupaciones diarias y caminar junto a ellos en el camino de la vida ". Creemos que la formación de adultos en la fe y las oportunidades de educación deben:

- "Invitar y permitir la conversión continua a Jesucristo;
- "Promover y apoyar la participación activa en la comunidad cristiana;
- "Llama y prepara a los niños/jovenes para que actúen como discípulos en misión al mundo".

[USA. Carta pastoral de los obispos sobre la formación de adultos, *nuestros corazones ardían dentro de nosotros*, n. 5,13,8,68-74]

### **V. Estructura / Composición**

- Grupo de jóvenes
- Formación en la fe de los niños.
- coro de niños

#### Estructura

- Presidente
- Vicepresidente
- Secretario



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### **Adult Faith Formation Commission Information**

#### **Our Mission**

Our parish is committed to providing life-long faith formation, enrichment and spiritual growth opportunities for adults of all ages. This catechetical process aims toward growth in many dimensions of Christian discipleship: knowledge of faith, liturgical life, moral formation, prayer, belonging to community and missionary spirit. It is faithful to Catholic tradition and responsive to the needs and lived experience of people today.

#### **Our Vision**

We believe that "adult faith formation must be 'the central task in [our] catechetical enterprise'" and "'the chief form of catechesis. All the other forms, which are indeed always necessary, are in some way oriented to it.'"

We believe that in order to be effective ministers of adult faith formation "we must, like Jesus, join people in their daily concerns and walk side by side with them on the pathway of life."

We believe that adult faith formation and education opportunities should:

- "Invite and enable on-going conversion to Jesus Christ;
- "Promote and support active participation in the Christian community;
- "Call and prepare adults to act as disciples in mission to the world."

[U.S. Bishops' Pastoral Letter on Adult Formation,  
*Our Hearts Were Burning Within Us*, #5,13,8,68-74]

#### **Our Goal**

Our goal is to provide both experiential and systematic formation, enrichment and spiritual growth which enables Catholic adults to:

- identify their personal religious experience;
- appreciate other person's religious experience;
- understand Catholic teaching, tradition and heritage;
- and live better lives as Catholic Christians in the twenty-first century.
- Invite and enable ongoing conversion to Jesus in Holiness – in response to God's call to holiness, our faith and life as adult disciples are grounded in developing a personal relationship with Jesus.
- Promote and support active membership in the Christian community – as adult believers, we learn and live our faith as active members of the Church.
- Call and prepare adults to act as disciples in mission to the world – the Church and its adult faithful have a mission in and to the world: to share the message of Christ to renew and to transform the social and temporal order.

#### **Our Strategy**

Our strategy is to provide a wide choice of adult formation, enrichment and spiritual growth opportunities which are available in a variety of formats such as Group Prayers, RCIA, Cursillo, Rosary Prayer and others, and which respect the diversity of adult Catholic experience and needs based on age, gender, religious experience, faith development, life tasks, church participation and learning styles.

# St. Francis De Sales Parish

## Pastoral Plan 2019-2020

### COMPOSITION (All Catechetical Adult Ministries)

#### ❖ Rite of Christian Initiation of Adults (RCIA)

Rite of Christian Initiation of Adults (RCIA) is the process through which the Catholic Church receives new adult members. It has three phases:

- ***Pre-Catechumenate***

The Pre-Catechumenate is a process for those interested in exploring Roman Catholicism.

- ***The Catechumenate***

The Catechumenate is a process for Catechumens (unbaptized) and Candidates (Christian baptized) to delve more deeply into Scripture to accompany them on their faith journeys.

- ***Mystagogia***

Mystagogia provides a continuation for Catechumens to help them become fully integrated into parish life.

#### ❖ Rosary Group

The ministry's mission is to promote and encourage families to meditate on the life of Jesus through daily prayer of the rosary with devotion as contained in the block rosary prayer book as a form of evangelization and offering to God.

#### ❖ Cursillo

The Cursillo Movement is a movement of the Catholic Church which by its own methods makes it possible for people to live what is fundamental for being a Christian; it helps people discover and fulfill their personal vocations, and it promotes the creation of core groups of Christians who leaven their environments with the Gospel.

#### ❖ Marriage & Family Life

To help family members grow in faith, in God, love for each other. The ministry encourages families, in all their many forms, to grow and be formed in keeping with Gospel values, and then to act upon those principles.

### Structure: Three officers lead the Commission

- President
- Vice- president
- Secretary

# **St. Francis De Sales Parish**

## **Pastoral Plan 2019-2020**

### **Communications Commission Information**

#### **I. Goal:**

The Communications Ministry reaches the congregation and our community through media in order to inspire, inform, and invite participation in the life, mission, and purposes of the Church through social networking, public relations and other special projects.

The Communications Ministry uses points strategy for execution:

- Innovation – presenting in a fresh way
- Integration – using all the media means at our disposal together in an effective way
- Involvement – coaching Church members on how to effectively communicate
- Inspiration – telling the stories of God at work in people's lives

#### **II. Mission:**

The communications commission strives to make information flow throughout our church community, building connections and understanding along the way. Using a variety of tools such as our website, social media presences, email communication and print, we look for ways to have phenomenal engagement between all ministries so parishioners know what is going on in the parish.

#### **III. Structure/Composition:**

- **Automated Calling System (Call Tree)**

The Communications Ministry sends out weekly news events or other information regarding our church via the Automated Calling System and also posted on our Facebook page.

- **Parish Website & Social Media**

The Communications Ministry directs and manages the Church's social networking presence (Facebook and Church's Website) by ensuring that pertinent and prominent information about ministry events are routinely shared and updated.

- **Parish Directory**

#### **I. Gol:**

El Ministerio de Comunicaciones llega a la congregación y a nuestra comunidad a través de los medios de comunicación para inspirar, informar e invitar a participar en la vida, la misión y los propósitos de la Iglesia a través de redes sociales, relaciones públicas y otros proyectos especiales.

El Ministerio de Comunicaciones utiliza una estrategia de cinco puntos para la ejecución:

- Innovación - presentando de forma novedosa.
- Integración: utilizar todos los medios de comunicación a nuestra disposición de manera eficaz.
- Participación: entrenar a los miembros de la Iglesia sobre cómo comunicarse efectivamente
- Inspiración: contar las historias de Dios trabajando en la vida de las personas.

# **St. Francis De Sales Parish**

## **Pastoral Plan 2019-2020**

### **II. Misión:**

La comisión de comunicaciones se esfuerza por hacer que la información fluya a través de la comunidad de nuestra iglesia, creando conexiones y entendiendo a lo largo del camino. Usando una variedad de herramientas, como nuestro sitio web, presencia en los medios sociales, comunicación por correo electrónico e impresión, buscamos formas de lograr un compromiso fenomenal entre todos los ministerios para que los feligreses sepan lo que está sucediendo en la parroquia.

### **III. Estructura / Composición:**

#### **\* Sistema automatizado de llamadas (Call Tree)**

El Ministerio de Comunicaciones envía eventos de noticias semanales u otra información sobre nuestra iglesia a través del Sistema de Llamadas Automatizadas y también publicado en nuestra página de Facebook.

#### **\* Sitio web de la parroquia y redes sociales**

El Ministerio de Comunicaciones dirige y administra la presencia de la red social de la Iglesia (Facebook y el sitio web de la Iglesia) asegurando que la información pertinente y prominente sobre los eventos del ministerio se comparta y actualice de manera rutinaria.

#### **\* Directorio Parroquial**

# **St. Francis De Sales Parish**

## **Pastoral Plan 2019-2020**

### **Social Ministry Commission/Charity Commission Information**

#### **I. Definition & Organization**

What is social ministry?

- Variety of forms and organization

❖ For instances

- Saint Vincent de Paul group serves many families of low-income
- Catholic social services supports refugees families
- Catholic social services develop turning relationships
- Respect Life Ministry to provide assistance to pregnancy care centers and organize demonstration for March for Life.
- Social justice ministries- Prison ministry
- What do we have here in our Church?
  - Hospitality
  - Bereavement
  - Social Ministry (Food pantry)
  - Disaster Relief
  - Safe Environment

❖ What do all these ministries have in common?

- Overall, they are incredible signs of Christ alive in our community, working to bring love to those who need it the most and to transform the world's social structure to better reflect God's Kingdom of peace and justice. (Ch Deus Caritas est "God is Love" Pope Benedict XVI)

#### **II. Mission:**

Churches are Communities of Salt and Light

- It is a responsibility for the entire parish community to be services of Christ's love for the world. Cfr Bishops document 1995 "Communities of salt and light: reflections on the social mission of the parish">
- A common mission among all ministries: Ambassadors of Good News

#### **III. Goal**

Two feet of social action

- a) Direct service: immediate service to the vulnerable.
- b) Social service: transforms structures in order to end the root causes of people's suffering.

# St. Francis De Sales Parish

## Pastoral Plan 2019-2020

### Finance Commission Information

Finance Commission is composed of four different ministries: Fund, BAA, Tab and Bookstore

♦ **What's the difference between this commission and finance council?**

The Church has two councils, Pastoral and Finance, requested for each church in the Diocese. Also, Universal Church chair of finance in pastoral council.

The pastoral council has activities that take of money, tab, part of the activity that counts money. Fundraising and BAA also deals with money. Finance council helps the Priest manage church finances.

♦ **What's finance?**

The management of money and includes activities like investing, borrowing, lending, budgeting, saving, and forecasting.

There are three main types of finance:

- (1) [personal](#) - Home
- (2) [corporate](#) - Church/business
- (3) [public](#)- government

Businesses financing thru variety of means at equity- loan or line of credit managing money correctly help become more profitable.

♦ **Six topics on Managing Church Finances**

1. (A) Best way to steward financial resources: create and follow a budget.
  - Wants finance commission to contribute to managing of church finances.(B) During Review- look at attendance of parishioners and collections, is giving going up or down?
2. Keep track of donations and expenses
  - Observe what is going on; if parishioners are generous- make sure money is spent wisely.
3. Set up recurring giving
  - Envelope system helps with this. Try to keep track of offering each week or month of giving.
  - 2<sup>nd</sup> collection is a special collection.
4. Protect church's integrity
  - Stealing is a problem inside and outside the church. Leadership stay above reproach. Have safe guards in place to check integrity of money.
  - Safeguards
    - \* require dual signatures
    - \* limit access to acct
    - \* balance ledger
    - \* rotate counters
    - \* external audit- controller
5. Save for a rainy day
6. Talk about giving with your church
  - walk fine line when it comes to money.

# St. Francis De Sales Parish

## Pastoral Plan 2019-2020

Plan Pastoral del Cursillo de Cristiandad  
St. Francis de Sales  
Lumberton, NC

### Ultreya 2019 - 2020

Ultreya:	Agosto 30, 2019	6:00 - 10:00 pm
Ultreya:	Septiembre 27, 2019	6:00 - 10:00 pm
Ultreya:	Octubre 25, 2019	6:00 - 10:00 pm
Ultreya:	Noviembre 29, 2019	6:00 - 10:00 pm
Ultreya:	Diciembre 27, 2019	6:00 - 10:00 pm
Ultreya:	Enero 31, 2020	6:00 - 10:00 pm
Ultreya:	Febrero 28, 2020	6:00 - 10:00 pm
Ultreya:	Marzo 27, 2020	6:00 - 10:00 pm
Ultreya:	Abril 24, 2020	6:00 - 10:00 pm
Ultreya:	Mayo 29, 2020	6:00 - 10:00 pm
Ultreya:	Junio 26, 2020	6:00 - 10:00 pm
Ultreya:	Julio 31, 2020	6:00 - 10:00 pm
Ultreya:	Agosto 28, 2020	6:00 - 10:00 pm

### Escuela de Dirigentes del Cursillo

#### Tercer Viernes del Mes, Salón Social

- Agosto 16, 2019 6:30 - 9:00 pm
- Septiembre 20, 2019 6:30 - 9:00 pm
- Octubre 18, 2019 6:30 - 9:00 pm
- Noviembre 15, 2019 6:30 - 9:00 pm
- Diciembre 20, 2019 6:30 - 9:00 pm
- Enero 17, 2020 6:30 - 9:00 pm
- Febrero 21, 2020 6:30 - 9:00 pm
- Marzo 20, 2020 6:30 - 9:00 pm
- Abril 17, 2020 6:30 - 9:00 pm
- Mayo 15, 2020 6:30 - 9:00 pm
- Junio 19, 2020 6:30 - 9:00 pm
- Julio 17, 2020 6:30 - 9:00 pm
- Agosto 21, 2020 6:30 - 9:00 pm

### Grupo de Amistad

- Todos los Viernes
- 6:00 - 7:00 pm

\*La fiesta de San Francis de Sales\*

### Plan Apostolado

- Rosario y lexio divina
- Cada Lunes
- 6:30 pm