



Immaculate
Conception
Church Parish

Pastoral Plan
2016-2020

PASTORAL TEAM

PARISH STAFF

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Pastor

REV. DCN. BILL FARIAS SR.

Deacon

REV. DCN. DAVE KANE

Deacon

SR. GINA SENAPILO, O.P.

Religious Education Director

SR. JENNIFER OBER, O.P.

MS & HS Ministry Director

LAURA GOODRICH MAIER

Parish Secretary

LEORIE GUARIN

Parish Bookkeeper

JULIE VICTORINO

Parish Receptionist

MINISTRIES

FR. EDISON PAMINTUAN, M.S.

Acting Pastoral Council Chair

BELMA BARIS

Finance Committee Chair

FAYE YOSHIDA

Liturgical Ministry

AZI TURTURICI

Lector Ministry

ROSE CASTALO & JOSIE MANANSALA

Prayer Shawl Ministry

MARIE YADAO

Music Ministry

LEO TANGATAILOA

Tongan Catholic Community

JOHN CONSTANTINO

Ministry of Altar Servers

NADINE HIGA

Homeless Shelter Meals Ministry

LINDA LOPATKA

Respect Life Ministry

ROSE CARVALHO

Health Ministry

PHYLLIS CELEBRADO

Extraordinary Ministers of Holy
Communion

ANGEL ACORDA

Filipino Catholic Club President

PARISH PASTORAL PLAN 2016-2020
IMMACULATE CONCEPTION CATHOLIC CHURCH
4453 Kapaia Road, Lihue, HI, 96766 • (808) 245-2432 • icchurchlihue.com

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PARISH MISSION STATEMENT

We, the parish community of Immaculate Conception Church, are a multi-ethnic people, who in our diversity find our strong sense of unity in our belief in Jesus Christ. We initially express our belief in Christ Jesus through Baptism, which binds us as a community. We are a unique community of the universal Roman Catholic community. We find our uniqueness in living within the district of Lihue, with its culture and its traditions. In common with all Roman Catholic communities, our faith and life together is nourished by the Eucharist which is the source and summit of our lives and our mission.

As a community centered in the Eucharist, we are a people compelled to mission. Our mission is threefold: outreach to the un-evangelized, the broken, and the poor; unity among ourselves while respecting our diversity; and renewal of our identity as Disciples of Christ. We fulfill our mission through education, social action and human services; community participation on all levels; and availability and soliciting input.

Because we place ourselves under the patronage of Mary, the Mother of Jesus and our mother under her title of the Immaculate Conception, we have a particular love and concern for your young people in our church community and the community at large. Mary, our patron, nurtured and cared for her Son. Imitating her spirit, young people are of the highest priority in all of our activities and programs.

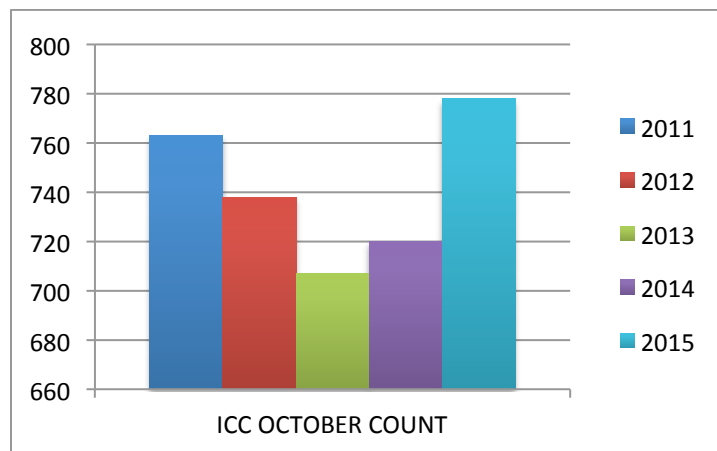


Before taking a forward look, it is helpful to understand where we stand today using a story of numbers.

We have 667 registered families, up about 10% from 5 years ago. We have 412 families who receive offertory envelopes, but only 211 families regularly use them.

Our annual October Mass counts tell an interesting story.

From 2011 to 2013 average weekend attendance fell 7% from 763 to 707. From 2013 through 2015, attendance increased 10% from 707 to 778. Here are the raw numbers:



We have 118 keiki enrolled in religious education. This number has been relatively constant since 2013, but before that was about 15% lower.

Over the last five years, Immaculate Conception Church has averaged 26 first communions and 16 confirmations per year.

Furthermore, within the last five years we have averaged 40 baptisms and 38 funerals per year. Most of the parents of the children we baptize are either not married or were married civilly.

Most of our weddings (about a dozen a year) are destination weddings, although the Year of Mercy has brought about a marked increase in interest about convalidations among parishioners.

✧ COMMENTS ON THE NUMBERS ✧

Our numbers seem to indicate that we are a “steady-as-she-goes” parish—stable but not really growing. But this is the case only because we have not been taking advantage of the growth opportunities available to us.

Why has average Mass attendance increased only 2% over five years when parish registration has increased 10% over the same period? Why are confirmations 38% lower than first communions? If we have 40 baptisms per year, why do we have so few parishioners getting married in church?

Of the 118 Keiki enrolled in Religious education, only a fraction attends Mass—parents included.

✧ FOCUS OF THE FIVE-YEAR PLAN ✧

To start our parish pastoral five-year plan, we will focus on several areas. First, we need to encourage all members of the parish to come to weekend Mass.

Secondly, get many more parishioners actively involved into ministry by implementing the principles of stewardship. Successful stewardship parishes have 80% involvement in ministry. We barely have 10%.

And third, get more people receiving the sacraments, especially matrimony. This requires keeping our youth engaged far beyond first communion and confirmation.

The key to successful implementation of the plan is to focus on our youth and young adults. They are the constituencies most open to invitation.

✧ ORGANIZATION OF THE PLAN ✧

Our parish pastoral plan will focus on the four pillars of stewardship, an 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 2016-2020 Diocesan Pastoral Plan:

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

✧ PARISH SURVEY ✧

In preparing this plan, we conducted a one question parish survey on one weekend: Over the next five years, what is the one thing you would like to see accomplished in the parish?

We had approximately 175 responses, which was disappointing given that average weekend Mass attendance is nearly 800. Even accounting for non-participation in the survey by visitors and young children, it was a disappointing response. The response rate is indicative of malaise and a lack of interest—consistent with the present lack of participation in ministry.

Of those who did respond, two responses dominated the survey:

- Build a parish hall
- Build more parking

While these facility upgrades are needed, there is no sense making these investments unless they are made to support a vision of growth in Mass attendance and ministry involvement as well as a plan to increase and maintain youth and young adult involvement and leadership in the parish.



YOUTH & YOUNG ADULTS



OBJECTIVE: *Greater involvement in parish life, most especially 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: Turn religious education and youth ministry over to religious.
Alignment: Faith Formation; Youth & Young Adult Ministry
Steps: Contract for two nuns, Director of Religious Education (DRE) and Director of Youth Ministry (DYM)
Responsibility: Pastor
Completion: Fourth Quarter of 2016

ACTION PLAN 2

Goal: Move all religious education and youth ministry facilities from current remote location at the former Immaculate Conception School building to be contiguous with the church location.
Alignment: Hospitality; Prayer; Faith Formation; Service; Youth & Young Adult Ministry
Steps: Design and obtain permit for new facility to accommodate existing and new programs.
Responsibility: Clergy and Building Committee
Completion: March 31, 2017

ACTION PLAN 3

Goal: Until new facility is complete, move religious education classes from Sunday PM to Sunday AM and bus children to Mass after class. Have parents pick them up after Mass. Utilize existing facility next to the church for some Sunday AM classes. Goal is to get children into Mass with their parents.

Alignment: Hospitality; Prayer; Faith Formation; Strengthening of Marriage & Family Life; Youth & Young Adult Ministry

Steps: Organize and coordinate transportation plan.

Responsibility: Pastor and Director of Religious Education

Completion: December 3, 2016

ACTION PLAN 4

Goal: Start a youth choir and assign them weekend Mass ministry, perhaps evolving into their own Youth Mass if sufficient interest.

Alignment: Prayer; Faith Formation; Service; Leadership Development of Laity; Youth & Young Adult Ministry

Steps: Recruit children and young adults from various programs. Initiate practice choir sessions and eventually incorporate into Mass schedule.

Responsibility: Pastor, Director of Music Ministry and Director of Youth Ministry

Completion: December 31, 2016

ACTION PLAN 5

Goal: Raise funds for the building project

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

Steps: Inform parish the importance of the new building and the impact the new facilities will have on our programs and activities. Instill the importance of stewardship.

Responsibility: Pastor

Completion: December 31, 2018

ACTION PLAN 6

Goal: Demolish present church office building and replace with new office facilities to accommodate meeting spaces, community and fellowship gatherings and classroom activities.

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

Steps: Obtain necessary permits and coordinate with officials. Plan and coordinate the housing of temporary office spaces during construction of new building.
Responsibility: Clergy and Building Committee
Completion: December 31, 2019

ACTION PLAN 7

Goal: Add parking to accommodate increased traffic.
Alignment: Hospitality; Prayer; Faith Formation; Service; Youth & Young Adult Ministry
Steps: Design parking stalls and obtain necessary permits and coordinate with officials.
Responsibility: Clergy and Building Committee
Completion: March 31, 2019

ACTION PLAN 8

Goal: Rent out space vacated from school building.
Alignment: Hospitality; Prayer; Faith Formation; Service; Youth & Young Adult Ministry
Steps: Repair and renovate spaces for eventual rental. Research potential lease clients.
Responsibility: Dcn. Dave Kane
Completion: December 31, 2020

ACTION PLAN 9

Goal: Increase enrollment in religious education primarily by recruiting of siblings of children being baptized.
Alignment: Faith Formation; Strengthening of Marriage & Family Life; Youth & Young Adult Ministry
Steps: Announce and encourage participation at church activities.
Responsibility: Dcn. David Kane
Completion: Ongoing

ACTION PLAN 10

Goal: One major service project per year for youth.
Alignment: Service; Leadership Development of Laity; Youth & Young Adult Ministry
Steps: First Project of 2017. Identify and plan a major service project
Responsibility: Director of Youth Ministry
Completion: Ongoing

ACTION PLAN 11

Goal: Develop new programs in response to re-ordering of Sacrament of Confirmation to keep youth engaged in parish through high school and college.

Alignment: Faith Formation; Youth & Young Adult Ministry

Steps: Work with Diocese in obtaining viable youth program materials. Research and identify local, state or national programs that address youth engagement through high school and college.

Responsibility: Director of Religious Education and Director of Youth Ministry

Completion: December 31, 2017

ACTION PLAN 12

Goal: Develop programs for young adults, single and married.

Alignment: Hospitality; Faith Formation; Youth & Young Adult Ministry

Steps: Work with Diocese in obtaining viable youth program materials. Research and identify local, state or national programs that address youth engagement through high school and college.

Responsibility: Pastor

Completion: December 31, 2017

ACTION PLAN 13

Goal: Develop a ministry to engage families with young children in the life of the parish.

Alignment: Hospitality; Faith Formation; Youth & Young Adult Ministry; Strengthening of Marriage Life & Family

Steps: Work with Director of Religious Education and Director of Youth Ministry to develop a ministry to engage families with your children in the life of the parish.

Responsibility: Pastor, Director of Religious Education and Director of Youth Ministry.

Completion: December 3, 2017



ADULT FAITH FORMATION



OBJECTIVE: *Create opportunities for parishioners to deepen their faith through education and interaction with Catholics beyond the parish.*

ACTION PLAN 1:

Goal: Send at least 10 parishioners to Los Angeles Religious Congress or other adult faith formation activities each year.

Alignment: Faith Formation; Prayer; Leadership Development of Clergy & Laity

Steps: Approve yearly budget and identify parishioners that would benefit from faith formation activities.

Responsibility: Pastor

Completion: Ongoing

ACTION PLAN 2

Goal: At least once per quarter have a guest speaker and/or homilist visit the parish to conduct a workshop on timely topics and preach the weekend Masses if the guest is clergy.

Alignment: Leadership Development of Clergy & Laity; Faith Formation

Steps: Begun in second quarter of 2016. Speakers firmly scheduled through mid 2017.

Responsibility: Clergy

Completion: Ongoing

ACTION PLAN 3

Goal: Ensure clergy meet continuing education requirements of diocese. Homiletics should be a major focus of continuing education for clergy. Good preaching gets and keeps people in church.

Alignment: Faith Formation; Leadership Development of Clergy

Steps: Research and recommend continuing education programs

Responsibility: Clergy

Completion: Ongoing

ACTION PLAN 4

Goal: Identify potential Rite of Christian Initiation for Adults (RCIA) candidates primarily through baptism and marriage preparation processes.

Alignment: Hospitality; Faith Formation; Strengthening of Marriage & Family Life

Steps: Announce RCIA program at baptism and marriage preparation activities. Create a RCIA information sheet and disseminate to potential candidates.

Responsibility: Dcn David Kane

Completion: Ongoing

ACTION PLAN 5

Goal: Increase number of registered families primarily through baptism and marriage preparations.

Alignment: Hospitality; Faith Formation; Strengthening of Marriage & Family Life

Steps: Hand out registration forms to families attending baptism and marriage preparations.

Responsibility: Dcn David Kane

Completion: Ongoing

MUSIC MINISTRY



OBJECTIVE: *Music at all Masses. Good music gets and keeps people in church.*

ACTION PLAN 1

Goal: Start and grow daily Mass choir.
Alignment: Hospitality; Service; Faith Formation; Prayer
Steps: Development of a daily mass choir began in mid 2016. The group currently participates in two masses, one weekend per month.
Responsibility: Director of Music Ministry
Completion: Ongoing

ACTION PLAN 2

Goal: Grow and diversify weekend Mass choirs.
Alignment: Hospitality; Service; Faith Formation; Prayer
Steps: Identify and support the development of diverse mass choirs. (Youth Choir, Children's Choir, Daily Mass Choirs) When properly trained, include new group into mass choir schedule.
Responsibility: Director of Music Ministry
Completion: December 31, 2019

LITURGICAL MINISTRIES



OBJECTIVE: *Double the number of ministers: Lectors, Ushers, Greeters, Extra Ordinary Ministers, Money Counters, Musicians, Cantors, Singers, Filipino Catholic Club, Altar Servers etc.*

ACTION PLAN 1

Goal: Conduct ministry fair.
Alignment: Hospitality; Prayer; Faith Formation; Service; Leadership Development of Laity; Youth & Young Adult Ministry
Steps: Schedule date and plan event. Prepare and distribute information handouts on the different ministries at the fair.
Responsibility: Pastor and liturgical ministry leaders
Completion: June 30, 2017

ACTION PLAN 2

Goal: Extend personal invitations to new parishioners or current parishioners not involved in any ministries.
Alignment: Hospitality; Prayer; Faith Formation; Service; Leadership Development of Laity; Youth & Young Adult Ministry
Steps: Extend personal invitations at weekend masses. Create a ministry invitation section in the weekly church bulletin.
Responsibility: Pastor
Completion: Ongoing

GOVERNANCE



OBJECTIVE: *Reconstitute leadership committees. Become a Stewardship parish by 2020.*

ACTION PLAN 1

Goal: Disband existing Parish Council and create new Parish Pastoral Council in accordance with Canon Law.

Alignment: Service; Leadership Development of Laity; Hospitality; Faith Formation; Prayer; Service

Steps: Educate Parish regarding the difference between Parish Council and a Parish Pastoral Council. Elect and educate new Parish Pastoral Council on their roles and responsibilities.

Responsibility: Pastor

Completion: March 31, 2017

ACTION PLAN 2

Goal: Reconstitute Finance Committee in accordance with Canon Law.

Alignment: Service; Leadership Development of Laity; Hospitality; Faith Formation; Prayer; Service

Steps: Educate parish on the official role of the Finance Committee. Invite and appoint new members.

Responsibility: Pastor

Completion: March 31, 2017

ACTION PLAN 3

Goal: Consider starting an advisory board composed of leaders of key ministries.

Alignment: Service; Leadership Development of Laity; Hospitality; Faith Formation; Prayer; Service

Steps: Identify and schedule future meetings with key leaders in each ministry.

Responsibility: Pastor

Completion: June 30, 2017

ACTION PLAN 4

Goal: Reconstitute Stewardship Committee to ensure successful implementation of Stewardship principles.

Alignment: Service; Leadership Development of Laity; Hospitality; Faith Formation; Prayer; Service

Steps: Identify and appoint parish individuals that would serve on the Stewardship Committee. Schedule future meetings.

Responsibility: Pastor

Completion: March 31, 2017

ACTION PLAN 5

Goal: Implement a plan of continuing education for leadership committee chairs.

Alignment: Service; Leadership Development of Laity; Hospitality; Faith Formation; Prayer; Service

Steps: Identify diocesan resources and invite professionals to assist with continuing education for leadership committee chairs.

Responsibility: Pastor

Completion: December 31, 2017



∞ CONCLUSION ∞

The plan is ambitious. Good plans always are. The keys to success are:

1. Invite and convince the right people to embrace roles that leverage their talents.
2. Focus on our youth in order to build long-term sustainability and to leverage their participation and growth into greater parental and familial participation in the life of the parish.
3. Become a Stewardship parish.
4. Embrace the understanding that our ambitious building project is a means to build up and strengthen our parish community, to grow relationships, and to grow our parish. The project is not an end unto itself.



May God bless our endeavors in His vineyard!