

*Parish Pastoral Plan  
Immaculate Conception  
Catholic Church  
2022-2026*



# *✧ Pastoral Team ✧*

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*Parish Pastoral Plan 2022-2026*  
*Immaculate Conception Catholic Church*

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# *Parish Pastoral Plan 2022-2026*

## *Immaculate Conception Catholic Church*

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*Figure 1 – The New ICC Parish Hall completed in 2021 was a primary goal in the Parish Pastoral Plan 2016-2020*

### *∞ Parish Vision ∞*

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**W**e, the parish community of Immaculate Conception Church, Lihue, are called to be Stewards of the Gospel. Centered on the Holy Eucharist, we live our lives on the four pillars of stewardship: hospitality, prayer, formation and service. This is our call.

### *∞ Parish Mission ∞*

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**R**esponding to the call of Jesus and inspired by the example of the Blessed Mother, the Immaculate Conception, we live stewardship towards a holy way of life.

# Parish Information

Before taking a forward look, it is helpful to understand where we stand today using a story of numbers.

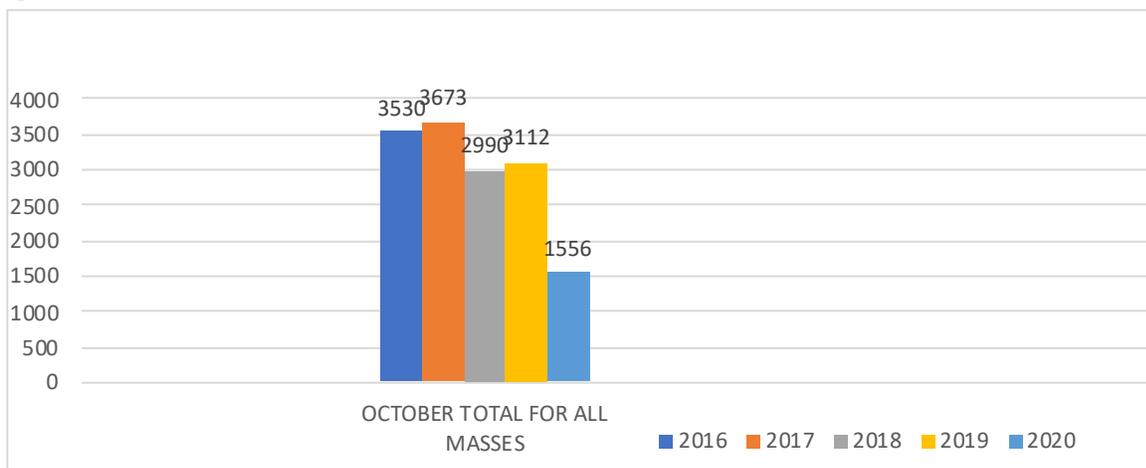
We currently have 826 registered families, up from 667 or about 15% from 5 years ago. Of those that are registered, 268 families received and used the offertory envelopes regularly.

With the Covid19 Pandemic, we were able to gather contact tracing check-in information in every mass to pinpoint more accurately that we have about 557 families actively attending mass on a weekly basis.

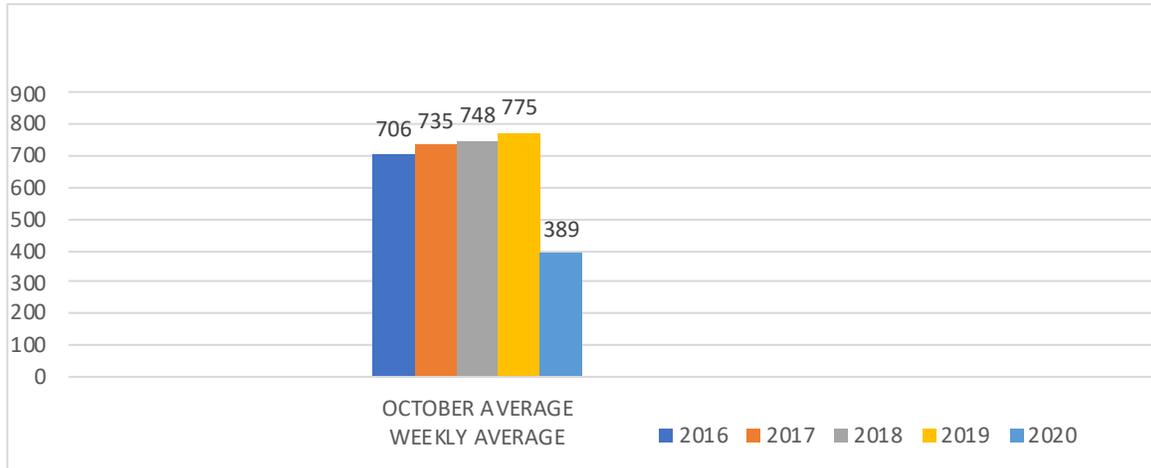
Based on our records, we offered only three (3) weekend masses from 2016 to 2018. However, in 2019, we added the 4:30 pm mass on weekends to provide more options for families to attend. Due to the COVID-19 Pandemic that started in March 2020, we added another mass at 6:30 pm for a total of five weekend masses to comply with the social distancing requirements and to accommodate the faithful for the celebration of the Mass.

Mass attendance for the last five years shows a steady growth from 2016 to 2019 with a significant decline in 2020 attributed to the pandemic. Here are the raw numbers:

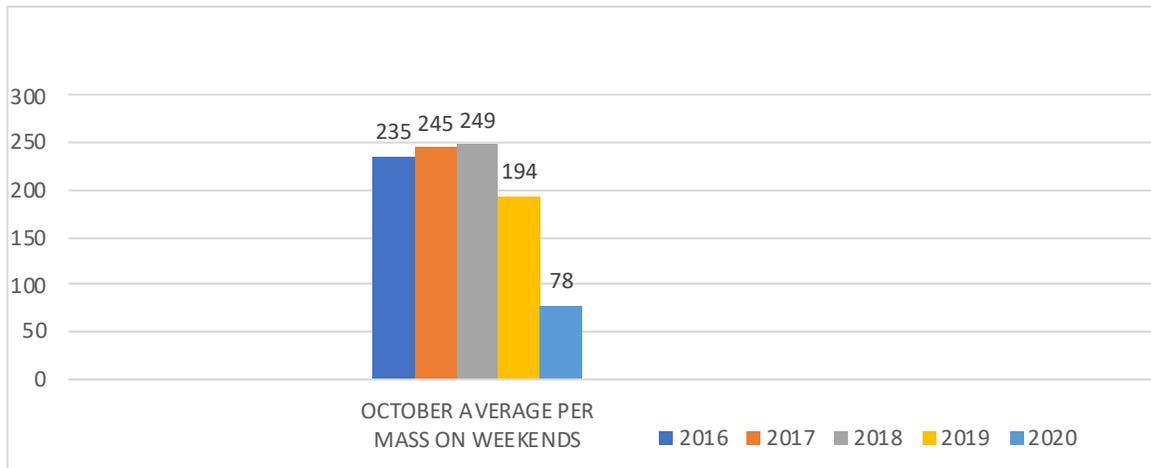
**GRAPH A**



**GRAPH B**



**GRAPH C**





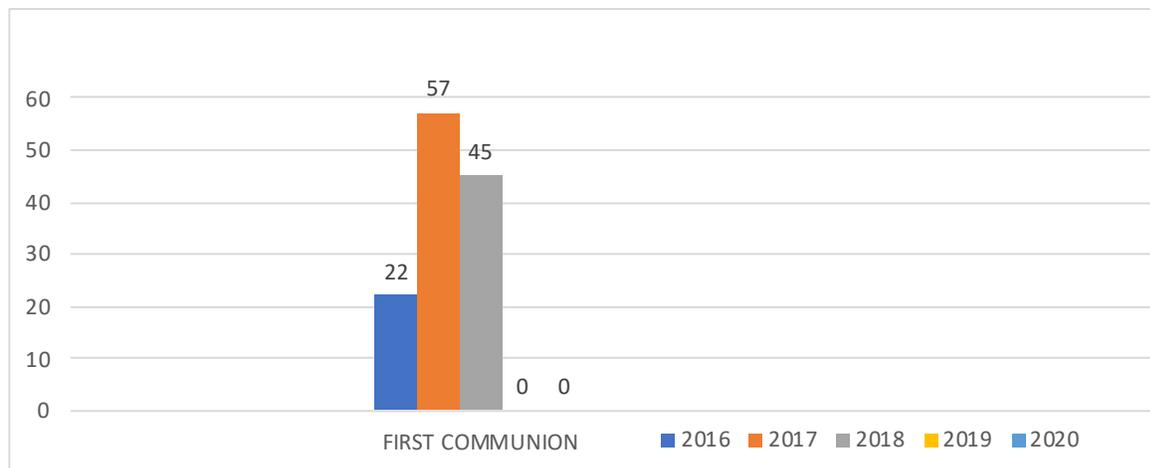
**Figure 2 - 1st Communion and Confirmation in July 2021.**

Our Religious Education program had a total of 143 keiki in 2017-2018 and 106 keiki in 2018-2019.

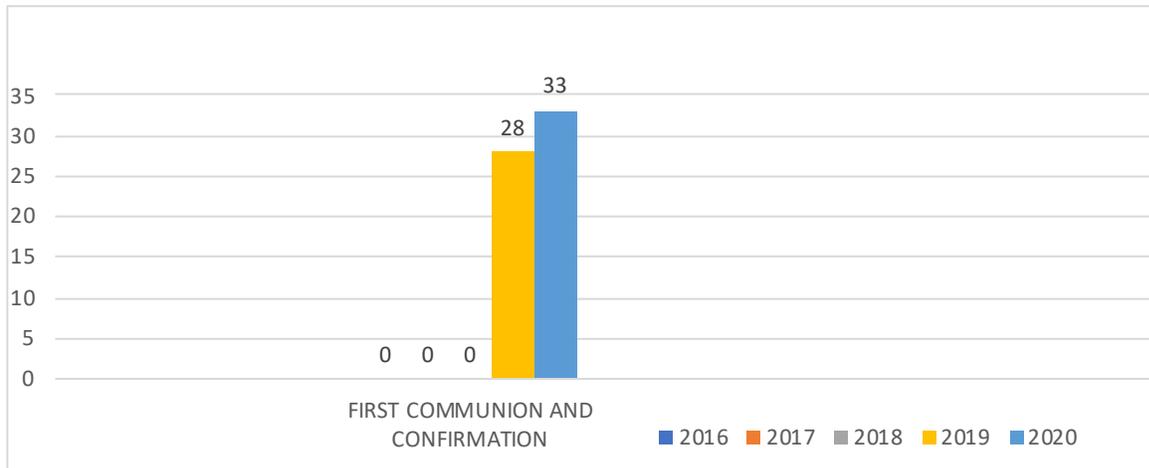
From 2016 to 2018, 124 children and youth received the sacrament of First Communion. However, there were none for 2019 to 2020. For those receiving both First Communion and Confirmation the number totaled 61.

In Graph F, children, youth and adults who received the sacrament of Confirmation numbered at 163. This unusually high number is attributed to preparing and helping all levels receive the sacrament of Confirmation during transitional period, before the restoration of the original order of Confirmation as mandated by the Diocese of Honolulu.

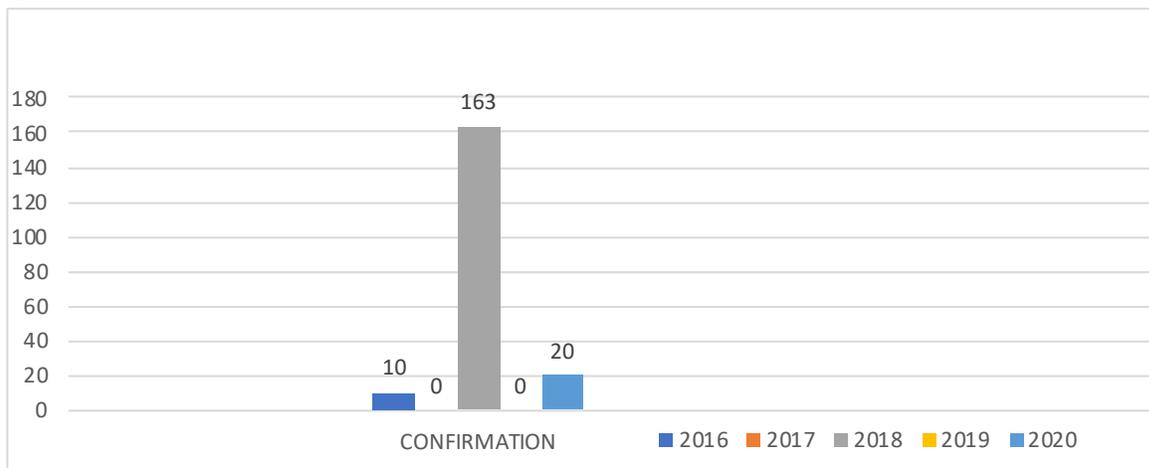
**GRAPH D**



## GRAPH E



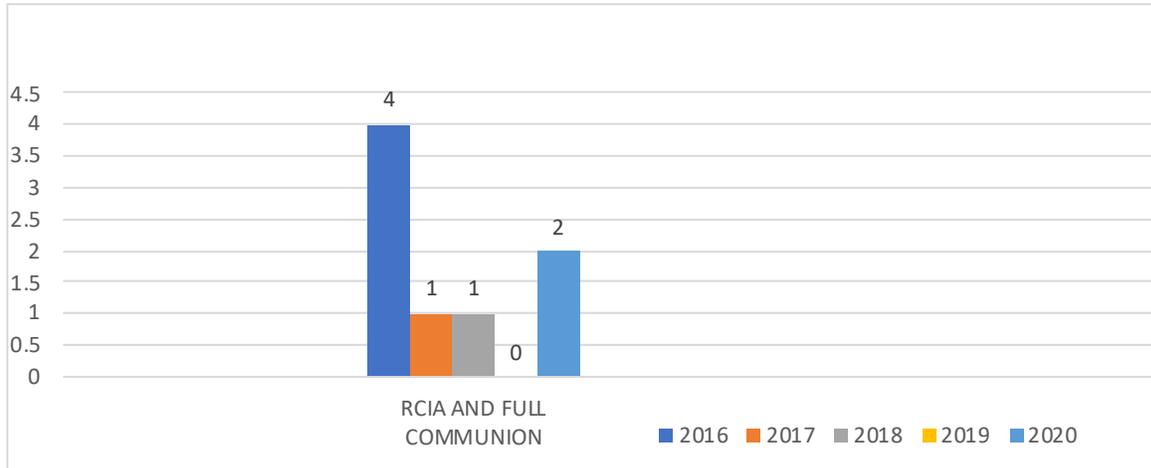
## GRAPH F



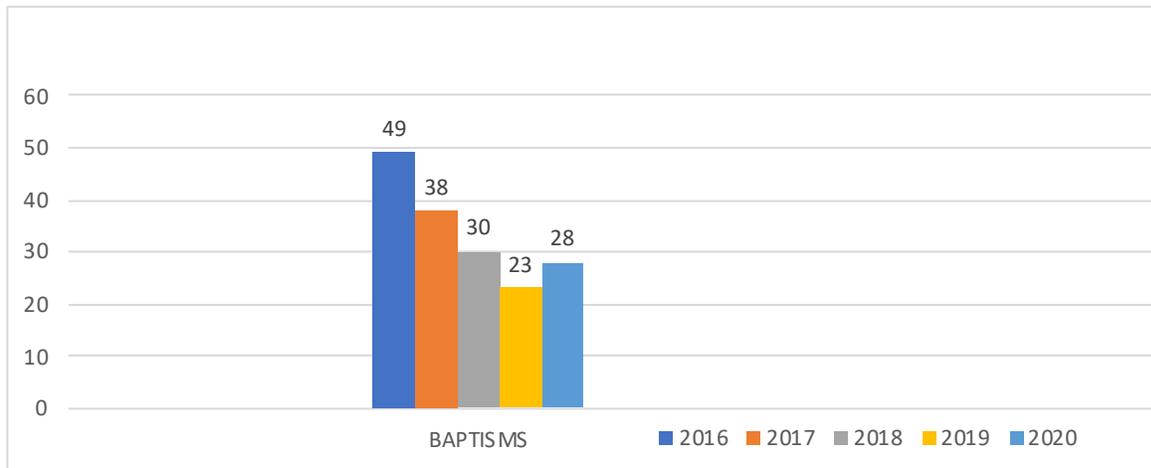
RCIA and Full Communion remained relatively low. Sacramental marriages averaged about 5 per year, with none in 2020 due to the Covid-19 pandemic. Baptisms occurred more frequently with an average of 33 per year.

Funerals remained constant at 34 per year. During the course of the Covid-19 pandemic, a greater emphasis was initiated during mass to invite non-regular churchgoers to engage family members to attend mass regularly to pray for deceased loved ones. The overhead projector was also initiated to illustrate the different parts of the Mass to help encourage and inspire non-Catholics to understand and participate actively.

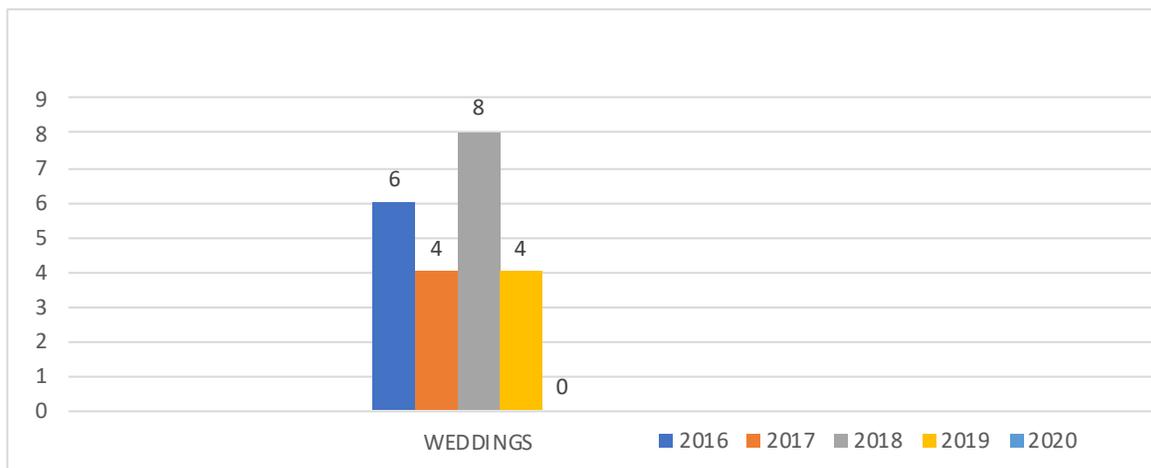
**GRAPH G**



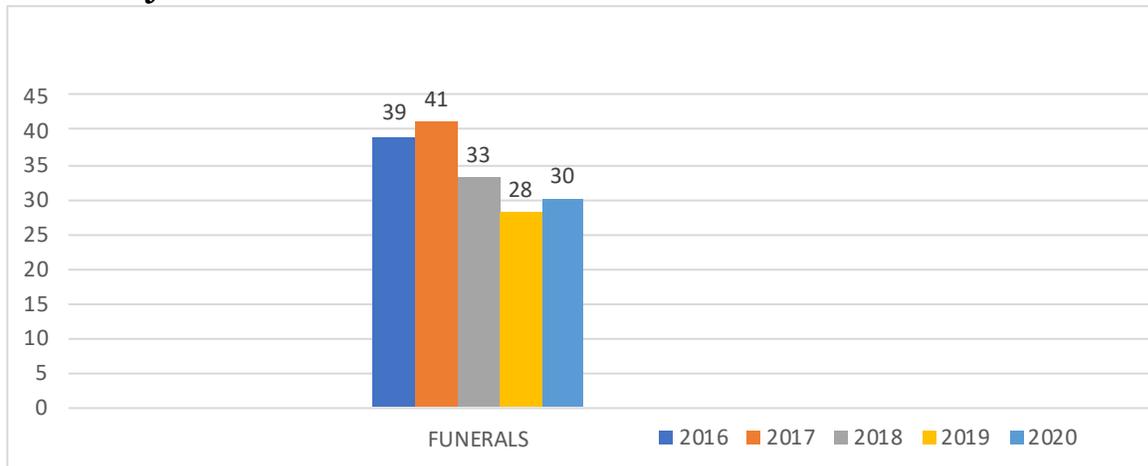
**GRAPH H**



**GRAPH I**



## GRAPH J



### *Comments on the Numbers*

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One of the primary questions after reviewing the numbers is: How do we bring people back to the parish during and after the Covid-19 pandemic? How do we reassure families and visitors that we are following strict safety guidelines and protocols mandated by county and state policies?

The past two years have shown significant drops in Mass attendance, sacramental programs and ministry participation. However, this will change when the Covid-19 pandemic eventually subsides. By continuing with our emphasis on the four pillars of stewardship, we believe that we will be able to move forward, towards a path of normalcy. It is through our strong faith in God, the steadfast and dedicated leadership of our pastor, deacons, religious, and our resilient ministries and programs, that we believe this can be accomplished in the next successive years.

## *Focus of the Five-Year Plan*

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All parish goals that we set out to do from 2016-2020 were accomplished with the exception of building more parking lots which we found out was not feasible with our limited land space.

For our next parish pastoral five-year plan, we will focus on four areas that the parish has identified as major priorities.

First, we will work on growing our congregation by developing plans to bring back families that have stopped coming to church because of the pandemic or who have left the church entirely.

Investing in our youth, is our second focus. We will continue with the development and implementation of programs that will engage our youth from middle school to young adults.

Third, we will develop programs that will strengthen our marriage and families, which complements other similar programs already established in Oahu, Maui and Hawaii vicariates.

Finally, our survey indicated that of the 4 pillars of stewardship, parishioners felt that the parish needed to strengthen the pillar of Prayer in their daily lives.

The key to successful implementation of the plan is to continue with the emphasis of the four pillars of stewardship which is integrated into every facet of our programs and ministries.



## ✧ *Organization of the Plan* ✧

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To help us accomplish our goals, our parish pastoral plan will continue to infuse the four pillars of stewardship that we have embraced from the initiative of the Diocese of Honolulu. We will work on helping to build a parish environment where all members come to understand their giftedness, their role as stewards of their gifts and how they can graciously return some of their gifts to God. As disciples of Jesus, members help foster this point of view in all areas of parish life.

We will use the four pillars and indicate to which pillar each plan initiative relates:

- Hospitality: Christian kindness
- Prayer: A heart-to-heart with God
- Formation: Continuous conversion
- Service: Love in action

The plan will also indicate where each initiative aligns into the 2022-2026 Diocesan Pastoral Plan:

- Faith Formation
- Leadership Development of Clergy & Laity
- Strengthening of Marriage & Family Life
- Youth & Young Adult Ministry



Figure 3 - 1st Week of Advent.

## ∞ Parish Survey ∞

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In preparing the Parish Pastoral Plan 2022-2026, we conducted a simple parish survey that was initiated in December 2020. The two questions were: 1) What do you think should be the focus for our parish for the next five years? 2) The four Pillars of Stewardship is a way of life and are the foundation of any parish, how would you rank the order the Pillars that Immaculate Conception should focus on?

The Covid-19 Pandemic certainly forced us to think out of the box, and it was determined that using a Survey Monkey platform through a QR code system via smart phones would be the safest and most efficient way to gather survey data information. Those who did not have a smart phone device had the option of completing the survey on paper and pencil.

An approximate total of 108 responses were received in the month of December with the following results:

Respondents indicated that the focus priority should be:

1. Bring Parishioners Back/Grow Parish Population
2. Invest in Our Youth and Young Adults
3. Marriage Life

Regarding the ranking of the Four Pillars of Stewardship, the order of priority is:

1. Prayer
2. Service
3. Hospitality
4. Formation

The youth from both middle school and high school were surveyed using QR Code surveys at religious education classes. 16 participants indicated the following priorities with similar results to the general survey to the parishioners.

1. Investing in Young Adults
2. Bring Back Parishioners

After the survey results were discussed with the Parish Pastoral Council and various Chairs from the Council of Ministries, suggestions for doable action plans, steps, outcomes, assignment of responsibilities, and completion dates were vetted and established for each of the four areas for the next five years.

# ✧ Parish Pastoral Plan 2022-2026 ✧

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*Figure 4 - Additional seating for Mass at the New Parish Hall to comply with social distancing.*

## **BRINGING BACK OUR PARISHIONERS/GROWING OUR CONGREGATION**

**OBJECTIVE:** Increase the population of parishioners actively attending mass on a weekly basis by 50 people a year

### **ACTION PLAN 1**

**Goal:** Bring parishioners back who have left or haven't come back due to the Covid-19 pandemic.

**Alignment:** Leadership Development of Clergy & Laity; Service

**Steps:** a. Plan and work on "Invite Someone You Know" Initiative.

**Responsibility:** Clergy, Parish Council Members, and Council of Ministers

**Completion:** 2022-2026

## **ACTION PLAN 2**

**Goal:** Bring in new parishioners/evangelizing.  
**Alignment:** Formation; Service  
**Steps:** a. Turn repeat visitors into (part-time) parishioners.  
b. “Bring a Friend” to activities and fellowship events.  
**Responsibility:** Pastoral Parish Council along with any interested parishioner  
**Completion:** 2022-2026

## **ACTION PLAN 3**

**Goal:** Enhanced communication that it is safe to return to Mass.  
**Alignment:** Hospitality  
**Steps:** a. Update ICC website and other platforms (example: Facebook).  
to reflect safety measures.  
**Responsibility:** Technology or Social Media Ministry  
**Completion:** 2022 or until the Covid-19 Pandemic ends

## **ACTION PLAN 4**

**Goal:** Increase Mass capacity and venue for other activities by using the parish hall.  
**Alignment:** Service; Fellowship; Hospitality  
**Steps:** a. Enhance the feel of the parish hall as an extension of the church.  
b. Improve video feed (no lag, follow the readings, etc.).  
c. Create a comfortable and inviting venue for fellowship and fun.  
**Responsibility:** Parish Pastoral Council, pastor, and technology ministry  
**Completion:** 2023

## **ACTION PLAN 5**

**Goal:** Resurrect the Immaculate Conception Church Carnival.  
**Alignment:** Fellowship; Service  
**Steps:** a. Create the ICC Carnival Committee and adopt the St. Catherine and St. Theresa Playbooks.  
b. Create a focus around the graduating classes to bring back old friends to church and attend parish activities.  
**Responsibility:** Pastor, Parish Pastoral Council, Carnival Committee  
**Completion:** 2023-2026



*Figure 5 - Jesus and Me (JAM) with youth at the New Parish Hall.*

## **INVESTING IN OUR YOUTH AND YOUNG ADULTS**

**OBJECTIVE:** Provide greater and sustained involvement in parish life, most especially in liturgies. Keep them involved through young adulthood into marriage and parenthood. Empower them to lead their families into greater parish involvement.

### **ACTION PLAN 1**

**Goal:** Involvement of five to ten youth and young adults to animate one mass a month.

**Alignment:** Faith Formation; Youth and Young Adult Ministry

**Steps:**

- a. Work with coordinators of high school youth and young adults to schedule music and lector practice for the 4<sup>th</sup> Sunday of the month.
- b. Form young adult music choir.

**Responsibility:** Coordinators of Youth and Young Adults

**Completion:** 2023

### **ACTION PLAN 2**

**Goal:** Reactivate Kaua`i Catholic Campus Ministry (KCCM) at Kaua`i Community College with a membership of five to ten students.

**Alignment:** Faith Formation; Youth and Young Adult Ministry

- Steps:**
- a. Work with coordinators of high school youth and young adults to register KCCM as an official student organization.
  - b. Advertise and recruit graduating high school seniors to join KCCM.
  - c. Schedule open house/club day activities.
  - d. Reserve and hold meetings/gatherings at Student Life Center.
  - e. Apply for club grants to sustain the needs of the program.
- Responsibility:** Coordinators of Youth and Young Adults
- Completion:** 2023

### **ACTION PLAN 3**

- Goal:** Relocate religious education classes from Immaculate Conception School to new parish hall
- Alignment:** Hospitality; Prayer; Faith Formation; Service; Youth and Young Adult Ministry
- Steps:**
- a. Design and obtain permit for new facility to accommodate existing and new programs.
  - b. Install technical equipment to support programs.
  - c. Advertise and invite existing participants. and newcomers to the program.
- Responsibility:** Clergy, Building Committee, Coordinators of Youth and Young Adults
- Completion:** 2022

### **ACTION PLAN 4**

- Goal:** Offer and schedule youth and young adult social activities (examples: music jam, karaoke, dance, ping pong) that will promote a sense of family and relationship building
- Alignment:** Hospitality; Prayer; Faith Formation; Service; Youth and Young Adult Ministry
- Steps:**
- a. Design and obtain permit for new facility to accommodate existing and new programs.
  - b. Change existing meeting time and location from IC School to New Parish Hall.
  - c. Advertise and promote suggested social programs.
  - d. Invite existing participants and newcomers to the program.

**Responsibility:** Clergy, Building Committee, Coordinators of Youth and Young Adults

**Completion:** 2022-2026

### **ACTION PLAN 5**

**Goal:** Offer four major service projects for youth and young adults

**Alignment:** Hospitality; Prayer; Faith Formation; Service; Youth and Young Adult Ministry

**Steps:**

- a. Identify and plan major service projects (examples: KEO Homeless Feeding, Women In Need, ICP Food Pantry).
- b. Coordinate schedule and incorporate in yearly calendar of events.

**Responsibility:** Coordinators of Youth and Young Adults

**Completion:** 2022-2026



*Figure 6 - Parish Donations for the Women In Need Christmas Project.*

### **ACTION PLAN 6**

**Goal:** Offer eight to ten bible study and faith sharing activities  
**Alignment:** Prayer; Faith Formation; Service; Youth & Young Adult Ministry  
**Steps:**  
a. Identify and plan bible study and faith sharing activity.  
b. Advertise, promote activity dates and times.  
c. Hold activity at new parish hall.  
**Responsibility:** Coordinators of Youth and Young Adults  
**Completion:** 2022-2026

### **ACTION PLAN 7**

**Goal:** Develop programs for youth and young adults, singles, and married couples  
**Alignment:** Hospitality; Faith Formation; Service; Youth and Young Adult Ministry  
**Steps:**  
a. Work with Diocese of Honolulu in obtaining viable youth program materials.  
b. Research and identify local, state, or national programs address youth engagement through high school and college.  
c. Proper investment of programs that require licensure.  
**Responsibility:** Coordinators of Youth and Young Adults, Pastor  
**Completion:** 2022-2026

### **ACTION PLAN 8**

**Goal:** Develop fellowship and hospitality program once a month that promotes the spirit of stewardship with youth participation in the life of the parish. (example: morning coffee and donuts)  
**Alignment:** Hospitality; Faith Formation; Service; Youth and Young Adult Ministry  
**Steps:**  
a. Advertise and establish rotational schedule for various groups to sponsor fellowship activity.  
b. Host program at new parish hall.  
**Responsibility:** Coordinators of Youth and Young Adults  
**Completion:** 2022

## ACTION PLAN 9

**Goal:** Develop a social media program that will target youth and young adults

**Alignment:** Hospitality; Faith Formation; Service; Youth and Young Adult Ministry

**Steps:**

- Identify and update social media platforms.
- Establish timeline to activate programs.
- purchase technical equipment to support programs (blogs, livestream, you-tube).

**Responsibility:** Coordinators of Youth and Young Adults

**Completion:** 2022-2026

## ACTION PLAN 10

**Goal:** Create a prayer intention board at the church. Youth will retrieve prayer notes and pray for the intention

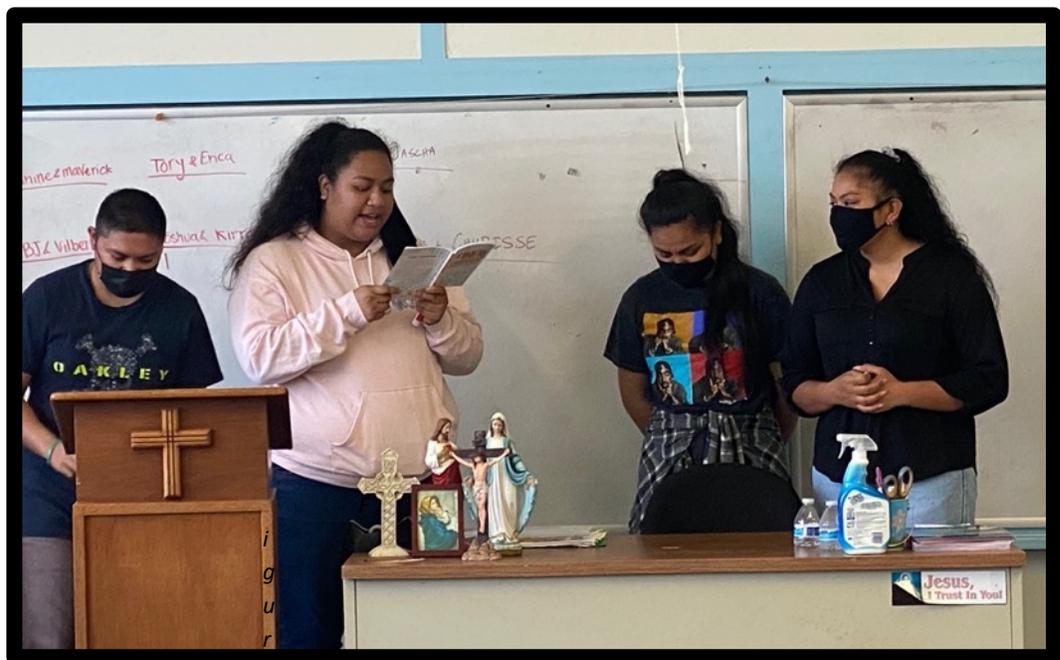
**Alignment:** Faith Formation; Service; Youth and Young Adult Ministry

**Steps:**

- Select and install Prayer intention board at entrance of church.

**Responsibility:** Coordinators of Youth and Young Adults

**Completion:** 2023



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*Figure 7 - Young Adults in action teaching our young people*



*Figure 8 - Baptism with Deacon Dave Kane and Sr. Gina Sinapilo, OP*

## **MARRIAGE AND FAMILY LIFE**

**OBJECTIVE:**     **Strengthen Marriages and Families**

### **ACTION PLAN 1**

**Goal:**             Develop a ministry focused on families with young children that will serve to integrate such families more fully into the life of the parish. “Young children” is defined here to mean children too young for the parish religious education program

- Steps:**
- a. Find a family with young children to volunteer to lead this ministry.
  - b. Set aside one Mass per month dedicated to families with young children.
  - c. After each monthly Mass, families with young children will engage in an activity as a group (examples: picnic, beach, games, park, playground, playgroup).
  - d. Use baptism preparation as enrollment opportunity.

- Outcomes:**
- a. Children and their families get involved in the parish immediately after baptism.
  - b. Civil marriages validated in the Church.
  - c. Faith formation of children begins prior to enrollment in religious education.
  - d. Families serving in our liturgical celebration will flourish.
- Responsibility:** Clergy – Pastor and Deacons
- Completion:** 2022-2026

**ACTION PLAN 2**

- Goal:** Conduct or provide workshops to strengthen marriages and for couples married civilly to have marriages convalidated
- Steps:**
- a. Invite speakers to help couples deepen their understanding of their “sacred union.”
- Outcomes:**
- a. Couples, married in church or not, will be inspired to continue journeying together with joy and will have the zeal to be real “teachers of the faith” to their children.
  - b. Couples who are not married in church will be encouraged to embrace the Sacrament of Matrimony.
- Responsibility:** Clergy – Pastor and Deacons
- Completion:** Twice a year – June will be workshop and in February will be convalidation of marriage



*Figure 9 - Socially Distanced parishioners at the 9:30 am Mass.*

## **STEWARDSHIP FOCUS: PRAYER**

**OBJECTIVE:** Strengthen our Parish’s Stewardship Focus through the pillar of Prayer.

### **ACTION PLAN 1**

**Goal:** To create an expectation and atmosphere for prayer before mass starts

**Alignment:** Prayer; Hospitality

**Steps:** a. Set the mood of the church as people arrive with beautiful faith-based music.

**Responsibility:** Hospitality Ministry; Music Ministry

**Completion:** 2022

### **ACTION PLAN 2**

**Goal:** Concentrate on activities centered around the Rosary, outside of Mass

**Alignment:** Prayer; Fellowship

**Steps:** a. Continue to strengthen the daily block rosaries held in May and October.  
b. Sustain a weekly rotation of the rosary for the other ten months of the year.

**Responsibility:** Rosary Ministry  
**Completion:** 2022-2026

### **ACTION PLAN 3**

**Goal:** Create Habits of Daily Prayer  
**Alignment:** Prayer; Formation  
**Steps:**  
a. Encourage the Saying of Grace Before Meals as the path to Daily Prayer.  
b. Create a quarterly formation centered around daily prayer.

**Responsibility:** Pastor and Clergy  
**Completion:** 2022-2026

### **ACTION PLAN 4**

**Goal:** Create Different Prayer Groups  
**Alignment:** Prayer; Fellowship  
**Steps:**  
a. Bring back Bible Study Group.  
b. Create a book club around faith-based books available in our gift shop.  
c. Look to establish prayer groups with other parishes on Kaua`i.

**Responsibility:** Pastor and Clergy  
**Completion:** 2023



*Figure 10 - Weekly Bible Study with Sr. Janelyn Hermoso, OP.*

## ✧ Conclusion ✧

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Our 2022-2026 plan continues to build upon what we started in the past pastoral plans. The keys to success include:

1. Continue to be a stewardship parish through the emphasis and infusion of the four pillars of Stewardship: hospitality, prayer, formation, and service in our daily lives.
2. Place a strong emphasis on developing programs to bring back parishioners who may have left the church and to regrow our congregation.
3. Focus on our youth and young adults to build long-term sustainability and to leverage their participation and growth into greater parental and familial participation in the life of the parish.
4. Strengthen marriage and family Life through catechesis and family-led involvements.
5. Bring back prayer by developing programs that will help parishioners build a strong and loving relationship with God.



*Figure 1 - New ICP Food Pantry Ministry established in May 2021.*

***May God bless our endeavors in His vineyard!***