



## The Synod Action Plan for: St John the Evangelist July 1, 2018 – June 30, 2021

### **Our Parish Vision** (Refer to Learning Aid pp. 7-8)

St John the Evangelist Parish exists to be disciples and make disciples who love God, love others, and serve the poor.

### **Our Priorities**

Over the next three years, our priest(s), deacons, lay staff and parishioners will focus our efforts on the following three pastoral priorities and associated goals in order to bring fulfill the vision of First Diocesan Synod and foster the New Evangelization in our local church:

#### **Priority 1: Love God**

**Rationale:** We believe that in order to love God, we must first know God and grow in personal relationship with Him. SJE will continue to develop opportunities for people to grow in their knowledge of God, connect with Him on a personal level, and provide an environment and experience of worship and welcome which raises our collective hearts and minds to Him.

#### **Priority 2: Love Others**

**Rationale:** We believe that in order to love others, we must strive to foster our community into one that cultivates personal relationships rooted in Christ. SJE will continue to develop faith-centered, educational, and social parish-wide and small group opportunities that establish personal relationships among our people, giving them a sense of belonging and enabling them to share and receive the grace of God.

#### **Priority 3: Serve the Poor**

**Rationale:** We believe that in order to serve the poor, we must focus on ministering to the poor in spirit and the poor in means. SJE will continue to develop opportunities of presence and support that will encourage those who are spiritually poor, as well as opportunities for those who are able to give back in hands-on service to aid others who are poor in means.

<b>Priority 1 : Goal 1</b>	<b>Priority: Love God</b> Rationale: cf. pg. 1		
<b>SMART Goal:</b>	Raise-up 50 frontline (hospitality) ministers by January 2021 to welcome and engage.		
<b>Primary Goal Champion</b> <i>include role and individual</i>	Tina O’Drobinak (Director of Liturgy)		
<b>Other Key Persons for this Goal</b> <i>include role and individuals</i>	Natalie DeJarlais (Chair, Spirituality & Worship Commission), Jason Wall (P.A. for Relational Ministry), Sheila Lachik (DRE)		
<b>Key Strategies/Milestones Related to this Goal</b>			
<b>Key Strategy/Milestone</b> <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<p>Year 1: Initial strategies of building core hospitality ministers</p> <ul style="list-style-type: none"> <li>• Ongoing Formation: 3 sessions <ul style="list-style-type: none"> <li>○ Fall: New Ministers’ Orientation</li> <li>○ Fall: Discernment of Charisms</li> <li>○ Spring: Appreciation (all ministers)</li> </ul> </li> <li>• Video from SLM to Small Groups pushing for ministers – video produced by August 1, 2018; disseminate to Small Groups week of August 13, 2018</li> <li>• Volunteer team comprised of best greeters representative of each Mass to identify potential ministers – team in place by August 3, 2018</li> <li>• Hospitality Sunday: homily, video (produced by August 17, 2018) demonstrating poor hospitality – August 25/26, 2018 (21<sup>st</sup> Sunday OT – Cycle B)</li> <li>• Evaluate efforts of first year to inform second year – June 2019</li> <li>• Goal: 15 ministers</li> </ul> <p>Year 2: Build on the work of year one and strengthen identification of charisms in others</p> <ul style="list-style-type: none"> <li>• Repeat schedule of Ongoing Formation sessions</li> <li>• Directory Picture webpage for Greeters to enable personal welcome – available by August 1, 2019</li> <li>• Newly Registered Parishioners pictures go into the bulletin (develop consent form by June 2019) – begin post-summer New Parishioner (Next Steps) session</li> <li>• Name Tag “Hello, My Name Is...” Sunday – August 24/25, 2019 (21<sup>st</sup> Sunday OT – Cycle C)</li> <li>• Evaluate efforts of second year to inform third year – June 2020</li> <li>• Goal: 15 ministers</li> </ul> <p>Year 3: Build on the work of years one/two and strengthen self-identification of charisms on individual/parish levels</p> <ul style="list-style-type: none"> <li>• Repeat schedule of Ongoing Formation sessions</li> <li>• “Who Do People Say We Are” Sunday – August 22/23, 2020 (21<sup>st</sup> Sunday OT – Cycle A)</li> <li>• Student hospitality ministers for school Masses and RE sessions – begin Fall 2020</li> <li>• Mentor program to pair seasoned hospitality ministers with new – Fall 2020</li> <li>• Evaluate efforts of three year process – January 2021</li> <li>• Goal: 20 ministers</li> </ul>			
<b>People Required to Accomplish Goal</b>			
<b>Existing Roles Requiring Allocation</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>

Pastor	July 2018	3 Years	21 <sup>st</sup> OT President; Year 1 video
Director of Liturgy	July 2018	3 Years	
Pastoral Associate for Relational Ministry	July 2018	3 Years	
Chair, Spirituality & Worship Commission	July 2018	3 Years	
Director of Religious Education	July 2018	3 Years	
Media Team	July 2018	3 Years	As videos are needed
<b>New Roles Required</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
Volunteer Hospitality Mentors	Fall 2020	Ongoing; 2-Year rotating commitment	
<b>Other Financial Investments Required (Non-Staff/Volunteer)</b>			
<b>Investment</b>	<b>Estimated \$\$\$</b>	<b>Duration</b>	<b>Notes</b>
Hospitality for Fall Formation Sessions	\$300	3 Years	\$50/session
Hospitality for Spring Formation Sessions	\$300	3 Years	\$100/session
Minister Tri-Fold Brochure	\$600	3 Years	\$200/year
Miscellaneous Training Materials	\$300	3 Years	\$100/year
<b>Communication Needs</b>			
<b>Audience</b>	<b>Frequency</b>	<b>Vehicle/Means</b>	<b>Notes</b>
All Parishioners	21 <sup>st</sup> Sunday OT	Homily, video, bulletin, social media	
Small Group Members	Twice/Year	Pastor video, brochure, leader invite	
Hospitality Ministers	Monthly	Monthly updates emailed; Quarterly newsletter emailed	
Volunteer Hospitality Mentors	Monthly	Email, one-on-ones	Start Year 3
School/RE Students (via Parents)	Beginning/End School Year	Brochure, RenWeb (or other) updates	Start Year 3

<b>Priority 1 : Goal 2</b>	<b>Priority: Love God</b> Rationale: cf. pg. 1		
<b>SMART Goal:</b>	Offer quarterly large group, educational, presentations for adults integrated with our homily series and small group curriculum by January 2021.		
<b>Primary Goal Champion</b> <i>include role and individual</i>	Jason Wall (P.A. for Relational Ministry)		
<b>Other Key Persons for this Goal</b> <i>include role and individuals</i>	Khalil Hattar (P.A. for Administration), Tina O'Drobinak (Director of Liturgy)		
<b>Key Strategies/Milestones Related to this Goal</b>			
<b>Key Strategy/Milestone</b> <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<b>Year 1: Host talk for Fall and Schedule for 2019</b>			
<u>Summer</u>			
<ul style="list-style-type: none"> <li>Brainstorm potential topics and narrow list down to 3</li> <li>Decide on dates for talk and schedule space</li> <li>Brainstorm potential speaker(s) for each talk, finalize for Fall (Sept-Nov)</li> <li>Develop marketing package for Fall talk (title, logo, engagement cards, web graphics, etc.)</li> </ul>			
<u>Fall</u>			
<ul style="list-style-type: none"> <li>Schedule Winter talk (Jan-Feb '19)</li> <li>Schedule Spring Talk (April-May '19)</li> <li>Brainstorm speakers and finalize for Winter</li> <li>Plan hospitality for Fall talk</li> <li>Execute Fall Talk</li> <li>Evaluate Fall talk</li> <li>Make changes to Winter/Spring in light of Fall</li> </ul>			
<b>Year 2: Host 3 Talks for Winter/Spring/Fall</b>			
<ul style="list-style-type: none"> <li>Follow same protocol for implementation of Winter and Spring talk (marketing campaign etc.)</li> <li>Try and get a big name for the Fall</li> </ul>			
<b>Year 3: Host 4 Talks Winter/Spring/Summer/Fall</b>			
<ul style="list-style-type: none"> <li>Continue to adapt and evaluate based on feedback from previous talks</li> <li>Craft the summer presentation as part of a longer parish mission.</li> </ul>			
<b>People Required to Accomplish Goal</b>			
<b>Existing Roles Requiring Allocation</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
P.A. for Administration	July '18	3 Years	
Director of Liturgy	July '18	3 Years	
P.A. for Relational Ministry	July '18	3 Years	
<b>New Roles Required</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
n/a			
n/a			
<b>Other Financial Investments Required (Non-Staff/Volunteer)</b>			
<b>Investment</b>	<b>Estimated \$\$\$</b>	<b>Duration</b>	<b>Notes</b>
Speaker stipends	\$8000	3 Years	

Hospitality	\$4000	3 Years	
Marketing	\$2000	3 Years	
Communication Needs			
Audience	Frequency	Vehicle/Means	Notes
General Parishioners	Weekly (begins 1 mo before each talk)	Social Media, Email blasts, Bulletin ads, video trailers	
School Parents	2 weeks before each talk	Flyers sent home	
Wider Diocesan Community	Bi-Weekly (begins 2 mo before each talk)	Email, flyers, phone calls, bulletin ads, video trailers, web content	

<b>Priority 2 : Goal 1</b>	<b>Priority: Love Others</b> Rationale: cf. pg. 1
<b>SMART Goal:</b>	Utilize small group formats in our middle school and in all grades of our middle school RE program by September 2021.
<b>Primary Goal Champion</b> <i>include role and individual</i>	Sheila Lachik (DRE)
<b>Other Key Persons for this Goal</b> <i>include role and individuals</i>	Andrew Wolfe (Youth Minister), Natalie DeJarlais (Chair, S&W Commission), Brianne Oliver (Principal), Sheila Lachcik (DRE)
<b>Key Strategies/Milestones Related to this Goal</b>	
<b>Key Strategy/Milestone</b> <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>	
<ul style="list-style-type: none"> <li>• Year 1: Implement Small Groups for RE 8th grade classes; for SJE school 8th grade, plan small groups once monthly <ul style="list-style-type: none"> <li>○ Research and develop a clear philosophy as to why we will be using small group method as opposed to traditional classroom method <ul style="list-style-type: none"> <li>▪ Share this with catechists, parents, whole parish - End of May 2018</li> </ul> </li> <li>○ Research program/curriculum to use - May/June 2018 (find creative way to implement BCTs)</li> <li>○ Recruit Small group leaders for RE 8th grade. Sunday: 2 adults; Monday: 4 adults <ul style="list-style-type: none"> <li>▪ May/June 2018</li> </ul> </li> <li>○ Train Small group leaders - June/July 2018</li> <li>○ Implement Small groups weekly for 8th grade RE during 2018-2019 school year; monthly or bimonthly for SJE School.</li> <li>○ Evaluate - December 2018 and May 2019 (Have parents, small group leaders, students fill out evaluation forms.)</li> </ul> </li> <li>• Year 2: Implement Small Groups for RE 7th grade classes; for SJE School 7th grade, plan small groups monthly or bimonthly. Continue to run small groups for 8th grade school and RE <ul style="list-style-type: none"> <li>○ Implement any changes that need to be made based of feedback and evaluations from Year One.</li> <li>○ Research program/curriculum to use for 7th grade (making sure to implement BCTs)- March-May 2019</li> <li>○ Recruit small group leaders for RE 7th grade - May/June 2019 (number of small group leaders based off enrollment numbers)</li> <li>○ Train small group leaders - June/July 2019</li> <li>○ Implement Small groups weekly for 7th grade RE during 2019-2020 school year; monthly or bimonthly for SJE School.</li> <li>○ Evaluate 7th grade small groups- December 2019 and May 2020 (Have parents, small group leaders, students fill out evaluation forms.)</li> </ul> </li> <li>• Year 3: Implement Small Groups for RE 6th grade classes; for SJE School 6th grade, plan small groups monthly or bimonthly. Continue to run small groups for 7th &amp; 8th grade school and RE. <ul style="list-style-type: none"> <li>○ Implement any changes that need to be made based of feedback and evaluations from Year Two.</li> <li>○ Research program/curriculum to use for 6th grade (making sure to implement BCTs)- March-May 2020</li> <li>○ Recruit small group leaders for RE 6th grade - May/June 2020 (number of small group leaders based off enrollment numbers)</li> <li>○ Train small group leaders - June/July 2020</li> </ul> </li> </ul>	

- Implement Small groups weekly for 7th grade RE during 2020-2021 school year; monthly or bimonthly for SJE School.
- Evaluate 6th grade small groups- December 2020 and May 2021 (Have parents, small group leaders, students fill out evaluation forms.)
- Evaluate 8th grade small groups after having implemented for 3 years.

**People Required to Accomplish Goal**

Existing Roles Requiring Allocation	Anticipated Start Date	Duration	Notes
Catechists who want to become small group leaders	18-19 school year; 19-20 school year; 20-21 school year	Commitment per school year	We will ask Middle school catechists to discern switching to small group leaders
Catechists who do NOT want to lead a small group	18-19 school year; 19-20 school year; 20-21 school year	Commitment per school year	Will see if they want to switch to any grade levels that don't have small groups
New Roles Required	Anticipated Start Date	Duration	Notes
Additional small group leaders	18-19 school year; 19-20 school year; 20-21 school year	Might consider having small group leaders travel along with class once we have small groups implemented in all MS grades	We want 2 small group leaders for every 6-8 students

**Other Financial Investments Required (Non-Staff/Volunteer)**

Investment	Estimated \$\$\$	Duration	Notes
8th grade curriculum	\$500		
7 <sup>th</sup> grade curriculum	\$500		
6 <sup>th</sup> grade curriculum	\$500		

**Communication Needs**

Audience	Frequency	Vehicle/Mean	Notes
Catechists	Monthly	Email/one-on-ones	
Parents	Monthly (possibly weekly)	Email/parent meetings/hand outs/mailers	Monthly emails to updates parents on topics of small groups
Whole parish	Monthly	Bulletin, flyers, website, social media	Promote and report about positive experiences

<b>Priority 2 : Goal 2</b>	<b>Priority: Love Others</b> Rationale: cf. pg. 1		
<b>SMART Goal:</b>	Develop and preach the message of Excite to Invite (EI) at least once a quarter from July 2018 until January 2021.		
<b>Primary Goal Champion</b> <i>include role and individual</i>	Khalil Hattar (Pastoral Associate for Administration)		
<b>Other Key Persons for this Goal</b> <i>include role and individuals</i>	Homily Team: Tina O’Drobinak (Director of Liturgy), Jason Wall (Pastoral Associate for Relational Ministry), Shelia Lachcik (DRE)		
<b>Key Strategies/Milestones Related to this Goal</b>			
<b>Key Strategy/Milestone</b> <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
Excite to Invite is an initiative that aims to encourage parishioners to invite their family, friends and even people they meet in their daily goings and comings to Mass, prayer and praise services and Parish events.			
Some of the important milestones and strategies that will aid in the fulfillment of this priority are: coordinating with the Alpha schedule/Small Group curriculum and reviewing the Lectionary readings for the year as well as the Parish calendar, particularly the Homily theme schedule and the Liturgical calendar.			
Year 1: During the Summer and Winter homily planning sessions, the Homily Planning team will plan to develop one EI homily, or incorporate into a developed homily theme, for the Fall and Spring, respectively. Concurrently, we will coordinate with the rest of the staff to develop opportunities to which people can be invited, be it: a Family and Friends Mass followed by fellowship, an Alpha open house, an SJE Family Fun Day, a service opportunity, etc.			
Year 2: Repeat the steps of Year 1, incorporating two additional EI messages/ During the winter homily planning sessions, the Homily Planning team will repeat the steps detailed above to develop an EI homily for the Spring.			
Year 3: Repeat the steps of Years 1 and 2, focusing on assessment during Year 3. Assessment is an ongoing process; however, this year will serve as an intentional assessment year. By now we should have hosted six (6) EI homilies and accompanying events/activities, so this year we will reflect on the efficacy of the EI initiatives including but not-limited to the list mentioned in Year 1 and plan to develop more of the opportunities that proved successful for this year’s schedule.			
<b>People Required to Accomplish Goal</b>			
<b>Existing Roles Requiring Allocation</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
Pastor	6/27/18	Ongoing	
P.A. for Administration	6/27/18	Ongoing	
Director of Liturgy	6/27/18	Ongoing	
P.A. for Relational Ministry	6/27/18	Ongoing	
DRE	6/27/18	Ongoing	
<b>New Roles Required</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
n/a			
n/a			
<b>Other Financial Investments Required (Non-Staff/Volunteer)</b>			
<b>Investment</b>	<b>Estimated \$\$\$</b>	<b>Duration</b>	<b>Notes</b>
Aides	\$2500-3000	Contingent on # series/yr	
Promotional materials	\$1000-1500	Contingent on # series/yr	



Hospitality	\$1000-2000	Contingent on # series/yr	
<b>Communication Needs</b>			
<b>Audience</b>	<b>Frequency</b>	<b>Vehicle/Means</b>	<b>Audience</b>
Parish-wide	Up to/during	Email campaign; social media; website; videos; print ads	Parish-wide
Small Groups	During	SG curriculum	Small Groups
Local community	Up to/during	Social media; website; videos; mailers	Local community

<b>Priority 3 : Goal 1</b>		<b>Priority: Serve the Poor</b> Rationale: cf. pg. 1	
<b>SMART Goal:</b>		Establish a relationship with another parish in our Diocese through which we can share resources and build up programming.	
<b>Primary Goal Champion</b> <i>include role and individual</i>		Katy DeSchepper (Director of Service and Outreach)	
<b>Other Key Persons for this Goal</b> <i>include role and individuals</i>		Mike McDonnell (Business Manager), Angie Brady (Scheduling Coordinator), Joan Backe (Special Events), Maryann Yerga (Bulletin), Tomi Plikuhn (Parish Secretary)	
<b>Key Strategies/Milestones Related to this Goal</b>			
<b>Key Strategy/Milestone</b> <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<p>This SMART Goal effort will be directed toward assisting SS Monica Luke. We will aim to work with them to continue to grow their food pantry and soup kitchen initiatives in the following ways:</p> <p>Year 1: Include SS Monica Luke’s pantry in SJE’s Grocery Bag collection. This will include educating our parishioners on SS Monica Luke and the ways in which they serve the community of Gary, and vice versa. We would invite parishioners from SS Monica Luke to assist with the food collection at SJE and invite SJE parishioners to assist with the delivery, storage and eventual distribution of the food at SS Monica Luke. In this first year, we will also coordinate with SS Monica Luke so that our Small Groups and others from within the Parish can provide food resources to prepare and assist in hot meals for community.</p> <p>Year 2: Organize a quarterly event to provide food supplies i.e. food drive. Partner with local green houses or donors for supply donations. Research SS Monica Luke community for an empty lot that could act as the site of a potential community garden. Assist, educate and plant variety of vegetables and fruit trees as a resource for food.</p> <p>Year 3: Food assistance that puts families first and addressing the poverty and the needs of all. Nutritional guide to good eating.</p>			
<b>People Required to Accomplish Goal</b>			
<b>Existing Roles Requiring Allocation</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
Roles mentioned above	04/15/18	Ongoing	Executed grocery bag day and delivered
<b>New Roles Required</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
n/a			
n/a			
<b>Other Financial Investments Required (Non-Staff/Volunteer)</b>			
<b>Investment</b>	<b>Estimated \$\$\$</b>	<b>Duration</b>	<b>Notes</b>
Food prep	\$1500.00	Food prep	
Nutritional guideline pamphlets	\$750.00	Nutritional guideline pamphlets	
Soil, seeds, wood	\$4000.00	Soil, seeds, wood	
<b>Communication Needs</b>			
<b>Audience</b>	<b>Frequency</b>	<b>Vehicle/Mean</b>	<b>Notes</b>
Parish	Up to/during	Pulpits, bulletin, social media, website, homilies	

<b>Priority 3 : Goal 2</b>	<b>Priority: Serve the Poor</b> Rationale: cf. pg. 1		
<b>SMART Goal:</b>	Organize one annual parish wide service project in conjunction with our school and larger community by 2021.		
<b>Primary Goal Champion</b> <i>include role and individual</i>	Katy DeSchepper (Director of Service and Outreach)		
<b>Other Key Persons for this Goal</b> <i>include role and individuals</i>	Mike McDonnell (Business Manager), Angie Brady (Calendar), Joan Backe (Special Events), Maryann Yerga (Bulletin Editor), Tomi Plikuhn (Parish Secretary)		
<b>Key Strategies/Milestones Related to this Goal</b>			
<b>Key Strategy/Milestone</b> <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<p>Aim: To get majority of parishioners engaged in a parish wide service project that culminates in evening Mass and fellowship.</p> <p>Year 1, 2, and 3: Organize and schedule with Food banks, nursing homes, Habitat for Humanity, Soup kitchens, VA, Sisters of Charities and others to serve.</p> <p>Create a “Sign up day for service” where families can serve others. Projects can range from painting a senior’s home, yard work, working a food pantry, serving at a soup kitchen.</p>			
<b>People Required to Accomplish Goal</b>			
<b>Existing Roles Requiring Allocation</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
Roles listed above	July ‘18	Ongoing	
<b>New Roles Required</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
n/a			
n/a			
<b>Other Financial Investments Required (Non-Staff/Volunteer)</b>			
<b>Investment</b>	<b>Estimated \$\$\$</b>	<b>Duration</b>	<b>Notes</b>
T-shirts, water, snacks, flyer	\$2500-\$4000	Contingent on # projects/year	
Project materials	--	Contingent on # and types or projects/year	
<b>Communication Needs</b>			
<b>Audience</b>	<b>Frequency</b>	<b>Vehicle/Means</b>	<b>Notes</b>
Parish	Up to/during	Pulpits, bulletin, social media, website, homilies	

<b>Priority 4 : Goal 1</b> <i>(OPTIONAL)</i>	<b>Priority: Love God</b> Rationale: cf. pg. 1		
<b>SMART Goal:</b>	Plot out multiple homily series for the entire liturgical year, complete with graphics, video aides, small group integration, and guest handouts by January 2021.		
<b>Primary Goal Champion</b> <i>include role and individual</i>	Khalil Hattar (P.A. for Administration)		
<b>Other Key Persons for this Goal</b> <i>include role and individuals</i>	Tina O'Drobinak (Director of Liturgy), Jason Wall (P.A. for Relational Ministry), Sheila Lachcik (DRE)		
<b>Key Strategies/Milestones Related to this Goal</b>			
<b>Key Strategy/Milestone</b> <i>these should include any programs, initiatives, tactics, outputs, benchmarks, participation metrics</i>			
<p>Year 1: Some of the important milestones and strategies that will aid in the fulfillment of this priority are: pulling the readings for Advent and Lent during the Summer and Fall, respectively. At that time, the Pastor and Homily Team will review the readings individually and come together for a brainstorming session to develop homily theme and plotting out the thematic progression over the course of the series. Pastor begins writing the homilies; team supports by providing resources as needed. As homilies are being produced, Media Team develops graphics package for screens, web and social media, promotional materials and aides. Concurrently, Small Group curriculum is developed based on the homily for the week. This includes: lesson, resource materials, and weekly videos are storyboarded and filmed.</p> <p>Year 2: Some of the important milestones and strategies that will aid in the fulfillment of this priority are: continuing the work of Year 1, in addition to, developing an additional homily series for the beginning of the year in the Fall.</p> <p>Year 3: Some of the important milestones and strategies that will aid in the fulfillment of this priority are: continuing the work of Years 1 and 2, in addition to, developing an additional homily series for the end of the year in the Spring.</p> <p>By the end of Year 3, our SMART Goal should result in an annual presentation of four homily series throughout the year: Advent, Lent, Spring and Fall.</p>			
<b>People Required to Accomplish Goal</b>			
<b>Existing Roles Requiring Allocation</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
Pastor	6/27/18	Ongoing	
P.A. for Administration	6/27/18	Ongoing	
Director of Liturgy	6/27/18	Ongoing	
P.A. for Relational Ministry	6/27/18	Ongoing	
DRE	6/27/18	Ongoing	
<b>New Roles Required</b>	<b>Anticipated Start Date</b>	<b>Duration</b>	<b>Notes</b>
n/a			
n/a			
<b>Other Financial Investments Required (Non-Staff/Volunteer)</b>			
<b>Investment</b>	<b>Estimated \$\$\$</b>	<b>Duration</b>	<b>Notes</b>
Aides	\$2500-3000	Contingent on # series/yr	

Promotional materials	\$1000-1500	Contingent on # series/yr	
<b>Communication Needs</b>			
<b>Audience</b>	<b>Frequency</b>	<b>Vehicle/Means</b>	<b>Notes</b>
Parish-wide	Up to/during	Email campaign; social media; website; videos; print ads	
Small Groups	During	SG curriculum	
Local community	Up to/during	Social media; website; videos; mailers	