

NORTH KONA CATHOLIC COMMUNITY

PASTORAL PLAN 2008-2013

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INTRODUCTION

In the spring of 2000, the Welcoming Parish Plan was developed and implemented at St. Michael's Parish in Kailua Kona. In the intervening years, the planning group achieved some of the goals they proposed. The strategies that were done immediately were the most effective because with three subsequent changes in pastors, there was little attention given to the plan between 2002 and 2007. In 2007, when Father Lio Faletoi was appointed as pastor, attention to the future spiritual growth and development of the faith community resumed.

In an effort to be more inclusive, Father Lio changed the designation of the parish to the North Kona Catholic Community. The Community includes St. Michael the Archangel Catholic Church in Kailua Kona and all its mission churches which are the following: Immaculate Conception Church in Holualoa, St. Paul's Church in Hanalo, St. Peter's Church in Kahalu'u, and Holy Rosary Church in Kalaoa.

During this period of time, the number of Hispanic parishioners doubled. There are approximately 350 people who attend the Spanish Mass each week. In addition, in 2006 Father John Fredy Quintero was assigned to minister to the Hispanic community. He quickly gained the trust and affection of the community. Father John, Father Lio and the Pastoral Council are all committed to helping incorporate and integrate the Spanish community into the mainstream of parish life at North Kona Catholic Community. Members of the Hispanic community serve on most of the parish's major ministry committees, including the Pastoral Council

The number of part time residents continues to grow. Many of them have expressed an interest in being more involved in the ministries of the parish. Members of the North Kona Catholic Community continue to show interest in both spiritual initiatives and social activities that will bring the community together. They are willing to use their gifts of time, talent and treasure to assist in achieving these goals.

Although in group discussions, surveys and focus groups, ministry to the youth of the parish has been raised repeatedly as a priority, the North Kona Catholic Community still lacks a specific ministry that addresses religious, social, and service needs of our youth. The Pastoral Plan lays out a plan to resolve this issue for the parish within a three-year period.

In October 2007, St. Michael's Church building was condemned because of serious earthquake damage from the 2006 earthquake. Plans are underway for the construction of a new church and ancillary buildings. This event coincided with the requirement from the diocese to formulate a five-year plan and provided an unprecedented opportunity to develop a pastoral plan focusing on rebuilding a vibrant, wholly committed community of faith.

Limitation of space is demanding alternate ways of providing services to the parish. One major program that is requiring creative approaches is providing Religious Education for the children of the parish. Intergenerational Family Catechesis will be pursued as the most desirable way to form children in the Faith. This method brings adults and children together in small communities to share their Christian Faith in an organic systematic way.

Before the Pastoral Council undertook the task of developing the pastoral plan, the members attended two separate workshops on Pastoral Council Development and Pastoral Planning. Brother Lock Sofield who is well known nationally offered the first workshop and Mary Ann Gubbish, the Director of Pastoral Planning for Envisioning Ministry for the Diocese of Pittsburg, did the second.

The North Kona Catholic Community pastoral plan is a three-year plan developed by the council with input from the parish community. Over a four-month period, three tools were used to elicit the information needed to develop the plan. With repeated announcements and bulletin notices, the parishioners responded well.

These tools were:

1. A census was conducted in each of the churches to provide demographic information about the parish community. The census form also included a section for parishioners to identify ministries in which they have particular interest. The information was recorded for future use. Names and phone numbers of all persons who indicated interest in particular ministries were given to appropriate ministry leaders.
2. Four focus groups were held. In order to eliminate as much bias as possible, the leaders of the groups were from outside the North Kona Catholic Community. The two topics addressed were YOUTH and FAMILY. The groups were conducted in both English and Spanish.
3. A written survey was conducted in English and Spanish with ample space for additional comments. The number of surveys completed was 400. The results of the survey have been published in the parish bulletin and on the parish website.

For obvious reasons the response from the Hispanic community to the census was very poor. They participated in their focus groups, however, and provided helpful information in answering the survey. The Hispanic community expressed needs that were no different than the parishioners. Therefore, we are comfortable generalizing the goals stated in the plan. This is especially true considering the fact that Father John and a member of the Hispanic community are members of the Pastoral Council.

The four priorities that our plan addresses are the following:

- Youth Ministry
- Faith Formation
- Building Community
- Stewardship

Under each of the priorities, the plan incorporates the following elements of parish life:

Worship: The Spirit of the Lord is present in the community through prayer, the Eucharistic Celebration, the sacraments and other liturgical rites.

Word: Through our understanding of the Word of the Lord, the Spirit forms the members of the faith community to embrace and live the mission of Jesus in the world.

Community: The Spirit dwells in the community and urges us to live together in love and peace.

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Service: The Spirit urges us to be nourished through prayer and the sacraments in order to go into the world as bearers of the Word and servants to the poor.

Stewardship: Through the Spirit, we are gifted with time, treasure and talent. We are asked in the name of Jesus to discern those gifts we have to offer and be generous in offering them to extend the mission of Jesus.

The Pastoral Council will maintain responsibility for directing the implementation of this plan. Individual members of the Faith community will be recruited to implement specific action pieces. The members of the Council will assist with the development of

implementation plans and monitoring tools as requested. The Council will provide quarterly progress reports to the Faith Community through the website and the bulletin announcements.

VISION AND MISSION

VISION AND MISSION

“The Spirit of the Lord is upon me because he has anointed me to bring Glad Tidings to the poor. He has sent me to bring liberty to captives and recovery of sight to the blind, to let the oppressed go free, and to proclaim a year acceptable to the Lord. “

Luke 4: 18-19

We, the North Kona Catholic Community, are a pilgrim people united through Baptism to be bearers of the Good News of the Gospel to others. We are a community diverse in culture, ethnicity and background. We are a welcoming community.

As a people with many gifts to offer in ministry, we gather to hear the Word of God, to be nourished at the altar with the Body and Blood of Christ and to be sent forth as disciples to serve.

We strive to live our mission in solidarity with our brothers and sisters, in Christ, especially with the poor. We are committed to forming our youth in the Christian faith so they will carry on the mission of our church. We are resolved and determined to promote peace and justice here and throughout the world.

PRIORITIES

I. Youth Ministry

Goal/Desired Outcomes

By June 2011, the North Kona Catholic Community will have employed a bilingual (English/Spanish) Youth Minister who is prepared for the ministry by education and experience. There will be a Youth Ministry Program with designated space for youth to gather to worship, celebrate the word, build community, socialize, and plan service activities. Program elements will focus on helping youth deepen their faith by understanding and living the mission of the parish

Actions 2008	Performance Indicators
To begin implementing a stopgap startup program for youth in anticipation of the hiring of a Youth Minister. Establish a time and place for youth to meet. Recruit from ages 12-19 to participate. Initiate this aspect prior to October 2008.	Track number of youth who attend each meeting and record monthly.
To designate one of the Sunday Masses for the youth. Collaborate with the pastor to negotiate time, place, and music. Train youth to minister as lectors and Eucharistic ministers. Begin these liturgical celebrations by the first Sunday of Advent.	Evaluate youth response to Youth Mass by distributing a brief survey after each Mass for three months.
To plan one service project in which the youth can participate with adults. This project will be done in conjunction with the Christmas Season.	75% of the youth who attend the meetings regularly participate in the service project
To participate in Hawaii Island and Diocesan Youth Celebrations	7-10 youth from North Kona Catholic Community attend

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Actions 2009-2010		Performance Indicators
To organize the Youth Ministry under the leadership of a Youth Minister		Qualified and bilingual Youth Minister is in place in the North Kona Catholic Community by February/March, 2009
To provide lectionary based catechesis in conjunction with the liturgical seasons of the year. Offer bible study, prayer services, reflection and discussion.		Best practices have been established and documented in at least two areas of Youth Ministry
To teach the joy of giving. Have youth select and plan one service project each quarter		Youth group members select area of interest and develop the project.
To participate in the development of a website for the youth of North Kona Catholic Community.		Youth have established their own website and are contributing regularly

Actions 2010-2011		Performance Indicators
To continue developing activities associated with Word, Worship, Community and Service participation by youth and young adults.		Youth Program activity reports and surveys indicate a balance among the following areas: liturgy, catechesis, social, service. Parish surveys indicate a 40% increase in satisfaction with programs for youth.
To Plan and Conduct an annual retreat by youth for youth		Planned and executed
To participate in World Youth Day		The parish will send six youth

II. Faith Formation

A. Goal/Desired Outcomes (Adult/Child RCIA)

By June 2011 The Rite of Christian Initiation, as written, will be fully implemented at the North Kona Catholic Community making it an Initiating Community. Within three years both the major and minor rites of initiation will be celebrated with the whole community. The Process of Initiation will be offered on a year-round, ongoing basis with provisions being made for both the baptized and unbaptized, the catechized and uncatechized adults and children. The process will offer a variety of opportunities for the catechumens and candidates to participate in activities with the Faith Community in order to provide for full integration.

Actions 2008	Performance Indicators
To hold a bi-weekly series of Inquiry Sessions for those who wish to explore an interest in Catholicism without commitment on the part of the inquirer or the North Kona Catholic Community.	Keep record of attendance. Compile a report explaining dropouts and/or indications of readiness to advance to candidacy or catechumenate.
To celebrate the Rite of Acceptance on the Feast of Christ the King in November for anyone from an inquiry session who wishes and is ready to enter the Catechumenate.	Rite is held as planned
To identify baptized Christian candidates and lapsed Catholics who are ready to proceed to or return to full communion with the Catholic Church on an as needed basis. Develop individual plans for this to occur.	Baptized Christians and returning Catholics who are in need of catechesis are not included in the Catechumenate but receive individualized instruction as needed
To introduce the Rite of Dismissal for the Catechumens at the Sunday Mass after the Liturgy of the Word.	The Rite of Dismissal is carried out on a consistent basis during the Sunday Mass with Breaking Open the Word and catechesis following immediately

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Actions 2009-2010	Performance Indicators
To assign participation in an outreach project to each member of the Catechumenate. Learning to serve those in need is an essential part of the Process of Initiation.	Description of service project will be submitted. Numbers indicate that each catechumen has participated in some aspect of service between August and December of 2009.
To continue formation classes for companions and sponsors in preparation for them to perform one or both of these ministries for the catechumens until Baptism at the Easter Vigil.	Classes for companions and sponsors held in February and Nov. 2009. After that, formation will continue as needed.
To prepare the catechumens and the Faith Community for the observance of the scrutinies, the presentation of the Creed and the presentation of the Lord's Prayer after the rite of Election have been celebrated by the Bishop or his delegate.	The Faith community will be prepared before the scrutinies through a bulletin announcement and an explanation by the priest prior to the first Sunday of Lent.
To engage the catechumens (and others who wish to participate) in one half hour period of mystagogy each Sunday after Mass from the Sunday after Easter to Pentecost and monthly thereafter until September 2010.	Strive for 90% attendance at mystagogy from Easter to Pentecost.

Actions 2010-2011	Performance Indicators
To require one year in the Catechumenate for all unbaptized Christians or non-Christians who wish to be received into the Catholic Church.	By June 2011 there will be clear evidence of an integrated year-round, ongoing Initiation Ministry for English speaking and Spanish Communities.

B. Goal/Desired Outcomes (Adult)

By June 2011 North Kona Catholic community will offer a variety of opportunities to adult members for deepening their faith. Small Faith communities form the foundation of adult faith formation. Adults meet in smaller groups to read, reflect, discuss scripture or other related issue of Faith. Adults plan retreats and days of recollection that meet their needs while fitting into busy work schedules.

Actions 2008

Performance Indicators

<p>To establish two small communities by December 2008. One will be a JustFaith series that will continue to July 2009. The other will be a small community the focus of which will be Social Justice.</p>	<p>At least 10 parishioners register and commit to completing JustFaith. 8-10 parishioners join small community for Justice and greater than 50% are graduates of JustFaith</p>
<p>To appoint a committee for adult faith formation who will study strategies and plan adult faith activities in the parish. The committee will look for more effective better ways to serve the diverse populations in the parish. It will collaborate with ministries where there can be direct relationships between ministry and adult faith formation.</p>	<p>The Adult Faith formation committee plans and implements a minimum of 2 activities.</p>
<p>To initiate a weekly session for all parishioners who wish to read and discuss the reading for the following Sunday.</p>	<p>Anticipate a group of 15 or less</p>
<p>To explore the idea of having a Bible Study class for the Hispanic community</p>	<p>Father John Quintero holds Bible study for 6-10 Spanish speakers.</p>
<p>To initiate the practice of scripture reflection once a week after the daily Mass for all who wish to participate. In this forum, participants can reflect and share insights from the day's readings.</p>	<p>After four weeks, written evaluation will be done. If results are positive, practice will continue.</p>
<p>To provide formation for leaders of ministries in the parish on how to open meetings with a gospel reading and facilitate faith sharing</p>	<p>Committee minutes reflect the incorporation of Scripture reading and reflection at the opening of each meeting</p>

Actions 2009-2010	Performance Indicators
To add two additional Small Faith Communities. The focus will be determined by interest and need. There will be an attempt to have one of these communities for those who speak Spanish, one for members of the Filipino community, and one for members of the Tongan community..	In October 2010 conduct a survey of parishioners who have attended small communities and adult faith formation offerings regularly. Evaluate effectiveness based on 75% positive response to time, frequency and usefulness.
To sponsor a one-day seminar around the theme of “effective fathers and grandfathers” where men can come together in prayer and discuss the positive and challenging aspects these roles in today’s world. Lunch will be served to encourage socialization and community building.	10 pairs of father/grandfathers attend.
To plan and execute a “Busy Person’s Retreat” during the Lenten Season. The length will be 1 hour at noon. It will include Mass and reflection.	Attendance will be 15 or greater
To present a workshop/seminar in mid-November to explain the meaning of the following: Advent Wreath, Kris Kindle, and Jesse Tree. Encourage these practices with families in the home during Advent.	Before Christmas, families will have the opportunity to display the ideas they learned from this seminar. The display will be held after Sunday Masses.

Actions 2010-2011	Performance Indicators
To offer a JustFaith II experience for graduates of 2004 and 2007 classes	JustFaith and JustFaith graduates develop a justice project for which a grant can be acquired. Provide a written report that describes the project, the desired results and indicators of progress.
To proceed with the development of small faith communities and other adult faith programs	10% of registered parishioners are involved in small faith communities and 20% involved in other adult faith formation activities.

Goal/Desired Outcomes (Family Faith Formation)

By June 2011, multigenerational family catechesis will be fully implemented at the North Kona Catholic Community enhancing faith formation opportunities for parishioners of all ages. A bi-lingual (English/Spanish) director of religious education prepared for the ministry by education and experience, will work with a family faith formation committee to plan and direct the program. Sacramental preparation for first Holy Communion, first reconciliation, and confirmation will be integrated into the program.

Actions 2008-2009	Performance Indicators
To increase and support parent involvement in the faith formation of their children by developing a multigenerational family oriented small faith community model for delivering religious education to youth.	At least 15 small faith communities of three to four families and single individuals will be participating in the multigenerational family catechesis program. The program will be evaluated and continued.
To hold retreats for families to introduce them to the family catechesis program.	At least two retreats will be held in September 2008 with 100 adults and children in attendance at each session.
To offer four introductions to the liturgical seasons: ordinary time, Advent/Christmas season, ordinary time, Lent/Easter.	At least 75% of family catechesis participants plus other parishioners attend the introductions that will be presented in September 2008 (at the retreats), November 2008, January 2009, and February 2009.
To incorporate community service into the activities of the multigenerational family small faith communities.	Each community will participate in at least 15 hours of community service during the year. Coordinator to keep records of the community service projects by what they are, how they relate to Catholic Social Teaching, and how much time is spent on each project.
To use of the gifts of experienced catechists as resources for the family retreats, sacramental preparation and intergenerational family meetings.	At least 6 experienced catechists fully participate as resources during the first year.

Actions 2008-2009	Performance Indicators
To organize multigenerational family catechesis under the leadership a bi-lingual (English/Spanish) director of religious education.	Qualified, bilingual director of religious education is in place in the North Kona Catholic Community by February/March, 2009 working with the current coordinator of religious education (CRE). All duties transitioned by June 15, 2009.
To continue to develop the multigenerational family program incorporating, Word, Worship, Community Service and increasing the number of small faith communities involved.	Each year at least 20% more communities are formed.
To integrate Spanish only speakers into the program.	At least 25% of Spanish speaking families will be participating in multigenerational family catechesis communities by September 2010.

III. Building Community Goal/Desired Outcomes

By June 2011 the North Kona Catholic Community will be identified as a community of Christ where a number of strategies have been put in place to make all members and visitors feel welcome and invited to participate fully in the community. There are protocols, process and coordination of responsibility for individuals and families who are new to the parish. There are opportunities for ongoing social interaction among all parishioners with an active Hospitality Ministry.

Actions 2008	Performance Indicators
To establish a Welcoming Committee who will plan activities to help new parishioners, part time residents and tourists feel welcome in the faith community.	Committee minutes report a plan to arrange one social event for the first half of 2009
To reinstate a mechanism for guests to sign cards or guest register.	Welcoming committee implements system. At least 30 persons per week sign guest cards or guest register.
To develop a procedure for contacting new parishioners through a welcoming letter and a phone contact.	Phone calls and letters are recorded and kept.

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To continue training and retraining ushers to their hospitality role at Sunday Mass

Liturgy Committee minutes indicate a plan to train/retrain ushers as hospitality persons at Masses

Actions 2009-2010	Performance Indicators
To sponsor a newcomer's dinner four times a year to welcome new members of the parish.	Two newcomer's dinners held for new parishioners
To establish a social committee who plan two social events per year for the parish	A Social Committee has been appointed by the Pastor to coordinate social functions in the parish
To publish a quarterly newsletter which can be received online or in the mail. Invite the pastor and all ministries and committees to submit articles. To participate in the Vicariate Hawaii Island Treasure Program	Newsletter placed on web site of the North Kona Catholic Community and made available for mailing when requested. The North Kona Catholic Community participates in the planning and implementation of this program
Actions 2009-2010	Performance Indicators
To explore improved ways we express appreciation to people who serve the parish	The parish survey has been repeated and compared with the responses in the 2008 survey

V. Stewardship

Goals/Desired Outcomes

By June, 2011, the North Kona Catholic Community will have facilitated the majority of parishioners in discerning their gifts, offer a broad variety of opportunity for using their gifts, and assisting parishioners to find appropriate places to maximize the use of their gifts of time, talent and treasure in the service of the faith community.

Actions 2009-2010

Performance Indicators

To provide an exercise in gift discernment in each major committee and organization in the parish	100% of committee members have gone through discernment of gifts.
To organize a process of gift discernment for each new parishioner.	20% compliance reached before Dec, 2008
To continue broadening the discernment of gifts with groups of parishioners, especially new parishioners.	By December 2009, 85% of all new parishioners will be given the tool for gift discernment and be asked to volunteer. 45 % of registered parishioners received the opportunity to identify gifts. 25% will have volunteered to volunteer.
To sponsor one Ministry Fair that includes all ministries.	10 new volunteers will be recruited for various ministries.
	Will result in 10 people expressing interest per/month
To focus ministry recruiting effort on part time residents	Ministry will be established with part time residents in mind.

Action 2010–2011

Performance Indicators

To demonstrate an effort, through heads of ministries, to offer appreciation on a daily basis for the smallest offering of individual gifts.	Practice has been established of offering frequent verbal and written “thank you” notes to volunteers
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