

# PASTORAL PLAN OF THE BLUE HILLS CATHOLIC COLLABORATIVE

THE PARISHES OF MOST PRECIOUS BLOOD, ST. PIUS X & ST. ANNE

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*2016 – 2019*

*Pastor: Fr. Ron Coyne*

Friends,

Welcome to the Blue Hills Collaborative Experience. We have been a Collaborative since June 2014. Our parishes of St Pius X, Most Precious Blood and St Anne are vibrant faith communities with great histories. We are privileged to add to that wonderful story.

The Church is our avenue into peoples' lives. We are all called to be Disciples of Christ. We are challenged by the gospel to share our faith with humanity. As the Second Vatican Council reminded us so well; it is not the church and the world but the Church in the world. All of God's creation makes God's presence known. I believe that it is our responsibility to meet the people of God, to listen to their story, to invite them to celebrate with us and to make them welcome in our faith community.

Like everything else in our world, we evolve. Our Church is blessed with your presence. The welcoming spirit of our parishes is captured in these words found on the signs in our Collaborative's three Churches, "God's unconditional love celebrated here. Welcome!"

Enjoy Life!

Fr. Ron Coyne

## *Purpose*

*[WHY we exist]*

The purpose of the Blue Hills Catholic Collaborative is to enliven and strengthen the parishes of Most Precious Blood, St. Pius X and St. Anne by sharing and exemplifying the gospel of Jesus Christ centered on unconditional love and service to one another. We exist to inspire current and future parishioners to further develop their own relationship with Christ, experience the joy of fully participating in a multi-cultural Catholic Christian community and model Christ in our broader community.

## *Values*

*[HOW we will decide, communicate and behave]*

### **SPIRIT OF COMMUNITY –**

We strive to develop a sense of belonging in order to foster a welcoming and nurturing atmosphere as parishioners of Most Precious Blood, St. Pius X and St. Anne come together in a spiritual and social way.

We will live this value by:

- Respectfully listening to one another in all communication strategies and collaborative gatherings in order to more fully understand our similarities and differences;
- Welcoming all who enter our doors to the Eucharistic table and ensuring that they are warmly greeted and encouraged to participate fully; and,
- Challenging one another to come together and create a sense of community through regular collaborative activities.

**DISCIPLESHIP –**

We encourage all people to make faith matter by actively embracing and living the teachings of Christ.

We will live this value by:

- Consciously working to deepen and strengthen our personal relationship with Christ;
- Engaging in faith development opportunities and availing ourselves of resources to increase knowledge of our faith; and,
- Being sensitive, respectful, compassionate and responsive to those in need through outreach and service.

**ACTIVE PARTICIPATION –**

We acknowledge that the success of our three-parish collaborative is dependent upon the time, talents and financial resources of all parishioners.

We will live this value by:

- Fully participating in the liturgies by attending regularly, participating in the music, incorporating the message into our daily lives and actions and considering taking on additional ministry roles to further enhance the liturgies for all those in attendance;
- Committing ourselves to the growth of our Parishes, the Collaborative and the broader Catholic community, today and for future generations by contributing finances and time to the maximum extent possible for each of us; and,
- Extending an invitation to family and friends and others in the community who have not been present at recent celebrations.

### *Vision*

*[WHERE we feel called to be in five years]*

Our community will be fully engaged individually and collectively in experiencing and modeling the joy of a life centered in Christ. Our pews and ministries will be overflowing, our properties will sparkle and our people will be beacons of hope and love.

## *Priorities*

*[WHAT we will accomplish in the next 18-36 months]*

### **PRIORITY: ENRICHING THE SUNDAY EXPERIENCE**

The Sunday experience at Mass is a top priority for the Collaborative because it is where we see people the most and we are able to make an impression week after week. If we make the experience engaging for all ages and make people feel that they are participating and learning something that deepens their relationship with Christ and with our community, then they will want to be there. If people feel that they are welcome, feel a sense of belonging, and they enjoy being at Mass, then they may talk to their friends and family and recommend the Parishes of the Collaborative to them.

***Goal: Fully Implement a Host Team Program for each Mass (9 Masses across Collaborative) by June 30, 2019***

#### ***Possible responsibilities of a Host Team:***

- Ensuring set-up (Church is free of trash, random papers, etc. – at entrance and in pews; Mass books in proper place (distributed among pews or in racks); songs listed on music boards; broken pews or kneelers are repaired)
- Greeting people as they arrive for Mass
- Thanking people for coming as they leave, directing to hospitality (if applicable); distributing bulletin and highlighting any upcoming Parish events for them to consider

#### ***Strategies/Action Steps:***

- Pastor to identify staff member to coordinate program
- Staff member and Pastor to identify and engage a Captain for each Parish
- Captains, with staff member, to establish expectations of Host Team members; integrate with responsibilities of ushers and Eucharistic Ministers
- Identify and engage Host Team members in accordance with their individual gifts/abilities and with a goal of a diverse pool of participants
- Train Host Team members
- Establish time line to roll out Host Team Program across all Masses

***Goal: Increase and train 10 additional participants in Mass-related ministries (lectors, leaders of song and other music team members, Eucharistic Ministers, ushers, altar servers) by June 30, 2017 and each year of this plan thereafter***

***Strategies/Action Steps:***

- Director of Ministries (in conjunction with the Director of Music, as appropriate) shall establish guidelines and expectations for each Mass-related ministry role with an overall goal of ensuring that ministers are encouraging active and joy-filled participation in the Mass; sharing their own joy and witnessing to their own faith; and, enriching the experience for all attending
- Recruit new Mass-related ministers with a goal of maintaining a diverse pool – across age, gender, race/ethnicity, cultural backgrounds and other identities
- Devise and implement a purposeful plan to recruit young people as they “age-out” of Religious Education program
- Engage in training or professional development opportunities available through the Archdiocese or otherwise provide training and professional development opportunities
- Provide feedback to Mass-related ministers and arrange for periodic feedback from Mass attendees

**PRIORITY: BUILDING A CULTURE OF INVESTMENT**

Challenging ourselves and one another to take on the responsibility of the future of our parishes by investing our time, talent and resources is a top priority for the Collaborative because we realize that our community only will survive and grow, if we, as its members, choose to nurture and support it. As recipients of the gift of faith, we owe it to ourselves, to one another and to future generations to commit to personal efforts to ensure that our parishes thrive.

***Goal: Create and maintain an effective and accessible system of communications across all three parishes. Steps to begin immediately with a goal of having a fully functioning system by June 30, 2017, reviewed at least annually for refinement and modification.***

***Strategies/Action Steps:***

- Engage a technologically knowledgeable team to work with the Director of Ministries and the Pastoral Council to identify ways of utilizing up-to-date technology to improve communications among the 3 parishes and to the broader community, including a parish

and collaborative membership directory available to the Collaborative Staff (where in addition to general information, current and new parishioners identify the areas in which they would choose to donate time/talents) with associated mailing lists and listservs (for electronic mailings); and a user-friendly collaborative website that provides up-to-date information on the services, opportunities, and contact persons in our parishes, a calendar of events (with associated contact names), and a list of all Pastoral and Finance Council members and availability of meeting minutes; helps to spread the message being preached within our Collaborative and of Pope Francis to those not yet attending Masses; and incorporates a portal to use as a surveying tool (SurveyMonkey). Charge a Staff member to update the website weekly per an established updating schedule.

- Consider an associated social media communications plan.
- Create a unified Weekly Bulletin with a consistent format that mirrors, as best possible, our Collaborative website.
- Publish an annual financial report available to all parishioners as soon as is reasonably possible after the close of the operating year of June 30.
- Ensure that Pastoral Council and Finance Councils prepare minutes of meetings to be made available to parishioners.
- Hold, at least annually, an open forum for parishioners to hear from and ask questions of Collaborative Leadership.

***Goal: Hire a trained and motivating youth ministry coordinator to build a youth ministry program that engages active participation of 15-25 young people by June 30, 2018.***

***Strategies/Action Steps:***

- Prepare a job description for a Youth Ministry Coordinator and publish it as appropriate, for example on the Collaborative website.
- Pastor and other members of the Collaborative leadership to identify individuals known by them who would be effective in the role and make targeted outreach to them to encourage them to consider applying.
- Include a line item for salary and benefits of a Youth Ministry Coordinator in the 2017-2018 budget.
- Pending the hiring of a Youth Ministry Coordinator, continue holding events at the Collaborative Center and otherwise under the direction of the Director of Ministries.

***Goal: Increase the combined amount of the 3 parishes' offertory collections (including Grand Annual) by an average of \$2000 per month in each of the three years of this plan.***

***Strategies/Action Steps:***

- Enhance the education of parishioners about current levels of giving, parish priority needs and goals and the realistic cost of services. Charge financial leadership (beyond Pastor) with responsibility to communicate needs in spirit of generosity and hope. Consistently communicate weekly offertory results of all three parishes and as a collaborative with comparison to weekly goal (or past results) and fundraising results against goal (or past results).
- Implement online giving with instructions on the Collaborative website.
- Finance Councils and Pastoral Council to analyze current annual fundraising activities and recommend future ones within a coordinated schedule and with the goals of reducing people effort as compared to financial return and increasing the participation of families and young adults; anticipate at least one fundraising event per quarter.
- Consistently encourage parishioners to invite those not currently engaged to attend Mass or events and offer their ideas on how to become more visible to the broader community; provide an opportunity for parishioners to report when they bring new people to Mass or events.

**PRIORITY: INSPIRING VOCATIONS**

Committing ourselves to create and foster an environment that inspires parishioners to discern through prayer, reflection and discussion how God is calling each of us to serve our faith community is a top priority for the Collaborative because we want our parishes to be reinvigorated with healthy leadership centered around open minds and open hearts living out the gospel. In particular, as directed by Cardinal Sean O'Malley of the Archdiocese of Boston, we will focus on engaging with boys and young men to consider following Christ as a diocesan priest.

***Goal: Create a Collaborative Vocation Team of 5-6 members, including the Pastor, the Director of Ministries and a representative from each parish by October 1, 2016.***

***Strategies/Action Steps:***

- Solicit interest from potential parish representatives.



- Invite team members so as to ensure cross-representation, including membership in different parishes.
- Establish a meeting schedule for the team.

***Goal: The Collaborative Vocation Team will create an action plan by June 30, 2017, the goal of which is to increase awareness of opportunities for parishioners to serve the faith community, with particular emphasis on increasing vocations to the diocesan priesthood.***

***Strategies/Action Steps:***

- Raise awareness of the concept of Vocations by incorporating information into the Religious Education curriculum.
- Encouraging the Priests of the Collaborative to share their personal experience at one homily per year and otherwise as opportunities arise.
- Invite confirmed males to the Archdiocese St. Andrew's Dinner each year.
- Invite Archdiocese representatives to preach on Vocations each year.
- Consider ways to engage parents on their role in encouraging Vocations for their children.
- Consider initiating a marriage preparation ministry within the Collaborative.
- Establish a plan to include Vocations on a regular basis within the Collaborative Prayers of the Faithful.
- Hold an annual Ministry Fair within the Collaborative.