

**THE PASTORAL PLAN FOR
ST. MICHAEL THE ARCHANGEL CHURCH
2006-2010
(Amended 8/28/2007)**

I. Our Vision.

The community of St. Michael the Archangel parish is called to follow in the Lord's footsteps, proclaiming the Good News of Jesus Christ through word and actions. The vision for our parish community is to:

- Provide opportunities for all members of our parish, children and adults, to grow in knowledge and understanding of our Catholic faith and traditions;
- Deepen the prayer life of the parish through vibrant and reverent celebrations of the liturgies, sacraments and devotions;
- Be good and faithful stewards of the Catholic faith and of our God-given gifts of time, talent and treasure, using them to improve our parish, community and world;
- Offer service and care for those who are in need, both physically and spiritually, especially those who reside within our parish; and
- Bring the good news of our Lord to those who have fallen away from the Catholic faith, or those who are unchurched or marginally churched and offer opportunities for fellowship and fuller participation in ministries and activities within the church community.

II. Our Mission.

The St. Michael the Archangel Church exists to joyfully proclaim the presence of Jesus to the total community.

III. Our History.

St. Michael the Archangel Church

St. Michael the Archangel Church is a Catholic faith community established in Overlea in 1913. St. Michael the Archangel School, founded in 1926, is the parish parochial school and is an integral part of the parish community.

Purposeful Planning

This Pastoral Plan establishes a plan of action for the parish for the years 2005-2010. The plan is the result of research, study, consultation, reflection and prayer over the course of 15 months, beginning in March 2004. An ad hoc Pastoral Planning Committee of the parish Pastoral Council was formed in September 2004 to collect the data and information necessary for the drafting of the Plan. Initial

research included obtaining appropriate statistical information concerning the parish population, including the population of the parochial school.

The whole parish community has been involved in the drafting of this plan. A parish assembly was held in March 2004 to discuss the challenges for the years ahead, and was followed by town hall meetings in the mission priority areas of Christian Formation, Liturgy, Stewardship, Service, and Community Life.

A special joint stewardship commission was held in February 2005 at which the needs and challenges presented by financial concerns of the parish were discussed by a representative cross section of parish organizations and committees, as well as concerned parishioners.

This plan has been drafted with special attention given to the hopes and the vision that St. Michael the Archangel's parishioners have expressed for the parish.

Action of the whole parish

The Constitution of the Parish Pastoral Council provides for standing Commissions in the five mission priority areas of Christian Formation, Liturgy, Stewardship, Service and Community Life. In this pastoral plan, the goals and objectives articulated are associated with particular commissions, but the achievement of these goals is the responsibility of the whole parish.

IV. Our Goals and Objectives.

Target dates are estimated dates by which the identified objective is at least partially realized, depending on the nature of the goal.

COMMUNITY LIFE

GOAL: St. Michael the Archangel parish is a friendly, welcoming parish family with a strong sense of belonging.

Objective: Expand communication to new parishioners that we are happy that they have joined St. Michael the Archangel parish

- Develop pocket guide with information on St. Michael the Archangel parish to send with card – NOT YET ACCOMPLISHED
Target date: May 2007
- Investigate ways of formally welcoming new parishioners
 - Celebrated Mass for intentions of new parishioners and followed with reception - COMPLETED
Target date: May 2007
- Continue to send handwritten note with holy card of St. Michael
 - COMPLETED AND ONGOING
Target date: December 2010

Objective: Extend congratulations to those receiving sacraments

- Continue to send cards from “St. Michael the Archangel Parish Family” to those who have recently been baptized, First Communicants and Confirmandi – COMPLETED AND ONGOING
Target date: December 2010
- Investigate ways of reaching out to newly married parishioners – NOT YET COMPLETED, UNDER DISCUSSION FOR 2008
Target date: May 2007

Objective: Extend warm welcome to everyone attending liturgies or activities

- Increase membership on the Welcome Committee to 16 – Currently at 13 - ONGOING
Target date: December 2006
- Have greeters at all Masses and other parish activities. – RECRUITMENT ONGOING
Target date: December 2008
- Create welcome rack in rear of Church . NO ACTION TAKEN.
Target date: May 2006

Objective: Offer community building events for parishioners to meet and form friendships

- Expand monthly coffee and donuts after Masses – Now includes Commissions and other Parish groups and ministries- COMPLETED AND ONGOING
Target date: December 2010
- Expand regular offering of the church tour to include new parishioners and community members – COMPLETED AND ONGOING
Target date: December 2008
- Offer Saturday evening socials after Mass – COMPLETED
Target date: January 2008
- Offer simple suppers before stations during Lent – Welcome Committee hosted in 2006; and Girl Scouts hosted in 2007. Girl Scouts plan to host in 2008. ONGOING
Target date: March 2006

GOAL: St. Michael the Archangel parish strengthens family bonds by offering activities geared toward all ages.

Objective: Offer family-friendly activities to facilitate dialogue between parents and children, while creating Christian community

- Facilitate Family Advent and Lent projects
 - Revive Advent Wreath making for family – *Was hosted in 2006 and 2007; planned for 2008* **COMPLETED AND ONGOING**
Target date: December 2006
 - Coordinate Lenten Project with Christian Formation Commission – *Held reception after 2007 Lenten mission* – **COMPLETED**
Target date: March 2007
- Offer films suitable for all ages to provide opportunities for family fellowship and building Christian community: **COMPLETED AND ONGOING**
Target date: December 2008
- Develop a Family Retreat Program – **NOT YET IMPLEMENTED**
Target date: December 2010

GOAL: St. Michael the Archangel parish reaches out to the Overlea community and beyond to develop and enliven faith with the Good News of Jesus, attracting those looking for a spiritual home.

Objective: Present programs to further evangelization efforts and community outreach

- Present the 10-week Alpha course - **COMPLETED**
Target date: April 2006
- Investigate presenting other programs such as “Catholics Listening to God;” “Sharing Christ;” and “Touching Jesus Through the Church.” - *Because of “Why Catholic” and Total Parish Development Program, this program has been not yet been offered, but may be offered in the future.*
Target date: December 2007
- Investigate other evangelization programs – **NOT YET IMPLEMENTED**
Target date: December 2010
- Investigate and select a program of outreach to inactive Catholics – **IN PROGRESS**
Target date: December 2008
- Support the efforts of parish societies and organizations - **ONGOING**
Target date: December 2010

Objective: Be a visible presence in our community

- Host Christmas Caroling throughout the neighborhood – *Support has been given to the Overlea Christmas Caroling and tree lighting.* – **COMPLETED AND ONGOING**
Target date: December 2006
- Investigate other opportunities to increase our presence in the neighborhood – *Investigating offering Sunday afternoon activity groups* – **UNDER DISCUSSION**
Target date: December 2010

LITURGY

Goal: St. Michael the Archangel's assembly members are full and active participants in the liturgy.

Objective: Educate parishioners in liturgical matters

- Assist families in preparing funeral liturgies by providing informational booklets through local funeral directors -**Completed and Implemented**
Target date: March 2006
- Assist engaged couples in preparing wedding liturgies by providing an informational booklet -**Completed and Implemented**
Target date: December 2006
- Continue Bulletin Series on various liturgical topics- **Ongoing and Under Discussion**
Target date: December 2010
- Investigate and develop other educational materials -**Under Discussion**
Target date: December 2010

Goal: St. Michael the Archangel parish continually offers opportunities for participation within the liturgical ministries.

Objective: Ensure sufficient number of liturgical ministers for each celebration

- Re-evaluate scheduling practices and needs- **Completed and Ongoing**
Target date: October 2006
- Expand the number of facilitators for Children's Liturgy of the Word to four for each of the Masses offering Children's Liturgy of the Word, allowing two teams of two adults to alternate -**Ongoing and re-evaluating need based on attendance**
Target date: December 2007
- Ensure at least four ushers and one alternate per scheduled Mass -**No Action**
Target date: October 2008
- Extend invitations to become involved in various liturgical ministries (lectors, ushers, music) through verbal and bulletin announcements, as well as updating website information each September -**Ongoing**
Target date: December 2010
- Create and insert ministry flyers in bulletin around feast of St. Michael each fall **Completed and Ongoing**
Target date: December 2010
- Have Greeters at all Masses -**Under Discussion**
Target date: December 2008

Objective: Encourage parish youth to serve as lectors and music ministers

- Formulate a plan to inform former Religious Education students regarding opportunities to serve in liturgical roles - **Under Discussion**
Target date: October 2007
- Develop further opportunities to include youth in liturgical roles - **Ongoing**
Target date: May 2008
- Inform ninth graders at the St. Michael School Yearbook Signing Party regarding opportunities to serve in liturgical roles - **Completed and Ongoing**
Target date: October 2010

Goal: St. Michael the Archangel parish provides programs for the ongoing formation of Liturgical Ministers.

Objective: Provide regular gatherings of liturgical ministers, to develop spirituality and skills

- Evaluate Children's Liturgy of the Word materials and introduce new materials beginning in Advent - **Completed and Implemented**
Target date: January 2006
- Develop a program to improve Lector skills - **Completed and Ongoing**
Target date: August 2006
- Provide educational and inspirational materials for each ministry - **Ongoing and Under Discussion**
Target date: October 2007
- Offer, evaluate, and expand an annual Afternoon of Reflection - **Completed and Ongoing**
Target date: December 2010

Goal: St. Michael the Archangel parish fosters a spirit of cooperation with other Overlea denominations.

Objective: Expand opportunities for shared prayer with members of other Overlea church denominations

- Host an ecumenical service on National Day of Prayer - **No Action**
Target date: May 2008
- Host an ecumenical service during Christian Unity Week -**Completed**
Target date: January 2007
- Participate in ecumenical services hosted by other churches (e.g. the Thanksgiving Service and World Day of Prayer at Overlea Chapel United Methodist Church and one Sunday in Lent) - **Completed and Ongoing**
Target date: October 2010
- Investigate other opportunities for shared civil holiday observances - **No Action**
Target Date: December 2010

Goal: St. Michael the Archangel parish exercises responsible stewardship of worship space and resources.

Objective: Maintain an appropriate environment for effective worship

- Participate in the implementation of the proposed modifications to the sanctuary **Completed and Implemented**
Target date: April 2006
- Oversee the maintenance and improvement of musical instruments and sound system **Completed and Ongoing**
Target date: December 2010
- Monitor Mass and Devotions schedules in light of attendance and availability of clergy **Completed and Ongoing**
Target date: December 2010
- Evaluate ministry scheduling, arrangement of worship space, and condition of furnishings and equipment **Completed and Ongoing**
Target date: December 2010

Goal: Combine English speaking and Spanish Speaking Mass at various times during the Liturgical Year.

Objective: Expand opportunities for shared prayer with members of our Spanish speaking community

- Learn three bilingual songs that can be sung at the combined Mass- Under Discussion

Target Date: December 2008

- Introduce a sung responsorial psalm at the Spanish Mass.-Under Discussion

Target Date: December 2008

CHRISTIAN FORMATION

GOAL: St. Michael the Archangel parish is a positive environment for all parishioners, youth and adult, to grow in knowledge and understanding of our Catholic faith and tradition.

Objective: Ensure the continued vitality of St. Michael the Archangel School

- Establish a joint task force comprised of Pastoral Council, School Advisory Council, Development Office and Finance Council to devise strategies to ensure the long-term viability of St. Michael the Archangel School. **UNDER DISCUSSION**

Target date: December 2009

Objective: Instill a sense of ownership of St. Michael the Archangel School among the whole parish community

- Have copies of school publications available to the parish community **COMPLETED AND ONGOING**

Target date: December 2010

- Promote school activities and accomplishments throughout the parish community via the church bulletin. **COMPLETED AND ONGOING**
 - *St. Michael's School is a vibrant of the parish community. Among the areas of collaboration with the parish are participation in ministries like the Children's Choir, Altar Servers, and Sacristans; shared social events like Outback Night, Basket Bingo and Lunch with Santa; and shared space and staff.*

Target date: December 2010

Objective: Develop a deeper knowledge and understanding of the Catholic faith in the parish.

- Provide on-going and up-to-date faith formation programs for all adult parishioners, non-parishioners, and unchurched persons living in the Saint Michael Overlea Community. **COMPLETED AND ONGOING**

Target date: December 2010

- Encourage all adults to purchase and to study the *Catechism of the Catholic Church* through workshop sessions. **COMPLETED AND ONGOING**
 - *"Why Catholic" program is well received with 151 registrants in its first session 2006-2007*

Target date: October 2006

- Familiarize and integrate "Whole Community Catechesis" into parish planning by offering more intergenerational activities **NOT YET IMPLEMENTED**

Target date: December 2010

- Schedule archdiocese-sponsored training in the parish. **NOT YET IMPLEMENTED**

Target date: December 2010

Objective: Maintain or increase enrollment in children and adult religious education programs

- Use our direct mailings, community outreach projects, and various means of communication to promote our religious education programming **COMPLETED AND ONGOING**

- *Use direct mailing, community outreach to promote religious education*

- programs
 - o This year we enrolled 4 Hispanic children in religious education

Target date: December 2010

Objective: Complete implementation of the archdiocesan family life program

- Provide an avenue of parent education through workshops COMPLETED
 - o Held March 2007

Target date: December 2006

Objective: Train additional marriage preparation sponsor couples – NOT YET IMPLEMENTED

- Recruit couples interested in participating

Target date: December 2006

- Offer training sessions at St. Michael the Archangel parish

Target date: December 2006

Objective: Continue offering Vacation Bible Camp

- Promote the Vacation Bible Camp in the Overlea community – COMPLETED AND ONGOING
 - o 107 children participated in VBC 2007, with 18 teen helpers

Target date: June 2007

Objective: Increase the number of young people in the youth ministry programs

- Promote collaboration between the youth minister, religious education program, and school administration to increase program offerings for young people IN PROGRESS

Target date: December 2010

Objective: Facilitate youth participation in larger Catholic youth events sponsored by the archdiocese and other regional and national organizations

- Investigate regional and national youth conferences and events that encourage youth to grow in their Catholic faith and commitment to Christ NOT YET IMPLEMENTED

Target date: January 2007

- Initiate participation in the archdiocesan youth Palm Sunday walk in Baltimore COMPLETED

Target date: April 2006

- Send at least one youth to leadership training each year –NOT YET IMPLEMENTED

Target date: July 2007

Objective: Support the Boy Scout and Girl Scout programs affiliated with the parish

- Maintain our commitment as a charter organization to the Boy Scout program ONGOING

Target date: December 2010

- Continue commitment to hosting the Girl Scout program ONGOING

Target date: December 2010

- Strengthen communication and collaboration with the scouting programs ONGOING

Target date: December 2010

Service

GOAL: St. Michael the Archangel parish proclaims to the parish community the many projects and services that are offered.

Objective: Expand existing service programs and develop new programs in the parish community

- Establish a resource library available at a location convenient to parishioners (providing legislative updates, invitations to convocations, seminars, rallies, etc.) **COMPLETED AND ONGOING**
 - *Literature on service opportunities and social justice issues was available in a variety of places at the back of Church and the bulletin boards have been used to publicize convocations and seminars*
Target date: May 2007-
- Develop an education program to make parishioners more aware of advocacy and its impact on political issues pertaining to those in need **COMPLETED AND ONGOING**
 - *The bulletin has been used more effectively to educate parishioners on legislative issues.*
 - Target date: January, 2009
- Invite parishioners to participate more fully in existing service programs such as Grief Ministry, Sarah's Hope Homeless Shelter, Helping Hands, Beans and Bread and Social Justice **ONGOING**
 - *Created a fact sheet on all service ministries and contact information for committee chairs*
Target date: December 2010 -

GOAL: St. Michael the Archangel parish is part of a multi-parish, multi-faith network of churches providing service to the surrounding community.

Objective: Broaden St. Michael the Archangel parish's visibility in the community as a provider of necessary services

- Attend Community Association meetings to become aware of local issues and local projects pertaining to those in need -**ONGOING**
Target date: October 2007
- Establish communication with leaders of various religious, civic and community groups to broaden our knowledge of their service activities and to possibly collaborate with them **ONGOING**
 - *Engaged in an ongoing dialogue with the pastors of Kenwood Presbyterian Church and Overlea Methodist Chapel to better coordinate services for the poor.*
Target date: October 2007
- Participate in a one-time service project with local Catholic Churches – **COMPLETED AND ONGOING**
 - *Participated in a day of prayer and contemplation for justice at Annunciation Church*
 - *A day of prayer for peace hosted by St. Michael's is under discussion*
Target date: March 2007 -
- Invite speakers to keep parishioners informed of local as well as statewide

resources available for those in need **NOT YET IMPLEMENTED**

Target date: January 2008 -

GOAL: St. Michael the Archangel parish's young people are a vibrant part of our service outreach.

Objective: To develop youth participation in service projects

- Provide service opportunities for the young people of the parish in collaboration with the Youth Ministry to set up a volunteer program for Sarah's Hope Outreach Center and Beans and Bread Soup Kitchen, or similar outreaches **NOT YET IMPLEMENTED**

Target date: December 2008

- Provide Service Commission representation to the youth ministry program to offer the young people of our parish the opportunity to share in our outreach projects **COMPLETED**

Target date: December 2007

GOAL: St. Michael the Archangel parish is a community that reaches beyond the boundaries of geographics in building up the kingdom of God.

Objective: Expand St. Michael the Archangel parish service activities locally and abroad

- Develop and recruit membership in the recently formed Peace and Justice Committee **COMPLETED AND ONGOING**
 - *The Committee has 10 members and is involved in a variety of activities*

Target date: January 2006

- Establish a Senior Discussion Group to explore issues of concern to older parishioners **NOT YET IMPLEMENTED**

Target date: May 2009

- Provide an avenue for assistance to areas suffering from natural disasters **COMPLETED AND ONGOING**
 - *Provided assistance to St. Margaret's parish in Louisiana after Hurricane Katrina*

Target date: January 2006

- Investigate possible sister parish relationships locally and abroad **UNDER DISCUSSION**

Target date: December 2007 -

STEWARDSHIP

GOAL: St. Michael the Archangel parish is a financially stable parish and good steward of the community's resources.

Objective: Create a stewardship education program that is integrated at all levels of the Christian formation program

- Have stewardship education integrated into the RCIA program **IMPLEMENTED**
Target date: May 2006 -
- Have a stewardship education curriculum that could be used by St. Michael the Archangel School and all religious education classes **NO ACTION TAKEN**
Target date: May 2007 -
- Offer an adult education seminar on family budget planning that includes information regarding legacy giving **UNDER DISCUSSION**
Target date: May 2008 -

Comments: Stewardship is integrated into the session on ministry and baptismal call after the candidates have completed initiation into the Catholic Church. Stewardship education will be a principle emphasis in the coming year with the parish's planned participation in the IPSD Development program which focuses on increasing parish involvement and shared responsibility.

Objective: Conduct a Capital Campaign to raise the funds necessary to address needed maintenance and repairs for the parish physical plant - ONGOING

Dates: Through December 2010 -

Comments: To date, over \$420,000 has been collected through the Alive in Faith Capital Campaign. After expenditures for the restoration of the church, addition of the restroom, sealing the parking lot and replacing the fence, and the upgrading of appliances in the gym kitchen we have a little over \$100,000 in the account. A more deliberate planning for capital repairs needs to be engaged in given issues that have arisen in the heating system as well as the church exterior which needs the gutters replaced and extensive repointing.

Objective: Establish programs to ensure the long-term financial stability of the parish

- Establish endowment funds for the parish and school- **COMPLETED AND ONGOING**
Target date: December 2006
- Expand the Parish Development Committee by establishing subcommittees focusing on specific areas such as the parish school and public relations **-IN PROGRESS**
Target date: December 2008 -
- Encourage legacy giving, particularly to the endowment funds, of the parish and school- **ONGOING**
Target date: December 2009

Comments: Endowments have been established in the parish and school, taking advantage of mustard seed matching grants from the archdiocese. The School Board is discussing expansion of development efforts and the development committee. We had an opportunity to undertake a legacy giving campaign this year, but opted to focus our efforts on increased offertory and participation in the IPSD development training.

GOAL: St. Michael the Archangel parish has a physical plant that meets the needs of the community.

Objective: Make modifications to the worship space to enhance liturgies and better serve the needs of the community

- Paint the interior of the upper church, add a handicap accessible bathroom, and reconfigure the sanctuary **-COMPLETED**
Target date: April 2007 -
- Incorporate a gathering space into the lower church **NO ACTION TAKEN**
Target date: December 2010 –

Comments: The church restoration is completed and has received a very favorable response. We are not yet in a position to address the lower church. In any future planning, we will need to insure sufficient seating capacity in light of the growing attendance at the Spanish masses.

Objective: Make necessary repairs, modifications, and acquisitions to the physical plant of the church to create a safer and more aesthetically pleasing environment

- Update the school gym kitchen **COMPLETED**
Target date: April 2006 -
- Conduct an annual review of the parish, prioritizing needed repairs and improvements to the physical plant **ONGOING**
Target date: June 2006 -
- Investigate ways of preserving and increasing safety on the parish grounds and inside the parish buildings **ONGOING**
Target date: December 2006 -
- Institute a preventive maintenance plan for all parish facilities **IN PROGRESS**
Target date: January 2007 –
- Repair and seal all parking areas - **COMPLETED**
- Repair stonework on the exterior of the church – **SURVEY COMPLETED, PROPOSAL RECEIVED**
- Repair and reconstruct sidewalks, stairs, and curbs – **NO ACTION TAKEN**
- Insure availability of parking through the purchase of the parking lot at the corner of Belair Road and Willow Avenue when it becomes available – **DISCUSSIONS ONGOING**
- Increase lighting along Willow Avenue – **CONNECTED WITH INSTALLATION PULL IN**

- Replace and repair windows in Laboure Hall – **TABLED FOR THE MOMENT**
Target date: December 2010 – **IN PROGRESS**

Comments: This summer will likely see the installation of a driveway on Willow Avenue as well as lighting improvements, pending approval of a community conservation grant. We will also be seeking support to use Alive in Faith funding for the replacement of the church gutters and repointing of the church. Purchase of the parking lot is still a possibility, pending passage of county legislation. We continue to seek community support to maintain the parking at the corner of Willow Ave. and Belair Road, whether we own it or not. Laboure windows will have to wait due to the likelihood of a boiler replacement and reworking of our heating system.

GOAL: St. Michael the Archangel's parish life is enhanced at all levels by the talent and time of dedicated parishioners.

Objective: To recruit, train, and retain more parishioners for all parish ministries

- Coordinate recruitment efforts among commissions **ONGOING**
Target date: December 2007 -
- Initiate an annual recruitment drive **NO ACTION TAKEN**
Target date: October 2007 –
- Incorporate parishioners' reflections regarding stewardship into the weekly bulletin or on the parish website **PENDING**
Target date: December 2008 -
- List opportunities for service in the parish on the website **NO ACTION TAKEN**
Target date: December 2007 –

Comments: One project that will address, in a long-term manner, the above objectives, is our participation in the IPSD development training, which supports more parishioner involvement. Some target dates may need to be adjusted in order to accommodate training so that what we do we do well. We are currently looking at redeveloping the parish and school websites to make them more user-friendly and updated more frequently.

General Considerations for 2007-2008

Budget and Finance: *The approved budget is calling for an average weekly offertory of \$12,000. Included in the budget is \$60,000 for capital improvements and repairs to accelerate our ability to tackle some of these capital issues. The budget also eliminated several positions. The youth ministry position is now a volunteer ministry with Mike Boyer continuing. One secretarial position has been eliminated with the consolidation of the secretarial positions for religious education and parish office, and the plan to recruit volunteer office assistants as needed. One part-time rectory household position was eliminated with responsibilities divided between existing employees. Ongoing bulletin announcements and occasional talks at Mass will be employed during the summer to increase awareness of the necessity of ongoing, consistent stewardship to insure the long-term strength of our parish as well as insuring that our facilities are in good repair.*

Buildings and Properties: *We are proud of all that has been accomplished thus far and take great pride in our maintenance staff, who do such a fine job. The church exterior demands immediate attention. The committee believes that the boiler that serves the rectory, school, and parish center is good for one more heating season, but questions whether it is feasible to expect more than that. The Cardinal has given permission for us to engage a mechanical consultant to do a study and propose a cost-effective solution. Again, permission will be sought to use funds from the Alive in Faith capital campaign.*

Development: *We see the development of more ownership of shared responsibility for our parish*

to be of utmost importance. The IPSD program, we believe, holds great promise. The Pastoral Council is asked to support such a venture by stepping forth to be part of the training and proposing names for a diverse membership. More information will be available after the information meeting on June 20 that will be attended by Fr. Proffitt, Curt Phillips, and Jim Higgins.

Hispanic Ministry: *We welcome the successful start of Hispanic ministry at St. Michael's and delight in the numbers being served. We would hope that in the coming year a concerted effort at educating our new Hispanic parishioners on the necessity of stewardship of time, talent, and treasure. Rather than being a separate community, we welcome full incorporation of the Hispanic community into the life of St. Michael's.*

This Pastoral Plan was approved by Pastoral Council on Tuesday, December 6, 2005, the Feast of St. Nicholas.

Susan Misióra, Council Chair

Accepted by:

Rev. James D. Proffitt, Pastor

AMENDED TUESDAY, AUGUST 28, 2007

*Susan Baldyga Misióra
Secretary*