



# **Reading Catholic Community Pastoral Plan**

June 2022 – June 2025

**SMART Goals:**

**Pastoral Plan Working Documents**

## Goal Area 1: Accompaniment

|                              |   |
|------------------------------|---|
| <b>SMART Goal:</b>           | To promote a culture of Accompaniment by fostering Spiritual Friendships that lead to Christ. We will build relationships that rely on our shared experiences and authentic examples of faith, drawing people of God closer to one another and to their Creator.<br>We will implement programs to educate and engage parish leadership, ministries, and parishioners beginning in November 2022, with a goal to begin preparing 12 Accompaniment mentors by September 2023, expanding to families, teens and youth through June 2025. |
| <b>Primary Oversight:</b>    | Pastor and Pastoral Leadership Team   |
| <b>Primary Point Person:</b> | Accompaniment Implementation Team Chair   |
| <b>Other Key Persons:</b>    | Staff, Ministry Leaders & Volunteers  |

### Key Milestones

| Milestone |   | By When           |
|-----------|---|-------------------|
| 1.1       | Build understanding of and commitment to Forming & Fostering a Culture of Accompaniment with RCC Leadership & Staff | December 31, 2022 |
| 1.2       | Develop Formation Plan for Accompaniment Mentors  | July 1, 2023      |
| 1.3       | Train Accompaniment Ambassadors   | September 1, 2023 |

| Activities and Resources Required per Milestone |   | Responsible Party   | By When           |
|---|---|---|-------------------|
| <b>1.1</b>                                      | <b>Build understanding of and commitment to Forming &amp; Fostering a Culture of Accompaniment with RCC Leadership &amp; Staff</b><br>We will define our vision of accompaniment within the Reading Catholic Community, by December 31, 2022. | Accompaniment Planning Team (APT), Director Evangelization, Parish Pastoral Staff (PPS) | December 31, 2022 |
| 1.1.1   | Reflect on Spiritual accompaniment and how we will define it within the Reading Catholic Community.   | APT/Dir Evangelization  | December 31, 2022 |
| 1.1.2   | Discern best areas to begin integrating Accompaniment in our Community.   | APT/Dir Evangelization  | December 31, 2022 |
| 1.1.3   | Define the Role of Mentor of Accompaniment  | APT/Dir Evangelization  | December 31, 2022 |
| 1.1.4   | Identify training resources on Accompaniment for creating a program to educate and train leaders and parishioners.  | APT/Dir Evangelization  | December 31, 2022 |
| 1.1.5   | Recruit an Accompaniment Implementation team, which will be responsible for carrying out the 3-year plan.   | APT/Dir Evangelization  | December 31, 2022 |
| 1.1.6   | Assess opportunities for strengthening and growth of Accompaniment within the RCC, ongoing, Years 1-3.  | Accompaniment Implementation Team (AIT)   | Ongoing           |
| <b>1.2</b>                                      | <b>Develop Formation Plan for Accompaniment Mentors</b><br>Following our vision, we will build a plan for cultivating the culture of accompaniment by July 1, 2023.   | AIT/PPS   | July 1, 2023      |
| 1.2.1   | Identify Training Team  | AIT/PPS   | July 1, 2023      |
| 1.2.2   | Develop Formation materials and training program  | AIT/PPS   | July 1, 2023      |

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| 1.2.3 | Create Formation schedule for year 1,2,3 and beyond  | AIT/PPS | July 1, 2023      |
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| 1.3   | <b>Train Accompaniment Mentors</b><br>We will begin training a group of parishioners in the role of "Accompaniment Mentor", to foster communal growth in holiness, by September 1, 2023. | AIT     | September 1, 2023 |
| 1.3.1 | Invite potential Mentors to join the Apostolate (ministry) of Accompaniment.   | AIT     | September 1, 2023 |
| 1.3.2 | Train volunteers in the work of spiritual accompaniment.   | AIT     | September 1, 2023 |
| 1.3.3 | Review accomplishments to date, continue training, and extend areas of accompaniment (ongoing)   | AIT     | June 30, 2025     |

## Goal Area 2: Sunday Experience

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| <b>SMART Goal:</b>           | By focusing on liturgical ministries, hospitality, and education, we will provide a transformational weekend Mass experience that will lead us to grow deeper in relationship with Christ and with our Community, His body, the Church. These efforts will result in a 5% increase in those who agree that Mass attendance strenghtens their spiritual growth, as measured by the DMI (Disciple-Maker Index) Parish Survey in 2024. |
| <b>Primary Oversight:</b>    | Pastor and Pastoral Leadership Team   |
| <b>Primary Point Person:</b> | Sunday Experience Implementation Team Chair   |
| <b>Other Key Persons:</b>    | Sunday Experience ImplementationTeam, RCC Clergy, Music Director, Director of Evangelization & Faith Formation, Liturgical Ministries   |

### Key Milestones

| Milestone   | By When           |
|---|-------------------|
| 2.1 Form a Sunday Experience Implementation Team to carry out the 3-year plan.  | November 1, 2022  |
| 2.2 Recruit, train and retain the appropriate number of liturgical ministers to promote a welcoming and reverent Sunday Experience. | June 30, 2024     |
| 2.3 Support and grow our Music Ministry, to provide a broad base of vocal and musical talent to serve at weekend Masses.            | June 30, 2024     |
| 2.4 Educate our parishioners on the fundamentals of the sacred Liturgy  | December 31, 2023 |

| Activities and Resources Required per Milestone   | Responsible Party                                 | By When          |
|---|---|------------------|
| <b>2.1 Form a Sunday Experience Implementation Team to carry out the 3-year plan</b><br>To implement the Sunday Experience plan over the next 3 years, an Implementation Team and Chairperson will be identified by November 1, 2022  | Planning Team with support of Pastor              | November 1, 2022 |
| 2.1.1 Identify Implementation Team Chairperson  | Planning Team with support of Pastor              |                  |
| 2.1.2 Recruit team members (4-6)  | Planning Team with support of Pastor              |                  |
| 2.1.3 Meet with Pastor, Pastoral Staff, Music Director and Sunday Experience Planning Team; review plan   | Planning Team with support of Pastor              |                  |
| <b>2.2 Recruit, train and retain the appropriate number of liturgical ministers to promote a welcoming and reverent Sunday Experience.</b><br>To support and enhance the impact of our Liturgical Ministries over the next 3 years, we will establish a Ministry Coordinator to serve as point person for each liturgical ministry, by <b>December 31, 2022</b> . With the Sunday Experience (SE) Implementation Team and RCC staff, the existing/new Coordinators will create job descriptions and training material for each ministry role by <b>March 1, 2023</b> , with a goal of staffing all ministry positions for each Mass by <b>June 30, 2024</b> . | Sunday Experience Implementation Team (SEIT)      | June 30, 2024    |
| 2.2.1 Identify a Ministry Coordinator for each liturgical ministry (Eucharistic Ministers, Lectors, Greeters, Ushers, Altar Servers, Sacristans; Music, Arts and Environment) who will serve as key contact for the Ministry; identify staffing needs for each Mass; grow and retain the volunteer base; work with the Sunday Experience (SE) Implementation Team and RCC staff to create job descriptions and training for each ministry role.   | SEIT, Ministry Coordinators, Parish Staff, Clergy | November 1, 2022 |

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| 2.2.2 | Formalize a Liturgical Ministries Team (LMT) made up of the Liturgical Ministry Coordinators, which will work together to establish ongoing informational events and communications that encourage parishioner participation in the Liturgical Ministries. | SEIT, with support from RCC Staff and current Ministry Coordinators. | January 31, 2023 |
| 2.2.3 | Develop Liturgical Ministry role descriptions, training materials, and staffing requirements for new and existing liturgical ministry roles.   | SEIT, Ministry Coordinators, Parish Staff                            | March 1, 2023    |
| 2.2.4 | Actively recruit new participants to ministry positions.   | SEIT, Ministry Coordinators  | April 30, 2023   |
| 2.2.5 | Conduct training programs for new and existing ministers.  | SEIT, Ministry Coordinators, Parish Staff, Clergy                    | June 30, 2023    |

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| <b>2.3</b> | <b>Support and grow our music ministry, to provide a broad base of vocal and musical talent to serve at weekend Masses.</b><br>To encourage participation by the congregation, which is largely driven by our Music Ministry vocalists and musicians, we will grow the pool of talent, supporting the Music Director with events and communications designed to increase Adult and Children choirs by 5 participants each by June 30, 2023. | SEIT, Music Director | June 30, 2023 |
| 2.3.1      | Work with the Music Director to develop a plan for increasing participation by the congregation and to determine the resources needed to accomplish this goal, e.g., Ministry Fair, Pulpit announcements, other support needs.  | SEIT, Music Director | June 30, 2023 |
| 2.3.2      | Actively recruit new participants to ministry positions.  | SEIT, Music Director | June 30, 2023 |

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| <b>2.4</b> | <b>Educate our parishioners on the fundamentals of the sacred Liturgy</b><br>To foster both participation in the Sacred Liturgy and a spirit of evangelization across the Community, we will build an educational program on "Understanding the Mass", to be implemented by December 31, 2023.  | SEIT, Dir Evangelization, Clergy | December 31, 2023  |
| 2.4.1      | Determine where responsibility for this program will reside and who will maintain and update the program in future.   | SEIT, Dir Evangelization         | March 31, 2023     |
| 2.4.2      | Research and identify "Understanding the Mass" educational resources best suited for the Reading Catholic Community; develop a set of training modules with help from Subject Matter Experts (clergy/educators, etc.) to assist with the creation and delivery of these modules through various mediums such as dedicated homilies, in-person training sessions, and on-line programming. | SEIT, Dir Evangelization, Clergy | September 30, 2023 |
| 2.4.3      | Launch the training modules through the agreed-upon mediums.  | SEIT                             | December 31, 2023  |

## Goal Area 3: Community

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| <b>SMART Goal:</b>           | We will strengthen personal connections within the Reading Catholic Community and become a more visible presence in our town, through programs and practices that support fellowship and fraternity, which we will establish by December 31, 2023. We will measure effectiveness of this program through improved 2024 DMI (Disciple-Maker Index) Parish Survey scores for "exhibiting care to members of our community". |
| <b>Primary Oversight:</b>    | Pastor  |
| <b>Primary Point Person:</b> | Community Implementation Chairperson  |
| <b>Other Key Persons:</b>    | RCC Staff, Ministries, Volunteers   |

### Key Milestones

| Milestone |  | By When           |
|-----------|--|-------------------|
| 3.1       | Form a Community Implementation Team to carry out the 3-year plan  | November 1, 2022  |
| 3.2       | Conduct a census drive to gather parishioner data/update current contact information for all parishioners. | December 31, 2023 |
| 3.3       | Provide opportunities for connections in the Pews.   | December 31, 2022 |
| 3.4       | Organize social activities that will attract and connect the diverse groups within the Parish.             | March 30, 2023    |
| 3.5       | Build awareness of Reading Catholic Community activities.  | May 1, 2023       |
| 3.6       | Create more visibility townwide, by participating in community activities.                                 | June 1, 2024      |

### Activities and Resources Required per Milestone

| Activities and Resources Required per Milestone |  | Responsible Party                              | By When            |
|---|--|--|--------------------|
| <b>3.1</b>                                      | <b>Form a Community Implementation Team to carry out the 3-year plan</b><br>To implement the Community goal plan over the next 3 years, an Implementation Team and Chairperson will be identified by November 1, 2022  | Community Planning Team with support of Pastor | November 1, 2022   |
| 3.1.1   | Identify Implementation Team Chairperson   | Community Planning Team with support of Pastor |                    |
| 3.1.2   | Recruit team members (4-6)   | Community Planning Team with support of Pastor |                    |
| 3.1.3   | Meet with Pastor and Community Planning Team; review plan  | Community Planning Team with support of Pastor |                    |
| <b>3.2</b>                                      | <b>Conduct a census drive to gather parishioner data/update current contact information for all parishioners.</b><br>In order to build programs that draw together the Reading Catholic Community, we will undertake a census drive, gathering information about the demographics and needs of the Reading Catholic Community, by December 31, 2023. | Community Implementation Team (CIT)            | December 31, 2023  |
| 3.2.1   | Review existing data used by the Reading Catholic Collaborative, develop census data form, to include preference questions such as: social activity interests, preferred communications method.  | CIT  | May 31, 2023       |
| 3.2.2   | Create a variety of data-gathering methods: e.g., create an App with QR code, Paper Flyers; tables at Church for in-person sign-up over a period of 4-weeks, etc.  | CIT  | September 30, 2023 |
| 3.2.3   | Using information gathered through the Census, identify opportunities to provide parishioner support/outreach, e.g., handwritten notes to absent parishioners, babysitting during Mass, etc.   | CIT  | December 31, 2023  |

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| <b>3.3</b> | <b>Provide opportunities for connections in the Pews</b><br>To build connections among parishioners while at church and on our campuses, we will implement small ways to grow community spirit, by December 31, 2022.  | CIT  | December 31, 2022 |
| 3.3.1      | Make time during announcements at each Mass to greet/introduce each other.   | CIT  | November 30, 2022 |
| 3.3.2      | Implement consistent prayer to begin/end Mass: St. Athanasius; Pray for us! St. Agnes; Pray for us!  | CIT, Clergy                                | November 30, 2022 |
| 3.3.3      | Build on our "Wear Red for Pentecost" celebration, to build community spirit in honoring our special feast days. Specific ideas to be determined.  | CIT  | January 31, 2023  |
| <b>3.4</b> | <b>Organize social activities that will attract and connect the diverse groups within the Reading Catholic Community.</b><br>To restore our social life outside of the liturgy and service activities, we will work to build membership in the social activity ministries, supporting existing events and exploring new opportunities for fellowship, by March 30, 2023. | CIT  | March 30, 2023    |
| 3.4.1      | In coordination with the Social event ministries, we will recruit new members to work Sunday Coffee Hour/Welcoming Sunday, as well as other Parish social events.  | CIT, with Social Event Ministry, RCC Staff | January 31, 2023  |
| 3.4.2      | Establish family-based social activities, such as: restarting weekday morning Playgroup, scheduling (i.e. monthly) family games/movie nights, beginning in March 2023.   | CIT, with Social Event Ministry, RCC Staff | March 30, 2023    |
| <b>3.5</b> | <b>Build awareness of Reading Catholic Community activities</b><br>We will review current communications platforms and consider most effective methods for sharing information to reach the diverse groups within the Reading Catholic Community, bringing new options by May 1, 2023.   | CIT, with Social Event Ministry, RCC Staff | May 1, 2023       |
| 3.5.1      | Explore social media usage for monthly events calendar, notifications following Mass, etc.   | CIT, with Social Event Ministry, RCC Staff | May 1, 2023       |
| 3.5.2      | Monthly email blast highlighting upcoming events, phone invitations, etc.  | CIT, with Social Event Ministry, RCC Staff | May 1, 2023       |
| <b>3.6</b> | <b>Create more visibility townwide, by participating in Reading activities.</b><br>To bring our Good News into the community, we will plan to participate in Reading-sponsored events, such as Town Day, Library "welcome to Reading" events, Porchfest, Fall Street Faire, etc. by September 1, 2023, and explore initiating our own community-wide events.             | CIT  | September 1, 2023 |
| 3.6.1      | Create a booth promotional give-away that has key RCC information/messaging.   | CIT  | March 31, 2023    |
| 3.6.2      | Work with Director of Music and parish musicians to enter an RCC group for Reading's Porchfest each June. Consider other events such as ecumenical concerts.   | CIT  | March 31, 2023    |
| 3.6.3      | Plan booth logistics, staffing, give-aways for Community events: e.g., Fall Street Faire; Reading Friends and Family.  | CIT  | September 1, 2023 |
| 3.6.4      | Explore opportunities to collaborate on town-wide events such as Christian speakers, with other Church denominations.  | CIT  | June 1, 2024      |

## Goal Area 4: Vocations

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| <b>SMART Goal:</b>           | Promote a culture of religious vocations within the Reading Catholic Community, with a special emphasis on priestly vocations; through prayer, homilies, and education. We will target a 5% increase in parishioners inviting a young man to consider a vocation to the priesthood, as measured by the Disciple-Maker Index (DMI) Survey in 2024. This goal area will expand to grow awareness of the Lay vocations of Family Life, Married Life, and Single Life by June, 2025. |
| <b>Primary Oversight:</b>    | Pastor   |
| <b>Primary Point Person:</b> | Vocations Implementation Team Chair  |
| <b>Other Key Persons:</b>    | RCC Clergy; Director Faith Formation & Evangelization, Vocations Implementation Team (VIT), RCC Staff  |

### Key Milestones

| Milestone |   | By When           |
|-----------|---|-------------------|
| 4.1       | Form a Vocations Implementation Team to carry out the 3-year plan               | November 1, 2022  |
| 4.2       | Pray for vocations  | August 4, 2022    |
| 4.3       | Establish Vocation witness talks about vocations and vocation invitations       | January 1, 2023   |
| 4.4       | Establish an Elijah Chalice Program   | February 22, 2023 |
| 4.5       | Support Archdiocese Events related to Vocations                                 | June 1, 2023      |
| 4.6       | Build a support program for men/families discerning and entering the diaconate. | December 31, 2023 |

| Activities and Resources Required per Milestone |  | Responsible Party  | By When          |
|---|--|--|------------------|
| <b>4.1</b>                                      | <b>Form a Vocations Implementation Team to carry out the 3-year plan</b><br>To implement the Vocation plan over the next 3 years, an Implementation Team and Chairperson will be identified by November 1, 2022  | Planning Team with support of Pastor                           | November 1, 2022 |
| 4.1.1   | Identify Implementation Team Chairperson   | Planning Team with support of Pastor                           |                  |
| 4.1.2   | Recruit team members (4-6)   | Planning Team with support of Pastor                           |                  |
| 4.1.3   | Meet with Pastor and Vocations Planning Team; review plan  | Planning Team with support of Pastor                           |                  |
| <b>4.2</b>                                      | <b>Pray for vocations</b><br>To build awareness in our community for the need for priestly vocations, we will begin a program of prayer and communication starting by December 1, 2022, aiming to increase parishioner awareness in the need for priestly vocations, as measured by the 2024 DMI Survey. | Vocations Implementation Team (VIT), Pastoral Staff, RCC Staff | December 1, 2022 |
| 4.2.1   | Add a prayer for vocation(s) to the Prayers of the Faithful at each weekend liturgy and at daily Mass.   | VIT, Pastoral Staff, RCC Staff                                 |                  |
| 4.2.2   | Celebrate liturgies with vocation as an intention periodically (First Saturday or appropriate Feast Days).   | VIT, Pastoral Staff  |                  |
| 4.2.3   | Add "Pray for Priests and Seminarians" weekly in bulletin.   | VIT  |                  |



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| 4.2.4 | Evaluate a Rosary prayer program following the first Saturday Mass at St. Athanasius. (e.g., Cenacles of the Marian Movement of Priests, or other)   | VIT                             |                   |
| 4.3   | <b>Establish witness talks about vocations and vocation invitations</b><br>To share knowledge about vocational discernment and religious life, we will begin a series of educational/witness talks on the topic of vocations, to include Confirmation classes and the broader community, by January 31, with a goal of two talks per year, by June 30, 2025.   | VIT, Dir Evangelization, Clergy | January 31, 2023  |
| 4.3.1 | Request the individuals who indicated they have invited someone to consider a vocation to the priesthood or religious life (from our Survey) to step forward and share their story.  | VIT                             |                   |
| 4.3.2 | Find witnesses willing to share their vocation stories with established ministries and groups. This initiative will include: Priestly vocations, religious life (nuns, brothers) , the Diaconate, expanding to include the Lay vocations of Family Life, Married life, Single life.  | VIT, Dir Evangelization, Clergy |                   |
| 4.4   | <b>Establish an Elijah Chalice Program</b><br>To expand community involvement in growing vocations, we will start an Elijah Chalice Program, where a family, individual, or couple takes the Elijah Chalice home, and prays for vocations, using a Parish Journal to enter a thought, prayer, or scripture verse. We will engage a broad group of parishioners, starting by October 1, 2023, with a goal of 24 unique families taking part in the first 6 months of the program.   | VIT                             | October 1, 2023   |
| 4.4.1 | Determine the schedule for the program (52 weeks/year? Ordinary time? Lent/Advent? Etc.)   | VIT                             |                   |
| 4.4.2 | Locate/purchase a Chalice for the program  | VIT                             |                   |
| 4.4.3 | Build/purchase display case or Bag & box for transporting chalice; create a Prayer Journal   | VIT                             |                   |
| 4.4.4 | Develop prayers and schedule/sign-up sheets for families that will pray each week  | VIT                             |                   |
| 4.4.5 | Socialize program intent to parishes   | VIT                             |                   |
| 4.5   | <b>Support Archdiocese events related to Vocations</b><br>To support Archdiocesan Vocational efforts, we will actively invite students/parents/parishioners to attend RCAB vocation events, by June 1, 2023.   | VIT, Dir Evangelization, Clergy | June 1, 2023      |
| 4.5.1 | St. Andrew's Dinner  | VIT                             |                   |
| 4.5.2 | Come and See Weekend Retreat   | VIT                             |                   |
| 4.5.3 | Permanent Diaconate Inquirers Program  | VIT                             |                   |
| 4.6   | <b>Build a support program for men discerning a call to the diaconate</b><br>To support men and their families in the demands of the Diaconate program, establish a program of assistance in managing day-to-day concerns. This program will be built, then activated when we have a candidate(s) from our Community who may be discerning a Diaconate vocation. This goal may be dependent on the needs of each individual family, but will be established by December 31, 2023, with parish resources identified for assistance. | VIT, Pastoral Staff             | December 31, 2023 |
| 4.6.1 | Identify support, which might include parishioner assistance with baby-sitting, meal preparation, errands, etc., as both husband and wife attend classes in Year 1.  | VIT                             |                   |