

Summary of Goal I: Educate Parishioners on Liturgy & Parish Ministries

Primary Goal

To deepen parishioners' understanding and engagement with the liturgy and parish ministries through education, training, and active participation.

Key Objectives and Initiatives

1. Train Liturgical Ministers for Proper Service During Eucharistic Celebrations

- **Annual Training Sessions** for:
 - Sacristans
 - Eucharistic Ministers
 - Lectors
 - Hospitality Ministers
 - Servers
- **Recertification** of ministers every three years.
- **Guidebooks** to be purchased as needed to support training.
- **Seasonal Workshops** scheduled annually for:
 - Advent/Christmas (announcement by Nov 2025)
 - Lent/Easter (announcement by Jan 2026)
 - Ordinary Time (announcement by May 2026)
 - *Open to all parishioners, with focus on liturgical ministers and catechists.*

2. Organize Liturgical Minister Scheduling

- Use **Ministry Scheduler Pro** software to:
 - Match ministers' preferences and availability.
 - Send automatic reminders.
 - Facilitate substitutions.

3. Form a Liturgy Committee

- **Purpose:** Ensure consistency across all liturgical celebrations.
- **Composition:** Heads of each liturgical ministry and Arts & Environment.
- **Deadline:** Committee heads selected by **July 2025**.

4. Rotate Service Among Ministries

- **Monthly Ministry Highlight:**
 - A different non-liturgical ministry serves at all masses one weekend per month.

- Roles include Hospitality, Offertory, and (if certified) Eucharistic Ministers and Lectors.
- **Milestones:**
 - By **June 30, 2025**: Define and chart all ministries.
 - By **July 2025**: Finalize ministries for rotation.
 - By **August 2025**: Publish monthly rotation schedule for the liturgical year.
- **Community Engagement:**
 - Introduce ministries to the parish.
 - Assign each ministry a Gospel passage that reflects its mission.

5. Stewardship Sunday Ministry Fair (October/November)

- All ministries participate in a **Ministry Fair** (building on 2024's Kermes Festival).
- **Mass Procession:**
 - Ministries process in with the Pastor at each mass.
 - Use banners to visually represent each ministry.
- **Ministry Presentations:**
 - Each Chair gives a brief introduction of their ministry's purpose and activities.

Summary of Goal II: Enhance Spirituality and Faith-Based Education Across All Ages

Primary Goal

To cultivate a lifelong journey of faith by strengthening religious education and spiritual formation for parishioners of all ages—from children to adults, ministry leaders to seekers.

Key Objectives and Initiatives

1. Establish a Director of Religious Education (DRE)

- **Formation of Religious Education Committee (REC):**
 - By **March 1, 2025**, a bilingual search committee will be formed to serve as the REC.
- **Planning and Recruitment:**
 - By **April 1, 2025**, REC will:
 - Develop 1-year, 2-year, and long-term goals for the DRE and religious education program.
 - Create a detailed job description using Archdiocesan resources.
 - Advertise the position broadly (Criterion, other parishes, local colleges/universities, job fairs).
 - By **May 1, 2025**, REC will prepare structured interview questions.

- By **June 1, 2025**, REC will begin screening and interviewing candidates.
 - Candidates must be credentialed, bilingual (Spanish preferred), and experienced in creating programs for K–12, young adults, and adults.
- By **July 1, 2025**, REC will make hiring recommendations to the Pastor.

2. Launch Continuous K–12 Religious Education

- By **September 1, 2025**, the DRE will:
 - Recruit and place bilingual catechists.
 - Implement a comprehensive K–12 religious education program.
 - Work with REC as an advisory and steering body to prioritize programming.

3. Formation & Leadership Retreats for Ministry Leaders

- By **October 1, 2025**, the Director of Music & Liturgy and the Faith & Worship Committee (FWC) will conduct a gap analysis of current ministry leaders’ formation needs.
- By **November 1, 2025**, the DRE will design a formation program using Archdiocesan resources.
- By **January 1, 2026**, retreats and leadership development programs will begin for current and prospective ministry leaders.

4. Expand Adult Religious Education & Formation

Programs will be tailored to diverse adult audiences and spiritual needs, including:

- **Married Couples & Families** (Domestic Church)
- **Work/Life Balance & Spiritual Integration**
- **Cultural Diversity & Inclusion**
 - Guided by the USCCB’s *One Church Many Cultures* newsletter
 - Read the document [here](#)
- **Scripture-Based Education** (offered periodically)
- **Parents of Catechism Students** (current and alumni)
- **Unaffiliated Catholics & “Nones”**
- **Spiritual Direction** and its benefits for personal growth

Summary of Goal III: Community Outreach – Create an Outreach Committee

Primary Goal

To strengthen St. Gabriel's presence and impact in the wider community by forming an Outreach Committee that builds relationships, coordinates service efforts, and fosters collaboration with other churches and charitable organizations on the west side of Indianapolis.

✓ Key Objectives and Initiatives

1. Establish the Outreach Committee

- **Chairperson Recruitment:**
 - By **May 31, 2025**: Define chairperson responsibilities.
 - Bulletin announcements on **June 7/8 and 14/15**, with in-person appeals at all masses on **June 14/15**.
 - Chairperson selected by **July 1, 2025**.
- **Committee Formation:**
 - Chairperson collaborates with the Action Plan Task Force to define committee operations.
 - Recruitment begins **August 1, 2025** with parish staff support.
 - Committee appointed by **September 1, 2025**.

2. Committee Structure and Accountability

- Composed of **4–8 parishioners**.
- Meets **monthly** on a designated day.
- Provides **monthly reports** to the parish for transparency and accountability.

3. Build Interchurch and Community Connections

- **Outreach to Churches:**
 - Connect with **West Deanery Parishes** by **November 1, 2025** to explore similar outreach efforts.
 - Engage churches along **West 34th Street** by **October 1, 2025**.
 - Goal: Reach churches within a **2-mile radius** by **March 1, 2026**.
 - Expand outreach radius by **1 mile every 6 months** to build a west-side church communication network.
- **Charity Mapping:**
 - By **December 1, 2025**: Compile a list of charitable organizations within parish boundaries:
 - North: 56th Street
 - West: Marion/Hendricks County line
 - South: Crawfordsville Road
 - East: Lafayette Road
 - By **September 1, 2026**: Begin networking and ministry collaboration with these organizations.

4. Leverage Parish Resources for the Common Good

- **St. Gabriel Parish Audit:**
 - By **January 31, 2026**: Identify parish strengths that may benefit other churches and charities.
 - Conduct ongoing annual updates.
- **Interchurch Collaboration:**
 - Identify strengths of other West Deanery churches and explore resource-sharing opportunities.
 - Conduct a needs assessment of St. Gabriel to identify areas for support from partner churches.
 - Establish reciprocal relationships with churches including:
 - St. Michael, St. Christopher, St. Monica, St. Malachy, St. Susanna, St. Joseph, Church of the Holy Angels, Mary Queen of Peace, St. Anthony, and St. Thomas More.
 - Create a **communication network** among outreach committees, independent of parish offices.

5. Plan a Joint Community Event

- By **Summer 2027**, organize a **collaborative event** involving west-side churches to promote unity and serve a shared cause.



Summary of Goal IV: Increase Community Events



Primary Goal

To foster parish vitality and community engagement by expanding parish events, improving communication channels, and creating opportunities for fellowship, service, and spiritual celebration.



Key Objectives and Initiatives

1. Centralize Parish Communication

- **Vendor Selection:**
 - By **May 2025**, solicit proposals from Catholic-focused communication platforms including:
 - Solutio, LPi, Diocesan/Evangelus, SchoolMessenger, Google Sites, Marketpath, eCatholic
 - By **July 2025**, evaluate proposals based on:
 - Integration with Outlook and liturgical calendars
 - Searchable parish calendar by topic, ministry, and date
 - Home page geared toward visitors (Mass times, contact info)

- Parishioner resources (ministry listings, push notifications, “I’m new here” section)
- **Implementation Timeline:**
 - Launch selected solution by **January 2026**
 - Train staff, ministry leaders, and parishioners by **March 2026**
 - Assign content administrators
 - Host parish info sessions and promote new channels via existing media

2. Organize Annual Community Clean-Up Events

- By **April 2026**, schedule **Spring and Fall clean-up days** on designated Saturdays.
- **Goals:**
 - Beautify parish grounds and surrounding neighborhood
 - Inspect and maintain playground equipment
 - Refresh landscaping (trees, bushes, mulch)
 - Repair and line soccer field; maintain benches
 - Address additional projects identified by the Buildings & Grounds Committee

3. Host Seasonal Parish Events

- By **January 2026**, plan three annual events that celebrate both the seasons and parish spirituality:
 - **Winter:** Christmas-themed celebration
 - **Spring:** Easter-focused gathering
 - **Fall:** Feast Day of St. Gabriel celebration

4. Showcase Ministries at the Annual Festival

- By **March 2026**, enhance the parish festival by:
 - Labeling booths and entertainment as “brought to you by the ... Ministry of St. Gabriel”
 - Creating a central booth with information about all parish ministries

5. Establish Youth Sports Program

- By **December 2025**, recruit a volunteer **Athletic Director** to oversee youth sports.
- **Initial Focus:** Youth soccer team for St. Gabriel families
 - Practices held on parish soccer field
 - Explore joining **CYO leagues** (Spring season: March–May)
 - 5th & 6th Grade Co-ed
 - Cadet Co-ed
 - Contact: Kevin Kirkoff, CYO
 - 📞 317-632-9311
 - ✉️ kkirkhoff@cyoarchindy.org
- **Future Expansion:** Explore additional sports once soccer is established



Summary of Goal V: Create Accompaniment Ministry



Primary Goal

To establish a welcoming and supportive **Accompaniment Ministry** that walks with newly registered parishioners, helping them feel at home, understand parish life, and engage meaningfully in the community.



Key Objectives and Initiatives

1. Launch the Accompaniment Ministry

- **Ministry Formation:**
 - Solicit and appoint a **ministry leader**.
 - Leader will recruit and organize ministry members.
- **Access to Registration Info:**
 - Members will be granted access to new parishioner registration data to begin outreach.

2. Ministry Responsibilities

Accompaniment Ministry members will:

- Personally **welcome new parishioners**.
- **Understand their needs** and guide them through parish life.
- Explain **parish administration** and how to navigate services.
- Educate on available **ministries and catechetical programs**.
- Document **preferences and characteristics** in the parish database.
- Notify **ministry leaders** of potential engagement opportunities.
- Serve as a **resource and support system** for new members.

3. Develop Program Structure

- Use national resources to guide ministry development:
 - USCCB Handbook on the Catechetical Accompaniment Process
 - Pastoral Center Guide: How to Invite and Welcome in God's Name
- Educate other ministries on how accompaniment supports their work and enhances parishioner engagement.

4. Host Annual Welcome Event

- Organize a **fellowship event each October** during Stewardship Month.
- Invite all parishioners who registered in the past year.
- Share a meal and offer a short presentation to celebrate and connect.