

# St. Peter-in-Chains Cathedral

*Rediscover faith, and a loving community*



## MISSIONAL PLAN 2021 – 2026



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# PLAN OUTLINE

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## A. God's Call for Our Parish

### B. Our focuses:

#### 1. Radical Invitation

**Objective:** To provide radical invitation to people on their faith journey to deepen their personal relationship with God.

#### 2. Inclusive Welcome & Hospitality

**Objective:** Provide opportunities for people to feel known, accepted and apart of a vital faith community. Being in service. Acceptance as a child of God.

#### 3. Giving Our Praise & Thanks

**Objective:** Offer diverse ways to meet God in joyous worship to engage the congregation of the 21<sup>st</sup> century.

## C. Proposed Budget

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# GOD'S CALL FOR OUR PARISH

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Our discernment – a 'new' plan for our future: June 2020 to June 2021

- † Survey to parishioners – 160 (May/June 2020)
- † Planning sessions with parish leaders (April – May 2021)
- † Review with Bishop (June 2021)
- † Update to parish (June 2021)

## What is God's call for us?

*And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age." **Matthew 28:18-20***



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# MISSIONAL PLAN

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## 1. FOCUS: Radical Invitation

**Proposed Program Funding: \$327,000/5 YRS**

*The Spirit and the Bride say, "Come." And let the one who hears say, "Come." And let the one who is thirsty come; let the one who desires take the water of life without price. Rev 22:17*

**Rationale:** Reach out to others with radical invitation creating a culture of inclusivity whereby everyone is welcome. Meeting the need in society for individuals to have a personal relationship with God. Specifically in Peterborough, we plan to engage baby boomers (new retirees), families, and university/college students. God's mission for us is to share the Word of God.

**Responsibility:** Evangelization Director

### **OBJECTIVE:**

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To provide radical invitation to people on their faith journey to deepen their personal relationship with God.

1. Reaching out to post-secondary school students and young adults – communication and education through programs like CCO, Campus Ministry
  - a. Building on connections with Schools
    - i. Further collaboration with Campus Ministry (Trent, Fleming College)
    - ii. High school student program (Online programming)
    - iii. Parents programs
  - b. Communication/Awareness/Informational campaign through social media and other outlets to reach a young adults and youth – focus on social justice issues and other issues such as climate change.
2. Reaching out to young families in every way (through Sacramental opportunities and others)
  - a. Building on the connections with schools (online and other technology)
  - b. Programming for children i.e. Sunday School and Sacraments
3. Reaching out to Baby Boomers
  - a. Faith journey and faith formation invitations and programs
4. Lay leadership retention
  - a. Training and coordination
5. **Space for programming** – rental space and plan for future

Plans	Timing	2021	2022	2023	2024	2025
<b>1. Develop program plans for young adults</b>	June 2021					
A. Hire a lay evangelization director (staff leader)	Early 2022		\$50,000	\$50,000	\$50,000	\$50,000
B. ALPHA (2-week program)	June – August 2021 – 2025					
C. Steubenville	June – August 2021/2025					
A. Space for programs - rental		\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
<b>2. Lay leader retention – evaluate issues and current situation</b>	2021-2023					
A. Leadership Training	June 2021	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
B. Engage and train - new Volunteer Coordinator (volunteer)						
<b>3. Sacrament Preparation – retention: leaders, parents programs (spiritual development) Associate</b>						
A. Engage and Train Volunteer Coordinator (Part Time)						
B. Making disciples, follow-up		\$5,000	\$8,000	\$8,000	\$8,000	\$8,000
<b>4. Cathedral Campus Plan – Plan for program space</b>	Currently underway		\$40,000			
A. Develop high-level plan for required space and availability – cathedral	August 2021 – Jan 2022					
B. Evaluate needs and costs and appropriate space / community needs – Possible Re-development Plan / Study	February 2022 – Dec 2022					
C. Implementation	2025					
						<b>\$327,000</b>

**Financial Impact: High**

**Spiritual Impact: High**

**Infrastructure Impact: High**

**Human Resource Impact: High**

## 2. FOCUS: Inclusive Welcome & Hospitality

Proposed Program Funding: \$1,745,000/5 YRS

*Jesus said come and see, and they went and saw the place where he lived. John 1:39*

**Rationale:** Providing a welcoming atmosphere in the church and all programming at the parish and beyond. When we interact with people, be the Church. Provide best practises in fellowship and faith formation to meet people where they are. We want to be able to meet the desire to be part of a robust community of faith, being known, and being challenged by the Gospel.

**Responsibility:** Lay Pastoral Council and staff to support (Fr. Michael)

### OBJECTIVE:

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Provide opportunities for people to feel known, accepted and apart of a vital faith community. Being in service. Acceptance as a child of God.

1. New parishioner/visitor: Being identified and acknowledged.
  - a. Opportunities for people to be able to communicate what skills, interests, availability to help the church and how can the church help them (commitment timelines)
  - b. Increase connection to create commitment to their faith and the parish (looking at people who are increasing spirituality and not religious, decreasing religiosity)
    - i. Fellowship before and after mass
    - ii. Follow-up and retention with new and current parishioners (stability)
      1. Following-up with tentative returnees
    - iii. Education on the faith, liturgical practices, and sacraments (ALPHA)
    - iv. Inclusivity: below ideas and other
      1. Serving diverse communities – Indian rite mass – animation of international priests
      2. Including accessibility features mandated by 2025
        - a. *Maybe* Elevator for choir loft
        - b. Sidewalks etc.
        - c. Washrooms
2. Current parishioners
  - a. Fellowship opportunities – before or after service and at other times
  - b. Diocesan events
    - i. Consider bi-centennial event.
  - c. Opportunities for people to be able to communicate what skills, interests, availability to help the church and how can the church help them (commitment timelines)
  - d. Follow-up process with new and old parishioners
  - e. Communication and awareness of catechesis/ faith formation
    - i. Explaining our culture
    - ii. Informational social media



- 3. Lay leadership and clergy training
  - a. Resources for priest and lay leaders
- 4. Animation of International Priests – serving diverse communities (i.e. South Asian Mass)

Plans	Timing	2021	2022	2023	2024	2025
1. Staff availability when members are around	Q2 2022					
2. Tech access: accessible services – student support	In progress	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
3. Create Hospitality team	June 2021	\$3,000	\$5,000	\$5,000	\$5,000	\$5,000
A. Training						
B. Re-assign current staff	2022-5					
C. Use Divine Renovation/ Steubenville						
D. Implement	Sept 2021					
4. Training for international priests/diocese	2022					
5. Accessibility features	2024				\$200K	
6. Repairs to the Cathedral (Roof repair, elevator, other)	2021-2	\$240,000	\$1.36M			
A. Planning Feasibility Study	2021	\$20,000				
B. Campaign – Today for Tomorrow	2022-2026		\$100,000			
C. Evaluate grants	2021-2025					
7. Current Parishioners – bi-centennial event	2024-2026					
						<b>\$1,745,000</b>

Financial Impact: High

Spiritual Impact: High

Infrastructure Impact: High

Human Resource Impact: High



### 3. FOCUS: Giving Our Praise & Thanks

Proposed Program Funding: \$185,000/5 YRS

*Enter into his gates with thanksgiving, and into his courts with praise: give thanks unto him, and bless his name. Ps 100:4*

**Rationale:** Providing diverse and dynamic liturgical experiences that are firmly rooted our Catholic faith. Answering spiritual hungers.

**Responsibility:**

- Inculturation: Diocesan – Spiritual chancellor
- Liturgical planning group: Diocese/parish representatives (team)
  - An associate – Fr. Michael Nneji
- Office/storage space: Property Committee

**OBJECTIVE:**

Offer diverse ways to meet God in joyous worship to engage the congregation of the 21<sup>st</sup> century.

1. Providing different types of liturgy/worship
  - a. Serving diverse communities (Indian and other rite masses/services)
  - b. Family Mass
  - c. Traditional Mass
  - d. Contemporary service
  - e. Sermons and homilies to meet people where they are
2. Specific services for different groups
3. Music ministry
4. Audio/visual upgrades
5. Other forms of spiritual formation
  - a. i.e. labyrinth, meditation, etc.
6. Lay and Priest Leadership Training
  - a. Good readers/sermons/homilies
7. Space for offices, staffing, programs

Plans	Timing	2021	2022	2023	2024	2025
1. Multi-year homiletic plan and buy-in – Culture change/ implementation plan	2021					
A. Training to be good preachers & feedback	2021	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
2. Music Ministry - director	Sept 2021	\$10,000	\$35,000	\$35,000	\$35,000	\$35,000
3. Plan Various Cultural Masses: Quality – Liturgy Group	2022/23					



Plans	Timing	2021	2022	2023	2024	2025
A. Implement	2022/3					
4. Evaluate/implement Audio/Visual Upgrades – Continue online Mass	August 2022		\$30,000			
5. Evaluate Office/Storage Space	June 2021					
6. Cathedral Repairs and Restoration (roof) above – Accessibility and other Property Committee – Diocese 2025	2025 – \$8.4M					
						<b>\$185,000</b>

Financial Impact: High

Spiritual Impact: High

Infrastructure Impact: High

Human Resources: Medium/low

## SUMMARY

### PROPOSED BUDGET: \$2.257M Cathedral and additional \$8.4M Diocesan

Our Parish Areas of Focus	2021	2022	2023	2024	2025	Preliminary Estimate Total
<b>1. Radical Invitation</b>						<b>\$ 327,000</b>
Hire lay evangelization leader		\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 200,000
Space for programs - rental	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 50,000
Lay leadership training						\$ -
Engage and train coordinator (part-time)	\$ 5,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 37,000
Space: Cathedral Re-development Study		\$ 40,000				\$ 40,000
<b>2. Radical Welcoming and Hospitality</b>						<b>\$ 1,745,000</b>
Tech access: accessible services – student support	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 5,000
Create Hospitality Team		\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 20,000
Repairs to the Cathedral (Roof repair, elevator, other)	\$ 240,000	\$ 1,360,000				\$ 1,600,000
Planning Feasibility Study	\$ 20,000					\$ 20,000
Capital Campaign		\$ 100,000				\$ 100,000
<b>3. Giving Our Thanks and Praise</b>						<b>\$ 185,000</b>
Training to be good preachers & feedback	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 5,000
Music Ministry	\$ 10,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 150,000
Evaluate/implement Audio/Visual Upgrades		\$ 30,000				\$ 30,000
<b>Repair and Restore Cathedral - Diocesan Plan 2025 - \$8.4M</b>						\$ -
<b>Total proposed costs - 5 - 10 years</b>	<b>\$ 287,000</b>	<b>\$ 1,640,000</b>	<b>\$ 110,000</b>	<b>\$ 110,000</b>	<b>\$ 110,000</b>	<b>\$ 2,257,000</b>