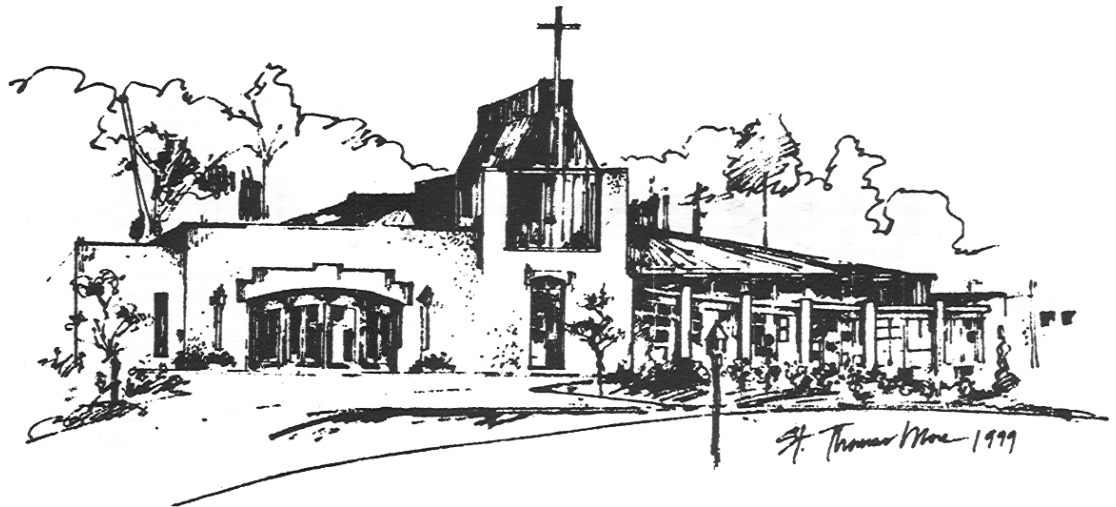


The Catholic Community of St. Thomas More
940 Carmichael Street Chapel Hill, NC 27514

Annual Plan 2010-2011



by the 2009-2010 Pastoral Council
11th edition - June, 2010

**ST. THOMAS MORE
PASTORAL COUNCIL**

2009-2010

2010-2011

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For more information about the Catholic Community of St. Thomas More and our ministries, please see our parish website at <http://church.st-thomasmore.org/> or call the Parish Office at (919) 942-1040.

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Preface

Acknowledgements

The St. Thomas More Annual Plan is published each year by the Pastoral Council to serve as a communication and planning guide for all parishioners to convey the mission, goals and objectives for our Community in the coming fiscal year. Each portfolio leader submits a plan to encompass the goals of all ministries within that portfolio. This document, like our Community, is dynamic, and we invite input and comment.

Each member of the Pastoral Council and their portfolio and ministry leaders are to be commended for their work in helping to guide the growth of our Catholic community. Several people have worked especially hard on this year's planning and budgeting processes. Many thanks for your generous contributions of time and talent and your commitment to the St. Thomas More Community.

If you are interested in learning more about our Community and its ministries, please see our website at <http://church.st-thomasmore.org/>, or call the Parish Office at (919) 942-1040.

Introduction

Background

Each year our portfolio leaders create an annual plan at the start of the new fiscal year. Progress toward achievement of goals is reviewed six months into the plan year, and changes in portfolio or ministry needs, mission or outputs are noted at the annual review. The parish mission statement and annual plan grounds our Community in a shared understanding of the parish priorities. This represents the eleventh year of developing a guiding plan by the St. Thomas More Pastoral Council in partnership with members of the staff and volunteers.

Purpose

Parish plans are required of every parish by the Bishop of Raleigh. These may be annual or multi-year, and should be revised and updated annually. The Bishop does not specify how parishes should plan, only that they do. Parish plans are intended to reflect an alignment with Diocesan goals, as stated in the Diocesan Plan, located on the Diocesan website at www.dioceseofraleigh.org/. (Click *Offices, Bishop, Diocese Overview, Diocese of Raleigh Long-Range Plan*.)

Our annual plan is the result of an effort by the Pastoral Council of St. Thomas More to articulate the goals of the parish as well as the goals for each portfolio in our lay ministry organization. This annual plan sets forth the necessary objectives anticipated to achieve our goals for the coming fiscal year from July 1, 2010 through June 30, 2011.

If you are interested in learning more about our parish and ministries, please check our website at <http://church.st-thomasmore.org/>, or call the Parish Office at (919) 942-1040.

St. Thomas More Vision Statement

The Catholic Community of St. Thomas More, Chapel Hill, NC

Inspired by the courage and conviction of St Thomas More,
responding to God as the Virgin Mary did,
called in Baptism as prayerful stewards, we share our gifts of time, talent, and treasure.

In so doing, we strive to be "True Disciples of Jesus".

St. Thomas More Mission Statement

As individuals striving together to become True Disciples of Jesus:

- ❖ We joyfully celebrate our relationship with God and neighbor through the sacraments and the liturgy to enable each parishioner to encounter God in word, sacrament, and one another.
Liturgy (Leitourgia) Psalm 48

- ❖ We bring parishioners together in prayer, service, celebration and recreation strengthening the social bonds among them and building on the foundation of an active parish community. We promote the celebration of life and community in our parish to enable each parishioner to look to St Thomas More as a focal point for their social and spiritual growth.
Community (Koinonia) Ephesians 4

- ❖ We seek to strengthen our identity as Catholics through a deeper understanding of our beliefs and to form a parish that is vitally alive in faith and exemplifies the love of God. We strive to provide an array of activities and resources designed to enable adults, youth and children to more fully understand and live their faith.
Evangelization (Kerygma) Acts 2:42-46

- ❖ We serve Christ, both individually and collectively, through a life style firmly based in Catholic values and promote the awareness of Catholic social teaching for a more just and peaceful society. We seek to enable each parishioner to share their time, talent and treasure in the service of God, His church and the community.
Service (Diakonia) Genesis 1, 2; Matthew 5, 6, 25

We unite under the protection of our Blessed Mother, Virgin Mary, manifested as Our Lady of Guadalupe, Patroness of the Americas, and we pray for her intercession with God as we strive to become true disciples of Jesus.

St. Thomas More Goals and Objectives for 2010-2011

Parish Goals

Our parish goals for the 2010-2011 year call us to continue our focus on three key principles to guide each of us in our growth in the Catholic faith:

1. Responding to our **Baptismal Call**,
2. Expressing our **Catholicism** in word and action
3. Furthering **Unity** within our parish and world community.

Each goal relates directly to our parish vision and mission statements, emphasizing a loving community, celebration of God, and service to Christ in a life firmly based in Catholic teaching, asking us all to be good stewards of God's many gifts to our community and beyond.

Baptismal Call

We are called to live the life that God has given us, fully employing our **Time, Talent** and **Treasure** for His benefit. For this reason, our goal is to further incorporate Stewardship as a way of life in our parish by achieving 100% participation among our parishioners in terms of:

- ❖ Prayer
- ❖ Ministry service
- ❖ Financial support, so that St. Thomas More moves toward becoming a fully-developed stewardship parish led by the clergy and the laity.

Catholicism

The term Catholicism and its meaning, "universal", remind us that we must look beyond ourselves to see God's plans for all. To do this we must...

- ❖ Create an understanding of the meaning behind Catholicism through our efforts in Catholic formation by instructing our parish community in the **theology, faith, morals, and values** upon which our Catholic identity depends.
- ❖ Incorporate St. Thomas More School's strengths as an evangelical tool into the workings of the parish and continue to support its development.
- ❖ Bring the light of our parish community to the community outside our walls by reaching out to all those in material or spiritual need.

Unity

Unity comes through understanding and understanding through communication. We as a parish must continue to bring the unifying message of God to the Parish and the broader community, in order to realize all of the great blessings of our community.

- ❖ To continue to develop Stewardship as a unifier within our community
- ❖ To complete the new Parish Center that will enable St. Thomas More to fulfill its mission, support its ministries and unite people inside and outside of the parish.

Parish Objectives

Baptismal Call

- ❖ Ongoing development as a tithing parish by providing positive examples of tithing, the parish organization tithing 10% and encouraging parishioners to tithe 10% as well.
- ❖ Continue to identify, invite and develop new leaders into parish activities so that we maintain a dynamic and growing Catholic community. Plan leadership development programs and support for leaders to ensure that every open leadership position is filled.
- Further evolution of our planning process to better identify and incorporate needs from the parish ministries into the Parish's annual and strategic plans.
- ❖ Offer an annual Gift Discernment workshop to help parishioners recognize and utilize their God-given talents in response to their Baptismal call.

Catholicism

- ❖ Continue to implement the child safety mandates of the Diocese of Raleigh in all aspects of the parish.
- ❖ Actively promote the available opportunities for Adult Formation, such as:
 - Catechist formation through the Diocese of Raleigh Catechetical Institute
 - JustFaith
 - Satellite Theological Education Program (STEP)
 - The Catholic Biblical School Program.
- ❖ Strengthen and support the Landings program, reaching out to fellow Catholics who are away from the church.
- ❖ Continue to promote and expand the *Immersed in Christ* program and other small groups as a means of sharing our Faith and building relationships within our church community.

- ❖ Continue to support our Catechumenate process for adults and children seeking initiation into the Catholic community, and deepen the understanding of the community about its relevance to life in the Catholic Church.
- ❖ Continue an annual parish program to include one or more major speakers to address faith-related topics.
- ❖ Strengthen our involvement in and support of social justice organizations, particularly *Orange County Justice United in Community Effort*.
- ❖ Continue our faith and financial support at our St Thomas More Elementary and Middle Schools.

Unity

- ❖ Utilize effective communication paths within our parish community to inform parishioners of how parish ministries and activities serve to meet parish goals and objectives.
- ❖ Deepen our relationships with the "Sister Parish" of Santa Cruz in Juventino Rosas, Mexico, and St James and Holy Spirit parishes in Tanzania.
- ❖ Through St Thomas More School, support the mission in Arenal, Nicaragua which provides a real-life example to St Thomas More children of the meaning of stewardship.
- ❖ Strengthen our efforts to develop one St Thomas More community of Anglos, Latinos, Church and School.
- ❖ Further the work with the Latino members of our community in evangelization and in building effective structures to reach and serve the Latino constituency.
- ❖ Continue major actions to unite the parish around our New Building Project:
 - Continue the construction phase in accordance with plans approved by the Building Committee.
 - Maintain open communications among the Building Committee, Project Manager, and the Community throughout the 14-month building project.
- ❖ Continue to promote whole-community participation in the semi-annual Parish Pride Days which have had a unifying effect within the Anglo, Latino, church and school communities.

Pastoral Council

Mission

The Mission of the St. Thomas More Pastoral Council is to consult with the Pastor on matters of importance to the parish community, aiding him to fulfill the Mission and pursue the Vision of the parish through focused discussion, prayerful deliberation, and discernment.

Goals

- ❖ Advise the pastor on matters of parish concern
- ❖ Direct parish energy toward the goals and objectives of the 2010-11 parish plan and the Vision Statement, in particular:
 - Progress of the Building Committee on our New Building Project
 - Further the Sister Parish program
 - Further Hispanic Ministry
 - Strengthen Stewardship in the parish
 - Celebration of Nuestra Señora de Guadalupe (Our Lady of Guadalupe) in December 2010
- ❖ Encourage ministries and portfolios in their ministry
- ❖ Develop a 2011-12 Annual Plan for the parish
- ❖ Conduct leadership training for newly appointed ministry leaders
- ❖ Support the mission of the St Thomas More School

Objectives

- ❖ Hold nine regularly-scheduled meetings
- ❖ Hear and discuss reports from ministries and ad hoc committees as appropriate
- ❖ Review and update Strategic Plan by March, 2011
- ❖ Complete the Annual Plan by May, 2011
- ❖ Plan at least two events in common with Equipo Pastoral
- ❖ Collaborate actively with Bishop Michael Burbidge
- ❖ Support and sponsor diocesan events, such as the Ordination Mass, retreats and “El Señor de los Milagros” (The Lord of Miracles) celebration

Portfolios (in alphabetical order)

Buildings & Grounds

Mission

The mission of the St Thomas More Building & Grounds Ministry is to provide technical support to assure that the current and future facilities needs for the parish and school are met. The Buildings and Ground Portfolio includes the Buildings and Grounds, the Environmental Stewardship, and the Columbarium Committees.

Buildings and Grounds Committee

Mission

The mission of the Buildings and Grounds Committee is fundamentally one of planning for and overseeing construction of new buildings, and maintaining current buildings and grounds.

Goals

- ❖ Maintain parish and school grounds and landscaping in good condition;
- ❖ Continue participation in the completion of new building structures and related facilities with the parish New Building Committee and its various subcommittees;
- ❖ Help to be mindful stewards of church and school funds through the Capital Improvements Project Planning Process;
- ❖ Continue to identify expenses for deferred and long-term facilities maintenance by managing and updating the Reserve Study developed in 2004 by the B&G Committee.
- ❖ Continue to evaluate and maintain environmentally sound construction and maintenance solutions for the parish buildings and grounds.

Objectives

- ❖ Continue to hold Parish Pride Days and conduct other grounds improvement.
- ❖ Have Building & Grounds Ministry members serve on the Building Committee and its subcommittees throughout the construction of the new development presently being built in the parish.
- ❖ Continue administering the STM Capital Improvements Project Process including maintaining an updated database of potential projects covering all parish-owned facilities, and the meetings of the Review Board to establish priorities for each project. Projects planned for the coming year include:

- For the church: replace, repair and paint outside trim in rectory; repair and paint low ceilings and short walls in the church; redesign Our Lady of Guadalupe corner to reduce sooting of walls and ceiling.
 - For the school: replace Apollo HVAC system in convent, relocate lower school office bathroom doors, paint outside trim, repair/replace lower school old wing roof, upgrades to electrical system in lower school, install ceiling fans in all classrooms.
- ❖ Continue the work of the Reserve Study Subcommittee that developed a program for the parish administration to plan and save for deferred and long-term facilities maintenance, and to update data and information on plans already completed.
 - ❖ Review and update the documentation for the preventive maintenance plan for equipment and facilities on campus, incorporating items for the new facilities as information becomes available.

Environmental Stewardship Committee

Mission

The mission of the St. Thomas More Environmental Stewardship Ministry is to: (1) establish or improve environmental management practices in the church and school buildings and grounds; and (2) encourage throughout the parish and school the dimension of spirituality that can be called Christian environmental stewardship.

Goals

- (1) Make the parish and school buildings, including the rectory and convent, models of environmental management, especially in the areas of energy and water usage.
 - ❖ For new construction, insure best practices followed during construction to yield efficient building.
 - ❖ In existing buildings, work with staff and faculty to identify areas of possible improvements for energy and water conservation.
 - ❖ In all buildings, establish effective management practices to make use of the in-built energy and water efficiencies and to establish good user behaviors
 - ❖ Establish meaningful measurements, comparing to a baseline, with regular tracking/reporting.
 - ❖ Extend the practice of using drought-resistant plantings.
 - ❖ Engage staff and faculty, possibly through a suggestion program. Engage students, possibly working with the science and religion faculties.
- (2) Establish regular communication to the parish and school on the topic of environmental stewardship.
 - ❖ Develop theme of how stewardship of natural resources fits into human and Christian lives. Illustrate how time, talent, treasure can help sustain the environment.
 - ❖ Communicate items that have worked to improve parish and school energy and water usage.
 - ❖ Provide directions to public information and initiatives from the Town of Chapel Hill, OWASA, etc., that provide information pertinent to stewardship/sustainability.

Objectives

- ❖ Develop the St. Francis Pledge in the parish:
 - **Pray** – Use papal and Episcopal statements and prayers; Seasonal prayer; Sacred Scripture, as in Stephen J. Binz's book *Stewardship of the Earth*
 - **Learn** – Get the science on global warming; Get facts on impacts of personal behavior changes
 - **Assess** – Both community and personal: water, energy, and soil
 - **Act** - Make our actions measurable - how many people, CFL's (compact fluorescent lamps), gallons, etc.; Keep a broad range of possible actions; select a few for measurement
 - **Advocate** – Within parish and school; NCIPL (*North Carolina Interfaith Power and Light*); *Orange County Justice United in Community Effort*; *Transition Carrboro – Chapel Hill*

Active Ministries

- ❖ Buildings and Grounds Committee
- ❖ Environmental Stewardship Committee
- ❖ Columbarium Committee

Catholic Faith Formation

Mission

Catholic Formation Ministries are catechetical, spiritual, sacramental and community building programs with the purpose of bringing knowledge of Christian living, the Catholic faith and sacramental preparation to St. Thomas More parishioners. As such they should touch the lives of every member of the community and should provide effective resources for personal and communal spiritual development.

The goals of the St. Thomas More Catholic Formation Ministries are derived from the general Directory for Catechesis [General Directory for Catechesis](#), the [National Directory for Catechesis](#), [Our Hearts Are Burning Within Us](#) (the US Catholic Bishops' document on Adult Formation), and [Renewing the Vision](#) (the US Catholic Bishops' document on Youth Ministry).

We seek to form a parish that is vitally alive in faith and which exemplifies the love of God. The Catholic Formation Ministries will provide an array of activities and resources designed to help adults, youth and children more fully understand and live their faith, based upon the 'four marks of the catechumenate': prayer, communal life, discipleship and the Word of God.

We seek to form faithful members who actively cultivate a lively baptismal and Eucharistic spirituality with a powerful sense of mission and apostolate, and who will witness to and share the Gospel in their homes, neighborhoods, places of work, and centers of culture.

Goals

The Faith Development staff and volunteers recognize the importance of improving and expanding educational programs for children, youth and adults. With this in mind, our goals for the 2010-2011 year are:

- ❖ Develop an understanding of the primary ministry of the laity as that of evangelization—sharing and being the Gospel for others, inviting them to Christ (and his Church), and reconciling those who have been estranged from Christ (and his Church), as inspired by Pope Paul VI's Evangelii Nuntiandi and Vatican II's Lumen Gentium.
- ❖ Continue full compliance with the mandates of the United States Conference of Catholic Bishops' (USCCB) Charter for the Protection of Children and Youth, without compromising the quality or number of programs offered.
- ❖ Serve approximately 1,000 children and youth enrolled in faith development programs at St. Thomas More.
- ❖ Increase the integration of Anglo and Hispanic Faith Development.
- ❖ Expand Adult Education opportunities for the parish.
- ❖ Offer improved Faith Formation opportunities for young adults.
- ❖ Continue implementation of the two-year preparation programs for Reconciliation and Eucharist as mandated by the Diocese of Raleigh.
- ❖ More fully implement the *Rite of Christian Initiation of Adults*, setting the year-round, apprenticeship approach to the Catechumenate as the model for all catechesis.

Objectives

- ❖ Provide opportunities for spiritual growth to all parishioners, including an annual Parish Mission, retreats and spirituality groups for men and women.
- ❖ Continue to offer the JustFaith program to raise awareness of Catholic Social Teaching.
- ❖ Provide retreats for families with children preparing for First Reconciliation and First Eucharist.
- ❖ Strengthen the formation and certification of Faith Development catechists through the Diocese of Raleigh Catechetical Institute and participation in additional workshops (e.g., North American Forum on the Catechumenate).
- ❖ Encourage parish-wide participation in Small Church Communities, such as the Lenten *Immersed in Christ* program.
- ❖ Provide retreats for youth in the Junior High Youth Ministry (JYM) and the High School Youth Ministry (TYM), especially for those preparing for Confirmation.
- ❖ Provide preparation for Reconciliation and Eucharist to JYM and TYM youth who need it.
- ❖ Provide at least three Safe Environment workshops.
- ❖ Increase the number of sponsor formation workshops in order to build up a core group of available sponsors for catechumens and those preparing for reception into the full communion of the Catholic Church, and youth preparing for Confirmation.
- ❖ Implement the *Rito de Iniciación Cristiana de Adultos (Rite of Christian Initiation of Adults)* at the 1:30 Mass in parallel with the year-round Catechumenate process for adults and children already in place at the 9:15 Mass, and children at 11:15 Mass, by using the lectionary and the *Catecismo Católico de los Estados Unidos para los Adultos (United States Catholic Catechism for Adults)*.

- ❖ Provide appropriate catechesis for parents of children enrolled in the Catechumenate.
- ❖ Offer Year One of the four year Catholic Biblical School program on the Bible
- ❖ Provide Adult Faith Formation programs on Sunday mornings and evenings in parallel with programs for children and youth.

Active Ministries

- ❖ Adult Faith Formation
- ❖ Catechumenate (Becoming Catholic) – Adults
- ❖ Catechumenate (Becoming Catholic) – Children
- ❖ Children's Liturgy of the Word (CLOW)
- ❖ Immersed in Christ
- ❖ Elementary Faith Development
- ❖ JustFaith
- ❖ Landings (for Returning Catholics)
- ❖ Library Committee
- ❖ Nursery Ministry
- ❖ The Catholic Biblical School Program
- ❖ Vacation Bible School
- ❖ Youth Ministry
 - Junior High Youth Ministry (JYM)
 - Total Youth Ministry (TYM)

Communications

Mission

Develop creative means and ways to consistently share God's message and the ministry efforts of all St. Thomas More portfolios with our parishioners, school community, neighboring parishes, Raleigh Diocese, Piedmont Deanery and the secular community. Provide the St. Thomas More community with tools, methodologies and products that inform, communicate and celebrate the wide variety of activities occurring within our community.

Goals

- ❖ Support all Pastoral Council activities
- ❖ Participate in select St Thomas More projects and offer communications assistance when necessary
- ❖ Recruit area newspapers to report on St. Thomas More special events
- ❖ Pitch and commit area newspapers to write about the benefits children receive attending St. Thomas More School.

Objectives

- ❖ Continue to recruit and maintain committee members
- ❖ Hold monthly communication meetings
- ❖ Continue to work with Parish Office staff to create printed 8.5x11 tri-fold brochures for each ministry, including a display for them in the Narthex, as needed
- ❖ Maintain updated images posted on display board for:
 - Select Ministries and/or Missions
 - Faith Development and Sacraments
 - Pastoral Council
- ❖ Develop and maintain an archive of all display boards
- ❖ Maintain updated information on Pastoral Council and special events in the newsletter and website.
- ❖ Assist the Website Committee to keep the Parish website updated.

Active Ministries

- ❖ Communications Committee
- ❖ Information Technology Committee
- ❖ Website Committee

Community Life

Mission

Promote and facilitate the celebration of life and community in our parish and have parishioners look to St. Thomas More as a focal point for their social relationships. The Community Life Ministries bring parishioners together in prayer, service, celebration and recreation, strengthening the social bonds among them and building the foundation of an active parish life community. Within these ministries, we continue to study, lead, share and serve, striving to live as the body of Christ in the world.

Goals

- ❖ Strengthen the community through active encouragement and development of leadership skills among members within the ministries of this portfolio.
- ❖ Support new ministries in their growth as well as provide guidance and encouragement to help reinvigorate inactive ministries.
- ❖ Provide direction in defining vision and mission for each of the ministries.
- ❖ Continue welcoming new parishioners and encourage their active participation in Community Life Ministries and St. Thomas More.

- ❖ Actively encourage participation of our Hispanic community within the Community Life Ministries.
- ❖ Provide seamless transition between incoming and outgoing portfolio leaders.

Objectives

- ❖ Continue monthly email and/or telephone communication with all ministries.
- ❖ Listen to concerns, accomplishments and celebrations of each ministry and respond accordingly.
- ❖ Actively support ministry needs and be their voice on the Parish Council.
- ❖ Provide ministry leaders with Parish Council minutes and latest updates.
- ❖ Encourage each ministry to participate in the Stewardship Fair when scheduled.
- ❖ Maintain active ministry pages on the St. Thomas More website.
- ❖ Produce and update brochures for ministries in need of promotion.
- ❖ When possible and appropriate, have portfolio leaders attend meetings and/or celebrations of their ministries to better understand their goals and needs.

Active Ministries

- ❖ Bereavement Ministry
- ❖ Catholic Mother's Network
- ❖ Catholic Women's Book Club
- ❖ Catholic Scouting
- ❖ Dinner Club
- ❖ Elizabeth Ministry (Temporarily inactive)
- ❖ Faith Connections on Mental Illness
- ❖ Funeral Committee
- ❖ Intercessory Prayer Team
- ❖ Iron Sharpens Iron Men's Fellowship
- ❖ Knights of Columbus (Paul J. Trageser Council)
- ❖ Knights of Columbus (Divine Mercy Assembly)
- ❖ Men's Club
- ❖ Office Assistance
- ❖ Polish-American Club
- ❖ Rosary Repair
- ❖ Social Committee
- ❖ Softball Team
- ❖ St. Joseph Job Network Ministry

- ❖ Welcome Committee
- ❖ Women's Group
- ❖ Young Adults

Hispanic Ministries

Mission

The Hispanic Ministry of St Thomas More serves as a vehicle of evangelization through which our growing Hispanic population can express, live, and grow in their faith in their native language. We seek to foster an environment where our community can interact socially and spiritually and help St. Thomas More become a fully integrated multicultural parish.

Opportunity:

Our Hispanic population is continuously growing and, as a result, there are more demands placed on parish personnel. In addition to the parish's staff, the Coordinator for the Hispanic Ministries continues to work in conjunction with our Parochial Vicar to meet the needs of this growing community. Through meetings of the Equipo Pastoral (leaders in the Hispanic community) decisions are made to help the ministries attain their objectives. The Hispanic community is also a transitional one and this characteristic creates a continuous need for recruiting and training lay volunteers.

Goals

- ❖ Provide our fellow parishioners with a multicultural parish experience through our common celebration and exchange of ideas and traditions.
- ❖ Enhance the worship life of our community through various liturgical services and ministries, particularly the Sunday Spanish mass.
- ❖ Reach out through word and deed to individuals in our community and encourage greater hospitality and service among all of our members.
- ❖ Encourage the gathering of the members of our community to discuss, renew, and enliven their faith with special focus on the pastoral and social responses to needs.
- ❖ Develop and promote leaders among the members of our community to strengthen the foundation and operations of the various ministries.

Objectives

- ❖ Promote liturgical celebrations, projects, and events that will build bridges between the Anglo and Hispanic communities.
- ❖ Provide evangelizing catechesis and a solid formation for volunteers in the different ministries. This formation includes the acquisition of communication skills, organizational and leadership skills, and a greater sense of responsibility to and desire to participate in the life of the church.

- ❖ Strengthen the integration in our Faith Development program, incorporating the Hispanic Youth to JYM, TYM and Young Adult ministries.
- ❖ Increase participation in the Hispanic ministries and different evangelization programs such as Parish in Mission, Rosary Group, Bible Study, Charismatic Prayer Group, and Cursillo.
- ❖ Increase the foundational knowledge of religious and church teachings for baptized but non-catechized adults to help them grow in their faith life, including the full implementation of the RCIA catechumenal process.
- ❖ Promote the parish registration of Hispanic families and create a welcoming environment for new Hispanic members.

Active Ministries

- ❖ Agua Viva Prayer Group
- ❖ Altar Servers [Monaguillos]
- ❖ Baptism Preparation [Bautismos]
- ❖ Children's Liturgy of the Word (CLOW) [Liturgia para los Niños]
- ❖ Eucharistic Ministers [Ministros de Eucaristía]
- ❖ Funeral Committee [Comité de Funerales]
- ❖ Hospital Visitation [Pastoral de los Enfermos]
- ❖ Hospitality and Welcome [Hospitalidad y Bienvenida]
- ❖ Latina Health Fair [Feria de Salud]
- ❖ Lectors [Lectores]
- ❖ Marriage Preparation [Matrimonios]
- ❖ Mass Coordinators (Liturgy Committee) [Coordinador(a) de la Misa]
- ❖ Quinceañeras
- ❖ RCIA (Catechumenate – Becoming Catholic) [RICA]
- ❖ Rosary Ministry [Rosario]
- ❖ Sister Parish Steering Committee [Parroquia Hermana]
- ❖ St. Cecilia Choir [Coro Santa Cecilia]
- ❖ Translations [Traducciones]
- ❖ Wedding Committee [Ensayo de Bodas]

Liturgy

Mission

To provide coordination, training, and planning so that parishioners can encounter God in word, sacrament, and one another. We strive to create joy-filled religious celebrations as the people

of God gather to worship - bringing their lives, ministries, needs, and hopes to God and to each other.

Goals

- ❖ Stimulate full, conscious, and active participation in the liturgy by engaging hearts, minds, and bodies in the community celebration of all the sacraments and the richness of the liturgical year.
- ❖ Increase collaboration between the English- and Spanish-speaking members of our St. Thomas More community in the joint planning and celebration of parish liturgies.
- ❖ Encourage ministries to develop flexible engagement processes (training and involvement) so as to improve and increase volunteer participation, and expand participation to all persons in our community. Provide additional opportunities for ongoing development and fellowship.
- ❖ Continue to enhance our worship space to promote prayer, reflection, and community.

Objectives

- ❖ Develop channels through which to communicate liturgical catechesis that is to include not only catechesis about the liturgy, but also catechesis *through* the liturgy. This is to include liturgy study sessions and a library of liturgical resources.
- ❖ In conjunction with the Hispanic Ministries, offer more bilingual services to bring together the English and Spanish speaking members of our St. Thomas More community.
- ❖ Recruit and schedule lectors, Eucharistic ministers, and other ministers to reflect the diversity of our parish including age, ethnicity, and gender.
- ❖ Encourage the development and participation of the faithful in Morning and/or Evening Prayer, as the proper Liturgy of the Hours of the Church, in conjunction with the Liturgy of the Eucharist.
- ❖ Plan and commence documentation of procedures and relevant information for all Liturgy ministries.
- ❖ Continue development and implementation of the Lead Server program for the Altar Server Ministry.
- ❖ Conduct inventory of Sacristan duties and assign responsibilities to specific sacristans.
- ❖ Review and adjust liturgical procedures, including indoctrination of parishioners, to coincide with transfer of the Tabernacle to the Sanctuary.
- ❖ Review staffing needs of Liturgy Portfolio ministries and formulate recruiting strategies as necessary.

Active Ministries

- ❖ Altar and Sanctuary Care
- ❖ Altar Servers
- ❖ Baptism Preparation
- ❖ Environment & Art Committee

- ❖ Eucharistic Ministers
- ❖ Lectors
- ❖ Liturgy Committee
- ❖ Marriage Preparation
- ❖ Mass Coordinators
- ❖ Wedding Coordinators

Music

Mission

The mission of the Music Portfolio is to develop the talent, skills and musicianship of each singer/instrumentalist as together we explore, prepare and share a diversity of sacred song with particular focus on the musical treasures of the Catholic Church.

Goals

- ❖ To prepare and present a variety of musical selections appropriate to each liturgical season.
- ❖ To develop each individual's musical skills, proficiency, and understanding.
- ❖ To welcome new participants into the various ensembles.
- ❖ To serve as representatives of the St. Thomas More faith community at secular music festivals.
- ❖ To encourage and promote the congregation in full musical participation as the "main" choir during the liturgy.

Objectives

- ❖ Review the repertoire of each group and add selections that may be used for a variety of seasons and festivals and may vary in tempo, style, language, and ethnic background.
- ❖ Include information on music theory, history of music, and/or musicianship during rehearsals.
- ❖ Utilize music to enhance services specific to the liturgical seasons and during other special services; i.e., Thanksgiving, Advent, Christmas, Lent, and Easter.
- ❖ Perform jointly with other choirs at both St Thomas More and the community at large.
- ❖ Continue to conduct an annual Gathering of Choirs for all cantors, vocal ensemble members, and handbell choir members.
- ❖ Provide opportunities for ensemble members to explore and perform advanced repertoire.

- ❖ Continue to rotate the handbell choir around different mass times.
- ❖ Encourage members-recruiting members.

Active Ministries

- ❖ Celebration Singers
- ❖ Chelsea Chimes
- ❖ Schola Cantorum
- ❖ St Thomas More Cantors
- ❖ St Thomas More School choir
- ❖ St Thomas More Strings

Outreach

Mission

The mission of the St. Thomas More Outreach portfolio, coordinated by the Community Involvement Committee, is to promote the awareness of Catholic Social Teaching within the parish community and to guide and encourage parish involvement in charitable and social justice issues, locally and beyond, to work for a more just, charitable, and peaceful society.

Goals

- ❖ Encourage parish families to participate in at least one Outreach program as a regular part of their involvement with the parish.
- ❖ Identify and train lay leaders for each Outreach Ministry where appropriate.
- ❖ Support the work of *Orange County Justice United in Community Effort*.
- ❖ Begin an advocacy letter writing campaign.
- ❖ Highlight the Outreach ministries on the Narthex bulletin board, in church bulletins and other parish communications.
- ❖ Learn about how the money given to ministries/organizations from the Outreach budget is being used to meet/coincide with our mission statement.

Objectives

- ❖ Increase by two/three the number of volunteers involved in each of the Outreach ministries, especially the Community Involvement Committee, Migrant Worker Outreach, Sick and Shut-ins, Respect Life, Caring and Sharing Center, Meals on Wheels, and the IFC ministries.

- ❖ Utilize “More News and Links” and other parish communications as a means of providing the parish with regular updates on the accomplishments, needs of each Outreach Ministry, and promoting recruitment.
- ❖ Recruit members of the St Thomas More community to help the *Orange County Justice United in Community Effort* meet their goals and objectives.
- ❖ Continue with current projects such as Crop Walk, Adopt-a-family, Food Drive, Habitat for Humanity, Blood Drive and IFC projects
- ❖ Establish a letter writing campaign, i.e. Bread for the World, in the Fall of 2010.
- ❖ Select one/two Outreach ministries to be highlighted on the Narthex bulletin board in the church.
- ❖ Meet with each ministry/organization that we give money to from the Outreach budget to learn about how the money is being used and/or ask for an annual report.

Active Ministries

- ❖ Caring and Sharing Center
- ❖ Catholic Charities
- ❖ Community Involvement Committee (CIC)
- ❖ Habitat for Humanity
- ❖ Hospital Visitation
- ❖ IFC Community Kitchen
- ❖ IFC Crisis Intervention
- ❖ IFC Shelters for Men and Women
- ❖ Latino Health Fair
- ❖ Meals on Wheels
- ❖ Migrant Worker Outreach
- ❖ Pregnancy Support Services
- ❖ Project HomeStart
- ❖ Respect Life Committee
- ❖ Sick and Shut-Ins
- ❖ Social Justice
- ❖ Stars of Hope Quilters

Stewardship

Mission

To become a stewardship parish and to inspire and enable our members to share their gifts of time, talent and treasure in the service of God, His church, and the community: These are the

goals to which St Thomas More remains committed, and strides will continue in the coming year to spread this stewardship message throughout our faith community.

Current Situation:

During 2008-09, in the absence of an active Stewardship Committee at St. Thomas More, the Pastoral Council and parish staff collectively endeavored to carry out the goals and objectives set forth in the last year's annual plan and were largely successful. By unanimous vote at the March 2009 meeting of the Pastoral Council, the decision was made to discern the role and responsibilities of a new permanent member of the Pastoral Council who would oversee the education and promotion of the Stewardship message and activities at St Thomas More.

Goals

- ❖ To work in conjunction with parish staff to review current parish ministries and expand membership as necessary being representative of the diversity of our St. Thomas More Community
- ❖ To improve availability, distribution and display of bilingual Stewardship and ministry-related materials
- ❖ To invite new and inactive parishioners to ministry involvement
- ❖ To provide information and updates of Stewardship information and ministry activities using a variety of media
- ❖ To foster Stewardship among our St. Thomas More children and youth
- ❖ To broaden understanding of Stewardship and help parishioners take more ownership
- ❖ To continually promote the message of Stewardship as a way of life
- ❖ To work toward becoming a true Stewardship Parish, based on criteria set by the International Catholic Stewardship Council (ICSC) or other authoritative body, recognizing the living presence of Christ in our midst, and striving to steward this gift of God to all of humanity.

Objectives

- ❖ Participate in the Welcome Receptions for new members of the St. Thomas More Community.
- ❖ Conduct an annual Gifts Discernment workshop.
- ❖ Host quarterly Stewardship Weekends and/or an annual or biennial ministry fair to highlight and promote St. Thomas More ministries. Host a separate annual event aimed at St. Thomas More youth.
- ❖ Create an inviting display of Stewardship materials and ministry activities in the Narthex of the church.
- ❖ Maximize use of the St. Thomas More website and periodicals, both paper and electronic (ex. weekly bulletin and "More News and Links"), for conveying information, updates, news of accomplishments and requests.
- ❖ Continue to promote use of offertory envelopes for the youth of our St. Thomas More Community.
- ❖ Recognize the time and talent of the youth of St. Thomas More School and JYM/TYM.

- ❖ Conduct lay witness testimonies to promote stewardship.
- ❖ Develop stewardship education to raise awareness and increase understanding of the theology and practice of stewardship.
- ❖ Work with the Catholic Faith Formation portfolio to encourage and expand small-group communities that focus on growth of personal and communal spirituality.
- ❖ Conduct a parish self-assessment exercise, employing a tool such as provided by ICSC, to evaluate our current “stewardship way of life” and opportunities for improvement.

Final Thoughts

Ministry in your life

We hope this plan provides both inspiration and knowledge to the parishioners of St. Thomas More. Ministry is a deeply spiritual-based activity that comes from the Spirit within. It motivates us, encourages us, and helps us to endure the hardships that ministry surely brings. Serving the human needs that our ministries strive to attain, many a member has said "I get more out of ministry than [the recipients] do!" This is our wish for you in your response to God's grace in your life - to be able to truly say and feel that you get more out of your ministry service than do those you serve. If you would like to learn more about our parish and ministries, please check our website at <http://www.st-thomasmore.org> or call the Parish Office at (919) 942-1040.

"A rock pile ceases to be a rock pile the moment a single person contemplates it, bearing within the image of a cathedral." (Antoine de Saint-Exupery) We have spent a lot of time planning in the last several years, and we can see the results in all kinds of ways! But we need to continue contemplating what God wants to do with us, and other 'piles' of things and people! Thanks to all of you who have labored so hard to bring about new images of goodness in our parish!



Rev. John G. Durbin, S.T.L.
Pastor

Future editions of this document

This document should be considered a "living" document. Names of particular people, portfolios, and ministries are not permanent over a long period of time. People move, new needs arise for which ministries are created, and some ministries may "fade away" from lack of need or interest.

The Annual Plan should be nurtured and revised by members of the Pastoral Council and its successors annually, or as the need arises. The document should be reviewed at least once each year by the members of the Council, revisions made as appropriate, and the version/edition number updated.