

LITURGY AND WORSHIP

1. EVALUATE, EXPAND, AND PROMOTE OPPORTUNITIES FOR WORSHIP.

By expanding the opportunities when we can join together as a parish in worship, we strengthen the sacramental and social bonds that tie us together. Sharing these experiences helps foster a more vibrant and inclusive parish community.

Goal A: Promote opportunities to attend weekday mass.
Goal B: Expand the participation in and understanding of liturgical celebrations.
Goal C: Develop Reconciliation opportunities to enable deeper reach and availability.
Goal D: Expand Anointing of the Sick, both in education of and opportunities to celebrate the sacrament.

HOSPITALITY AND WELCOME

2. EMPHASIZE HOSPITALITY AND WELCOME AS A CORE PART OF ALL THAT WE DO AS A PARISH

We are a welcoming and inclusive home of worship. The first impression that future parishioners have of our parish should be warm and inviting and make a lasting impression on all.

Goal A: Build and maintain a welcoming environment at Mass and all parish activities.
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Goal B: Acknowledge and welcome visitors to Mass and parish activities.
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Goal C: Celebrate life events and milestones at Mass and within ministries.
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EDUCATION AND FAITH FORMATION

3. EXPAND EDUCATIONAL AND FAITH FORMATION OPPORTUNITIES FOR ALL WHO COME TO OUR PARISH.

Education and formation opportunities are critical to helping non-Catholics understand, appreciate, and adopt our values and our purpose.

Goal A: Expand the understanding of liturgical celebrations, and the “why” behind what we do. (Examples: increasing the frequency of teaching Masses and by coordinating with religious education ministries to make Masses part of the curriculum).

Goal B: Provide and promote a variety of resources (books, pamphlets, literature) to promote Faith Formation.

Goal C: Evaluate sacramental education policies (OCIA, Launch, Life Teen, etc.) on a regular basis.

COMMUNICATION AND PROMOTION

4. SHARE AND PROMOTE PARISH EVENTS, WORSHIP OPPORTUNITIES, AND PARISH NEWS TO ENCOURAGE PARTICIPATION AND INCREASE PARISHIONER AWARENESS.

Effective promotion about parish news promotes participation in Mass, parish events, and ministry activities. This also gives parishioners a glimpse into the faith lives of others. By sharing how other parishioners are living out their Catholic faith, we hope to develop a greater appreciation and understanding of our Catholic community.

Goal A: Engage the entire parish in Sacramental celebrations (Baptisms, Confirmation, First Eucharist, First Reconciliation, and Holy Matrimony).
Goal B: Maintain awareness of upcoming events.
Goal C: Inform the parish of significant events taking place within each ministry, (Examples include retreats, Rites of Acceptance and Welcoming, Confirmation, Baptisms, and First Holy Communion by including brief announcements as part of Mass and inviting parishioners to attend.

COMMUNITY

5. ENSURE THE PASTORAL PLAN IS CLEARLY AND ADEQUATELY COMMUNICATED TO THE PARISH, PROVIDING OPPORTUNITIES FOR THE PARISH AND PARISHIONERS TO BE A PART OF THE PROCESS.

"Listening to ALL is important."

"I know very little of the church planning. I'm not sure when parish council meetings are held and if anyone can attend."

"I don't believe we have had a strategic plan since Father Tom issued one about 10 to 12 years ago."

Goal A: Invite participation in the planning process so that the Parish understands the opportunities to contribute.
Goal B: Educate Parish and Parishioners on the need for a long-term Pastoral Plan (such as the purpose of the Pastoral plan, the importance of their voice in Pastoral Planning).
Goal C: Promote participation in the planning process (engage in surveys, reach out to Pastoral Council members, staff, and commission/ministry/group leaders)

6. PROMOTE THE ROLE OF THE PASTORAL COUNCIL, THE PROCESS OF BECOMING A PART OF THE COUNCIL, AND THE AVAILABILITY OF THE PASTORAL COUNCIL TO THE PARISH AND PARISHIONERS.

“Pastoral council needs to be more visible and communicate when, what, (and) where to improve parishioner liaisonship.”

“Not sure that the majority of the St Ann parishioners know anything about the Pastoral Council!”

“Maybe the members of the pastoral council can be named in the bulletin so that it would be easy to identify and contact them if necessary.”

“I have an insider's perspective. I have witnessed the efforts of our Council for many years. The effort is professional and spiritually guided. How to engage the parish in the plans and efforts of the council continues to be a challenge.”

Goal A: Create more awareness of who the members of Pastoral Council are and the work and support that it does.
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Goal B: Provide visibility into the workings of the council (Examples: minutes of meetings quarterly in Faith in Action, or on the website for Parish and Parishioners to read).

Goal C: Encourage greater participation in the Council. Engaging with Pastoral Council members, encouraging parishioners to nominate themselves or others to be considered as the next class of Pastoral Council Members.
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Goal D: Make Pastoral Council members be more visible (Examples: attend ministry meetings; wear ID badges, and be present at Parish events). Ensure the Pastoral Council is visible and available to Parish and Parishioners for updates, questions, or suggestions.

Goal E: Meet with Ministry Commissioner or Ministries to update, inform, support and answer questions or concerns.

7. ENSURE THAT COMMUNICATION TO THE PARISH IS EFFECTIVE AND CONCISE THROUGH ALL MEANS POSSIBLE SO THAT PARISHIONERS KNOW WHERE TO FIND SPIRITUAL AND EMOTIONAL SUPPORT.

“The updated website, while easier on the eye than before, needs a search feature.”

“Communication is always a challenge, but our staff does a commendable job.”

Goal A: Parish groups should develop content which highlights their mission, activities and works. The goal of the content is to ensure that ministries are “inviting” to all, and are following up with those interested in participation. Encourage groups to share and disseminate the information more broadly.
Goal B: Leverage the Commission structure to better connect parishioners to the ministries and relevant parish groups.
Goal C: Design communication to be intuitive and user-friendly (Example: a “Search” function on the website that provides easy navigation of ALL events happening at the Parish; a FAQ section or St. Ann’s 101)
Goal D: Continue to improve support for special needs groups.
Goal E: Ministries to develop a profile of target audience(s) and work with the Communication department to use appropriate media to reach them. Examples: texting, email, podcasts, monthly voicemail, etc.)

8. IMPLEMENT MORE AND SMALLER FAITH COMMUNITIES AND OPPORTUNITIES TO INVITE PARTICIPATION, COMMUNITY, A SENSE OF BELONGING AND CONNECTION.

“SCC is the glue that holds the whole parish together. This is where we build friendships and relationships so that when we attend mass, we have a sense of belonging and seeing friends, not just attending mass to fulfill an obligation. St. Ann's is a family of love, as Ed says.”

“I don't know much about St. Ann's SCC.”

“The updated website, while easier on the eye than before, needs a search feature.”

Goal A: Utilize Small faith group opportunities to provide more opportunities for growth, learning and small connected communities.Examples: Renew and Alpha
Goal B: Support OCIA / RCIA members in volunteering their time and talents through St. Ann's ministries thus connecting them to the church and small Christian communities. Goal is for all ministries to promote a long-term connection and sense of belonging from the beginning.
Goal C: Create more groups geared towards specific demographics - young single adults, etc.

9. CREATE MORE AND VARIED SOCIAL OPPORTUNITIES TO GIVE OUR LARGE PARISH A MORE CONNECTED FEEL.

“Ministries can team together to host events which would be more inclusive and have wider reach and better attendance.”

“I would like to see greeters at all masses. I like the model the Church of the Nativity uses in the book Rebuilt to have newcomers greet people before masses. This gets them involved and helps them meet people. I would also like to see monthly or quarterly meetings to welcome newcomers to the parish. It’s a good way for them to meet the clergy, staff, ministry leaders and invite them to get involved.”

“I also like the idea of name tags for everyone at mass.”

Goal A: Encourage our Ministries to understand the “first impression” impact on newcomers and all Parishioners. This impact powerfully strengthens the Social Connections within our Parish.
Goal B: Promote smaller social activities for those who connect better with our Parish in those ways. (Examples: Dinner Clubs, “Whiskey and the Word,” softball, bowling, etc.)
Goal C: Implement activities to keep new parishioners involved and connected with each other, and other parishioners. (Example: Quarterly New Member/Parishioner Dinner)
Goal D: Expand social and spiritual opportunities that meet a variety of interests with clearer communication. (Examples: Emmet Cahill, Parish Festival, etc.)

10. GROW, EXPAND AND SHARE OUR CONNECTIONS WITH NEIGHBORING CATHOLIC PARISHES, AND THE CATHOLIC COMMUNITY.

"We do not do any collaboration with other parishes, or if we do it's not public knowledge."

"Parish and clergy has poor representation in archdiocese and regional events such as Eucharistic Congress, Rescue Project, etc."

"Other than sharing priests for Advent and Lenten Penance services, I do not know of any activities with other parishes."

Goal A: Highlight our collaborations with other Catholic Communities so that Parishioners see, understand and identify these are a part of our mission and commitment. Request same from individual ministries

Goal B: Encourage more clergy, staff, and parish group leader participation in Archdiocese events.

Goal C: Highlight the work of St. Ann with other Catholic parishes and the Catholic Community using existing communication channels.

Goal D: Promote events (such as cookouts, meetups, or similar) with other parishes that encourage new friendships and learning opportunities.
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11. GROW, EXPAND AND SHARE OUR CONNECTIONS WITH OTHER FAITH DENOMINATIONS AND THE COMMUNITY AS A WHOLE.

"I know St. Ann's does work with other faiths, churches, etc. But I'm not sure how deep these relationships go."

"I think we do a good job of working with our Jewish brothers and sisters. I would love to see more work done to bridge the gap with other Christian communities as well as some other faiths."

<p>Goal A: Emphasize our collaborations with other denominations, and our community, so that Parishioners see, understand and identify these are a part of our mission and commitment. Request same from individual ministries.</p>
<p>Goal B: Publicize our collaborations with other denominations and our general community within and outside of the Parish to show our continued caring and support of our community as a whole. Utilize appropriate media deemed appropriate for the audience (Examples: the Georgia Bulletin, local newspapers, podcast, etc.)</p>
<p>Goal C: Take more advantage of existing communication channels to highlight the work of St. Ann in the community and with other denominations.</p>

EVANGELIZATION

12. CULTIVATE A THRIVING PARISH BY ACTIVELY PROMOTING A CULTURE OF EVANGELIZATION.

By inspiring parishioners to live and spread the Gospel, we create a welcoming community that invites spiritual growth, fosters relationships, and strengthens our collective mission to serve and uplift one another.

“Overall reaching out to newcomers and welcoming the regulars is not a strong point.”

“There are people who walk into mass and leave without encountering others or being welcomed.”

Goal A: Attract and welcome new members through intentional outreach and engagement.
Goal B: Strengthen parish presence by regularly sharing news and events through community publications and media.
Goal C: Establish clear metrics to track and evaluate progress in evangelization and growth efforts.
Goal D: Develop simple, achievable goals that inspire and unite the parish community in its mission of evangelization.
Goal E: Provide a methodology for leadership succession that promotes fresh ideas and inclusivity into the leadership of the ministry or organization

13. ENHANCE EVANGELIZATION EFFORTS BY IMPROVING COMMUNITY OUTREACH.

Community initiatives are vital to evangelization, creating opportunities to engage parishioners, reconnect with past members, and welcome new ones. By empowering ministries, fostering unity through inter-faith events, and strengthening community ties, the parish becomes a beacon of faith. Personal outreach and increased visibility through events and promotions ensure the Gospel remains present and accessible, nurturing a vibrant, thriving parish rooted in faith and connection.

"I am new to St. Ann's. I have found St. Ann's to be very welcoming and I feel very happy here. I would love an "orientation" program that would physically give a kind of tour of the church and its facilities. For example, sometimes I hear a room or chapel mentioned (like Mary's Chapel) but I don't know its other name or location."

Goal A: Ministries should actively engage in following up with potential members by engaging current parishioners, reconnecting with past members, and attracting new members.
Goal B: Organize inter-faith events and share information about other churches' secular events to foster unity, dialogue, and stronger community connections.
Goal C: Welcome new parish members with personal introductions and follow-up calls.
Goal D: Distribute invitations to events, such as postcards for activities, during various community gatherings.
Goal E: Participate in local secular events, including the East Cobb Parade and Taste of East Cobb, to increase parish presence.
Goal F: Promote parish initiatives by advertising and sponsoring activities in middle and high schools within the SACC district.

14. ENHANCE EVANGELIZATION EFFORTS BY EDUCATING PARISH MEMBERS ON HOW TO ACTIVELY LIVE AND SHARE THEIR FAITH, EMPOWERING THEM TO BECOME CONFIDENT, COMPASSIONATE WITNESSES OF THE GOSPEL IN THEIR DAILY LIVES.

Evangelization starts with making faith accessible, relatable, and inspiring for everyone. By incorporating motivational messages in homilies, sharing stories of parishioners living their faith, and offering practical tools like mass guides and engaging content, we create opportunities for people to deepen their understanding and connection to the Church.

*"The homily is a critical opportunity for evangelization, and part of that is *inspiring* action. We recently invited a couple to attend St. Ann with us. We knew they were "shopping" for a church. Their feedback was that the music and community were great, but that they weren't as fulfilled by the homily as they have experienced at other churches. That one lackluster day will probably be the only chance they give St. Ann. How can we invest in our homilists to provide uplifting, moving, inspiring, and engaging homilies??"*

"I believe we are moving in the right direction by highlighting a ministry in the bulletin each week but, we could do more. Perhaps a brief mention at the beginning of mass to offer prayers for a select ministry and mention the ministry focus. I think many parishioners are unaware of the many ministries we have and how we are trying to make an impact outside of our parish walls."

Goal A: Incorporate evangelization in future homilies in a motivational and inspiring manner.
Goal B: Showcase examples of parish members living their faith through real-life stories and invite their involvement in parish activities.
Goal C: Launch a "Catch People Doing Something Great" campaign to recognize and celebrate individuals making a positive impact.
Goal D: Create a "Did You Know" trivia section for the A/V system before Mass to share interesting facts related to the readings.
Goal E: Provide resources such as podcasts, videos, and trivia to help parishioners explore faith topics in greater depth.
Goal F: Offer a mass card, missal, or digital equivalent to guide parishioners through the order of the Mass.

FAMILY LIFE AND PASTORAL CARE

15. ENSURE THE CHURCH CONTINUES TO CREATE AND PROMOTE OPPORTUNITIES AND EVENTS HIGHLIGHTING OUR CULTURAL DIVERSITY.

“Contemplate the diversity of your traditions as a wealth, a wealth willed by God.” – Pope Francis

“There is neither Jew nor Greek, there is neither slave nor free, there is no male or female, for you are all one in Christ Jesus.” – Galatians 3:28

Goal A: Spotlight cultural events and activities in the bulletin, publications, and press releases.
Goal B: Encourage our ministries to create and organize new events that promote family life and cultural diversity.
Goal C: Participate in existing community events (e.g., Alive in Roswell) to educate people about International/Cultural events and other events and opportunities in our parish.
Goal D: Organize guest speakers and interviews that can be live or pre-recorded to highlight our parish’s diversity.

16. CREATE A NONDISCRIMINATION POLICY AND HELP PARISHIONERS UNDERSTAND IT AND LIVE IT OUT.

Example: "Our mission is dedicated to guiding our community to live out God's will and their own faith through worship, word, works, and sacraments, just as God created each person to be."

Goal A: Post a non-discrimination policy on our website and social media and establish the practice of including it as part of mass.
Goal B: Ensure every St. Ann's group is aware of the policy, abides by the policy, and embodies it in their efforts.
Goal C: Post the policy in the weekly bulletin, Narthex, as well as other locations such as our Launch, Edge, and Life Teen classrooms.

STEWARDSHIP AND DISCIPLESHIP

17. INTRODUCE THE CONCEPT AND DEFINITION OF STEWARDSHIP (DISCIPLESHIP).

Stewardship is an expression of discipleship, with the power to change how we understand and live out our lives. Disciples who practice stewardship recognize God as the origin of life, the giver of freedom, the source of all they have and are and will be. They know themselves to be recipients and caretakers of God's many gifts. They are grateful for what they have received and eager to cultivate their gifts out of love for God and one another.

"I believe that there is opportunity for those with greater resources to be encouraged to share additional time, talent and treasure."

"Work is done greatly by a small few; participation needs to be much greater."

"We need to be reminded in an encouraging way that we all need to volunteer our time with one another."

"It can often seem like we're just keeping the status quo instead of stretching ourselves and growing into new areas and reaching new parishioners."

Goal A: Emphasize Discipleship as integral part of Catholic faith.
Goal B: Provide training and instruction on what it means to be disciples to clergy, staff, ministry leaders, and catechists.
Goal C: Energize parish leaders to communicate discipleship concepts and actions and integrate a discipleship mentality into all aspects of parish life (homilies, service opportunities, social gatherings).
Goal D: Encourage parish leaders to remove barriers created by silos and purposefully engage each other beyond existing and familiar relationships as well as drawing new people into leadership.
Goal E: Emphasize that all aspects and activities of parish life reflect Discipleship.
Goal F: Create a culture where effective personal invitation is everyone's responsibility, creating a "contagious" atmosphere of Discipleship
Goal G: Increase awareness of our shared responsibility, parish commitment, and leadership team for Care for Creation (e.g., water and energy usage, waste and recycling, and how our facilities impact those with limited mobility or disabilities across the spectrum).

18. PROVIDE TRANSPARENCY IN FISCAL MANAGEMENT TO STRENGTHEN GENEROSITY.

Sound business practice is a fundamental of good stewardship, and stewardship as it relates to church finances must include the most stringent ethical, legal, and fiscal standards. That requires several things: pastors and parish staff must be open, consultative, collegial, and accountable in the conduct of affairs.

“There could be more transparency into how our offertory is being spent and allocated.”

“Though I trust those involved in the financial aspects of our parish because I know several personally, there is continued need for transparency in this area.”

“It's concerning if there is a finance council, the overall church budget, and access to it, doesn't appear to be available to staff/parishioners. If it is available, it's not easy to find.”

Goal A: Develop a method and timing of financial data disclosures and reports that is at least quarterly. Provide details appropriate for the profile of St. Ann's parishioners. Include actual and budgeted revenue, major financial accomplishments, and upcoming use of funds.
Goal C: Clearly communicate that all weekly 2 nd Collection organizations receive the full amount of funds collected. Recap 2 nd collection generosity in each quarterly report.
Goal D: Communicate the purpose and membership of the Finance Council.
Goal E: Develop and share with the parish a 5-year strategic finance plan.

19. DEVELOP A PROGRAM OF DISCIPLESHIP WITH THREE COMPONENTS: FAITH IN ACTION, PRAYER & PRESENCE, AND GENEROSITY.

Our parish community is part of God's awesome divine plan of evangelization: to bring divine love to humankind, to usher in the reign of God, to reveal the vast sweep of a saving grace meant to touch every human person born on the face of the earth. But, as we well know, it is in earthen jars that we carry this incredible privilege that has been entrusted to us. Our efforts as members of a parish community are fragile and flawed. We are always being challenged to be better disciples—more committed, more faithful, more effective. And because the Church is a human institution that lives in the world of today, we freely draw on the best human resources that are available to improve the way we are living out our discipleship.

"Many of the organizations have had the same leadership for many years. There is a need to encourage stepping aside and foster members to accept a C leadership role."

"More should be done to allow families with young children to be involved in the formation of stewardship."

"People need to be asked directly to get involved. One on one - not only via Facebook or email or bulletin notices."

Goal A: Form a Discipleship Council and communicate membership and purpose to parish community.
Goal B: Create a ministry catalog describing ministry activities and opportunities for participation by parishioners.
Goal C: Focus invitations on participation in activities and events rather than on membership in a ministry.
Goal D: Collect information about parishioners' talents and interests and connect parishioners with opportunities to utilize their talents toward both internal and external ministry.
Goal E: Develop a spirit amongst the staff and ministry leaders that their role is to engage and facilitate the wider community taking on all aspects of ministry.
Goal F: Develop ministry processes for recruitment, welcoming, and succession planning.
Goal G: Institute testimonials/witness talks from parishioners describing their experience and how their faith and discipleship has grown or deepened.
Goal H: Develop purposeful succession planning for all leadership positions and create opportunities to develop a shared/cohesive leadership mindset