

Epiphany Catholic Church

Annual & Five Year Action Plans
Beginning February 2008

Service

| Question for Consideration | Challenges | One (1) Year Action Item | One (1) Year Goal / Result Desired | Expected Date Completed | Five (5) Year Action Item | Five (5) Year Goal / Result |
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.Submitted by Human Concerns/Pastoral Staff & Chairperson – April 25, 2008

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| How is support provided to the justice and peace/social ministry, in terms of both personnel & budget? | Maintain 10% of total budget allocated to outreach | Promote & provide additional opportunities for financial and in-kind giving to outreach Capture metrics on participation in Gift of Service Week | Total giving to outreach is greater than 10% of budget Use metrics to plan 2009 GOS Week | Ongoing Ongoing | Set annual goals for “Gift of Service Week to increase awareness and participation.. | Meet or exceed annual goals (ultimate goal is 100%) |
| How does the parish participate in legislative advocacy? | Need to deepen parishioner understanding to promote active discipleship. | Sign up at weekend masses to receive legislative updates. Participate in Legislative Advocacy Day. Post updates in Catholic Virginian. Candidate forum before the election. Voter registration. Invite speakers. Bulletin announcements and inserts. | Ongoing | | Offer 2 nd tier of <i>Just Faith</i> program | Deepen understanding and participation in justice, peace & advocacy issues |

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| | | <p>Letters and postcard writing campaigns to legislators concerning specific issues.</p> <p>Inspire community call to action through more social justice content in homilies, especially when Scripture & current events have strong correlation</p> | | | | |
| How do preaching and catechesis enable members to bring the principles of justice, peace and respect for the life of all people? | combine with preceding category] | <ul style="list-style-type: none"> • | | | | |
| Does the parish conserve energy or recycle to demonstrate care for God's creation? | Need to broaden activities and recruit more participants. | <p>Put recycle bins in commons.</p> <p>Provide resources, bulletin notices, etc. to raise awareness of good stewardship of God's creation</p> | Increase recycling Promote & enable changes in households | 02/09 | Build a compost bin in cooperation with Greenhouse Ministry | Less waste-reuse for grounds & landscaping |
| Are facilities, programs & services accessible to persons with disabilities? | | <p>Research feasibility of automatic door opener for front entrance</p> <p>Maintain openness to requests to meet special needs</p> | Install door opener | By 2/09 Ongoing – as needed | Collaborate with Christian Formation to provide programs to people with special needs (eg, Gateway Homes) | Welcome and whole parish accessibility to special needs parishioners |

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| How does the parish encourage participation of traditionally marginalized groups, such as racial and ethnic groups, women, low-income parishioners and persons with disabilities, in parish life and leadership? | <p>Need to address the change in demographics</p> <p>Need drivers to bring people to Mass.</p> <p>Need for participation of marginalized groups.</p> | <p>Drive people from Ginter Hall, homeless shelters, Woodland Crossings, older parishioners & homebound.</p> <p>Tile picture of Our Lady of Guadalupe in breezeway [already there]</p> <p>Develop materials and programs for Hispanics and others. Partner with other parishes. [see WORD plan]</p> | Atmosphere of welcome and whole parish accessibility to marginalized parishioner groups | ongoing | Add solicitation of wants/needs for new ministries to annual Time & Talent signup card (Lent 2009) | Awareness of and responsiveness to meeting needs |
| How does the parish call its members to be just stewards of their resources of time, talent & money? | <p>Need for recognition of services.</p> <p>Need for more participation in Human Concerns ministry.</p> | <p>“Thank you for donations” (e.g., announcements in the bulletin and from the pulpit., etc.)</p> <p>Hold annual stewardship Time and Talent recruitment for new members.</p> <p>Institute a cohesive ongoing strategy for new volunteer ministry recruitment</p> <p>Develop the volunteer role of Service and Outreach coordinator to match people up with areas of interest.</p> | <p>Maintain or increase participation</p> <p>Preceding result & more efficient recruitment efforts</p> <p>Improve parishioner access and satisfaction</p> | <p>Ongoing</p> <p>Ongoing</p> <p>Jan. 09</p> <p>Ongoing</p> | <p>Ongoing</p> <p>Promote & support programs for lay leadership development (eg, Diocesan PMLF, etc) by information and recruitment.</p> <p>Budget for financial support to enable when costs are an obstacle</p> | <p>Ongoing</p> <p>Build strong lay leaders who are well formed and informed disciples</p> |

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| Does the parish pay a living wage to its employees? | 45% of budget seems too high | Our clergy and lay salaries and benefits are in compliance with the approved Diocesan Compensation System. No action is required at this time. | | | | |
| Other ideas surfaced: Communications | <p>Use technology to run a “slide show” of announcements / acknowledgements / photos / etc. above the Centrum.</p> <p>Ask “would anyone like to form a new ministry?”</p> <p>Invite local media to include Epiphany in their stories to invite participation/support in events & efforts from larger community</p> <p>Encourage Human Concerns ministries to collaborate more among themselves and continuously invite non-HC ministries & staff to collaborate with HC ministries in an appropriate manner.</p> | | | | | |