

**Table of Contents**

PASTORAL ISSUES AND PLANNING FOR LINKING PARISHES ..... 2

PASTORAL CONSIDERATIONS REGARDING PARTNERSHIPS..... 4

A PARTNERSHIP OVERVIEW ..... 5

PREPARING FOR IMPLEMENTATION..... 6

ANNUAL IMPLEMENTATION PLAN ..... 9

**SAMPLE COHORT IMPLEMENTATION PLAN** ..... 11

ANNUAL COHORT PROGRESS REPORT..... 16

**SAMPLE OF ANNUAL COHORT PROGRESS REPORT** ..... 20

## **PASTORAL ISSUES AND PLANNING FOR LINKING PARISHES**

### **When Parishes are Linked...**

Many parishes are already linked in the Archdiocese of Indianapolis. Linked parishes happen when two or more parishes share a pastor. Linked parishes do as many things as possible cooperatively, especially given that the pastor/administrator is striving to serve two or more separate parishes.

Characteristics of linked parishes include:

- The parishes remain independent canonical entities.
- The parishes are separate communities of faith.
- The parishes may move toward common parish councils or each have a separate parish council but common meetings, and some common committees.
- According to Canon Law, linked parishes must have separate finance councils.
- Linked parishes do many things cooperatively such as programs and in-services.
- Joint staff meetings where cooperative planning happens are marks of well functioning linked parishes.

### **In Preparing for a New Linkage...**

In preparing for being linked by one pastor or administrator, parishes need to be aware that there will be a sense of loss. One parish that may have had a resident priest will not have one now. The parish(es) where the pastor or administrator does not live may feel like a “step-child” to the parish where the priest does live.

Mass schedules will need to be adjusted. This usually means that the number of Masses offered will have to be reduced and some parishioners will no longer have an opportunity to worship at their preferred place and time. People will be asked to change and that is not always easy.

### **Growing as Linked Parishes**

It is important for linked parishes to share common values and a common vision. Section 4 of this Implementation Guide provides resources to determine values, vision, goals, objectives, etc. These should be studied and implemented as part of following the Goals of the Archbishop.

Note also the Annual Cohort Implementation Plan and Progress Report templates in this section. Both the Annual Cohort Implementation Plan for the coming year and the Cohort Progress Report of the past year will need to be prepared and turned in to the Implementation Commission by May 15 annually. It is important to use the templates provided to plan collaboratively for the future. To begin the Implementation process, Cohort Implementation Plans for the first 18 months are due December 15, 2014. A progress report is due May 15, 2015.

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Once parishes are linked, attention needs to be given to conserving the pastor or administrator's energy, conserving resources and enhancing ministry. The priest cannot be expected to be at every meeting, every function, and every event. Forming common parish councils and some committees not only lightens the work of the priest, it also has the potential to enhance the quality of ministry in the parishes.

Working in the area of evangelization and catechetical formation as linked parishes often leads to higher quality programs. Planning youth ministry, mission trips and other service opportunities as well as formational programs is often very enriching when more than one parish works together.

Finance councils, which are separate for each parish, are encouraged to meet together and share information and concerns about budget, maintenance of buildings and grounds and environmental issues.

Linked parishes are most successful when they:

- Come together for prayer and liturgy where possible;
- Plan and implement their pastoral activities together;
- Support their common pastoral goals;
- Support the pastor/administrator by not having unrealistic expectations of him;
- Work collaboratively on the Archbishop's Goals;
- Jointly support professional staff, such as a DRE and/or Business Administrator;
- Enhance their outreach efforts;
- Mutually schedule events to avoid conflicts.

Please see the Implementation Guide for the following resources:

This Section Accountability: Annual Cohort Implementation Plan and ultimately Annual Cohort Progress Reports

- Section Three on Mergers
- Section Four Samples for Mission, Values, Visions, Goals, Objectives;
- Section Four on Preparations and Facilitation of Effective Meetings;
- Section Four on Scheduling;
- Section Four for the article on "Working with Change"

**Merger**

If parishes are to merge within a year to 18 months, their primary responsibility is to prepare for the merger. (See Section Three.) If possible, it is good to have two representatives on the Cohort Implementation Team from the merging parishes to contribute and be a primary communication link. Once the merger is complete the pastor and 4 members representing the new parish participate on the Cohort Implementation Team.

## **PASTORAL CONSIDERATIONS REGARDING PARTNERSHIPS**

Parishes enter into partnerships with other parishes when:

- They create joint programs;
- They share staff to enhance the quality of ministry and practice good stewardship of resources;
- They share in-services or retreats for parish pastoral councils, finance councils or parish committees.

Examples of ways parishes can partner include:

- A common catechetical program;
- A shared youth ministry program or adult formation program;
- A joint RCIA program;
- A shared parish outreach program.

The key to successful partnership parishes is an attitude of cooperation which results in finding opportunities for sharing resources to enhance the quality of ministry in each parish. Partnership parishes have a great opportunity to enhance the quality of the parish ministry because they can focus more resources on programming and ministry formation. Partnership parishes can be models for many of the “best practices” found throughout the country. Often partnership parishes are the ones that lead the way in terms of successful use of technology, creative outreach to those in need, retreats for adults, family catechetical programs and much more. The synergy created by serious and innovative partnerships can contribute a great deal to creating a more vibrant parish, Archdiocese and ultimately a better world.

Please see the Implementation Guide for the following resources

This Section Accountability: Annual Cohort Implementation Plan and ultimately Annual Cohort Progress Reports;

- Section Four Samples for Mission, Values, Vision, Goals, Objectives, etc.;
- Section Four on Scheduling;
- Section Four on Preparations and Facilitation of Effective Meetings;
- Section Four for the article on “Working with Change”.

## **A PARTNERSHIP OVERVIEW**

### **WHAT IS A PARTNERSHIP?**

A partnership is a formal relationship between two or more parishes which reflects the substantial sharing of current programs and resources and/or the development of new resources for parish mission and ministry. Partnerships commit to the development of programs, the allocation of material and human resources and/or the creation of new joint activities or services which further the mission of Christ. Some partnerships may share staff or have common in-services for both staff and parish pastoral councils. Partnerships conserve resources by avoiding unnecessary duplication of services and enhance parish mission and ministry by working together to do things that are needed but a single parish might not be able to do them alone. What the Planning Commission is interested in seeing in a partnership is that in some substantial way new relationships are being formed that will make a positive difference in the ministry and outreach of both parishes.

The following questions may help you plan to implement the Partnership Model.

#### **Conservation**

What resources are we conserving or not duplicating?

How will we be providing needed services and at the same time conserving resources?

#### **Filling in the Gaps**

What kinds of parish ministry will we be able to do in a partnership that we could not do alone?

How will we do these? How critical are they to parish life? How substantial are they?

#### **New Initiatives**

What new projects will we take on with our partner parish(es)? Why these?

With whom will these pastoral activities make a difference?

How will these activities bring “glad tidings to the poor?”

## **PREPARING FOR IMPLEMENTATION**

### **Rationale and Purpose:**

The purpose of the Annual Cohort Implementation Plan is to help parishes move forward and achieve the goals they are seeking to accomplish based on the Archbishop's Goals. A major assumption is that all the goals cannot be accomplished the first year of implementation. It is assumed that the Goals can be achieved within a 3-5 year period and many will be part of parish life for years to come. These plans and progress reports will be reviewed by the Archdiocesan Planning Commission annually and the cohorts will receive feedback on their reports.

The process to use in implementing Archbishop Tobin's Goals requires the following actions from the Cohort Implementation Team.

- 1) The development of a Vision and a Values Statement for your cohort work.  
These will help you see the big picture and guide your planning. There are suggestions for how to do Vision and Values Statement and samples in Section IV of this Implementation Guide.
- 2) The preparation of a first eighteen month Cohort Implementation Plan by December 15, 2014.  
This is the only time the plan is for 18 months. After that it is a 12 month plan from July through June. There are samples of goals and objectives and Implementation Plan action steps in Section IV of this Implementation Guide.
- 3) The preparation of the Annual Progress Report.  
Progress Reports will be due May 15, 2015. It will represent what you have been able to accomplish from January 2015 and May 2015. There is a sample in this Section.
- 4) The preparation of the Annual Cohort Implementation Plan to present to the Planning Commission by May 15 of each year, beginning in May 2015.  
The Plan should cover what will be accomplished in the next twelve months.
- 5) The preparation of the Annual Progress Report which outlines "Accomplishments" is due each year on May 15, beginning in 2015.
- 6) The use Facilitators.  
Facilitators are extremely valuable in working with cohorts to design Implementation Plans and do Progress Reports. Please contact Julie Bowers (812-239-0320) or Dan Krodel (317-445-4661) to schedule a parish facilitator.

**As noted above beginning in May 2015 both your Annual Implementation Plan and your Annual Progress Report are due.**

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**ANNUAL COHORT IMPLEMENTATION PLAN**

**THIS REPORT IS DUE TO THE IMPLEMENTATION COMMISSION ON  
DECEMBER 15, 2014 AND**

**THEREAFTER ANNUALLY ON MAY 15 BEGINNING IN 2015**

**DATE** \_\_\_\_\_

**COHORT #** \_\_\_\_ **DEANERY** \_\_\_\_\_

**COHORT PARISHES, CITIES/TOWNS:** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Archbishop Tobin's goals for ***CONNECTED IN THE SPIRIT*** are the following:

1. To enhance the vibrancy of parish life in the Archdiocese of Indianapolis.
2. To foster an appreciation for and participation in Sunday Eucharist and the Sacraments.
3. To promote good stewardship so that parishes are financially viable now and into the future.
4. To maximize the availability of quality Catholic School education throughout the Archdiocese.
5. To ensure that all parishioners have opportunities for quality lifelong Christian Formation, including supporting new initiatives for youth and young adults and promoting vocations to ordained and lay ministry.
6. To strengthen service to those who are marginalized.
7. To build a greater sense of unity among the many cultures in the Archdiocese.
8. To realign parishes considering the number of priests available to serve, financial resources and demographics.
9. To increase collaboration among all entities in the local, national and universal Church.
10. To advocate for peace and justice in the Church and in the world.

**Please incorporate the Archbishop's Goals into your Implementation Plans in Values, Vision and/or Goals, Objectives or Action Steps.**

## **IMPLEMENTATION COHORT VISION AND VALUES STATEMENT**

Note directions for arriving at Value, Vision, Goals, Objective, and Action Plans for the future are in the Implementation Guide for *Connected in the Spirit* Section Four

### **OPTIONAL COMMON MISSION STATEMENT**

**IF YOU WORKED ON A COMMON MISSION STATEMENT FOR YOUR COHORT PLEASE WRITE IT HERE.**

### **VALUES**

**AS A COHORT WE ARE COMMITTED TO OPERATING OUT OF THE FOLLOWING VALUES OR GUIDING PRINCIPLES FOR ACTION:**

### **VISION**

**AS A COHORT WE HOLD THE FOLLOWING VISION WHICH WE WOULD LIKE TO SEE ACCOMPLISHED IN THE NEXT FIVE YEARS.**

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**ANNUAL IMPLEMENTATION PLAN**

(First year – 18 months – Jan 2015 – June 2016)

DATE \_\_\_\_\_

COHORT #: \_\_\_\_\_ DEANERY \_\_\_\_\_

PARISHES IN THE COHORT: \_\_\_\_\_

Which Model are you working on? \_\_\_ Merger \_\_\_ Linkage \_\_\_ Partnership

ARCHBISHOP TOBIN’S MODEL GOAL: # \_\_\_\_\_ (Consider structural Goals like Common Parish Councils or Committees, Mass Schedules, Cooperative Purchasing, etc.)

GOAL: \_\_\_\_\_

**ACTION PLAN**

Objective(s)	Action Steps	When? How Frequent?	Responsibility	Status *

\* On-going; Complete; Begun; No Action

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**ARCHBISHOP TOBIN’S MINISTRY GOAL: # \_\_\_\_\_**

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**GOAL: \_\_\_\_\_**

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**ACTION PLAN**

<b>Objective(s)</b>	<b>Action Steps</b>	<b>When? How Frequent?</b>	<b>Responsibility</b>	<b>Status *</b>

**\* On-going; Complete; Begun; No Action**

**Duplicate this template for each goal you are working on.**

**We have worked as a Cohort Implementation Team to develop our Annual Cohort Implementation Plan.**

**Signatures:**

**Name**

**Parish**

**Date**

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**SAMPLE COHORT IMPLEMENTATION PLAN**

(January 2015 – May 2016)

**DATE** December 15, 2014

**COHORT #:**            **DEANERY** \_\_\_\_\_

**PARISHES IN THE COHORT:** \_\_\_\_\_  
\_\_\_\_\_

**IMPLEMENTATION COHORT VISION AND VALUES STATEMENT**

**OPTIONAL COMMON MISSION STATEMENT (Purpose, Identity, etc. of cohort)**

**IF YOU WORKED ON A COMMON MISSION STATEMENT FOR YOUR COHORT PLEASE WRITE IT HERE.**

**Sample:**

The parishes in cohort 6 strive to be signs of God’s presence in the world by living the Gospel, worshipping the triune God, reaching out to those in need and providing lifelong religious education opportunities.

**VALUES**

**AS A COHORT WE ARE COMMITTED TO OPERATING OUT OF THE FOLLOWING VALUES OR GUIDING PRINCIPLES FOR ACTION:**

**Sample:**

Cohort 6 values:

- 1) Living out good stewardship of human and financial resources
- 2) Being a welcoming and inclusive community
- 3) Serving the needs of others, especially the marginalized
- 4) Celebrating and being nurtured by vibrant liturgy
- 5) Respecting the life and dignity of all
- 6) Being a learning community

**VISION**

**AS A COHORT WE HOLD THE FOLLOWING VISION WHICH WE WOULD LIKE TO SEE ACCOMPLISHED IN THE NEXT FIVE YEARS. (Always written in the present tense)**

The parishes in our cohort are growing in our faith and developing deeper relationships with God and trust in God’s plan for us. Our worship is profound, prayerful and joyful.

## **ARCHDIOCESE OF INDIANAPOLIS**

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Parents in our community are fulfilling their responsibility of passing on the gift of faith to their children. All of our parishioners, young and old, participate in formation programs, both as teachers and learners.

Our cohort life is vibrant, active and fun. We embrace and celebrate the diversity of our cohort. Stewardship is a way of life for us. This leads to prophetic outreach and action for social justice. Parishioners see themselves as disciples and apostles; they minister through their gifts in their families, in their work and in the wider world.

SAMPLE

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**SAMPLE COHORT ANNUAL IMPLEMENTATION PLAN -- ACTION STEPS**

These examples can be used for either Linkages or Partnerships.

**DATE:** December 15, 2014

**COHORT #:** DEANEARY \_\_\_\_\_

**PARISHES IN THE COHORT:** \_\_\_\_\_

**Which Model are you working on?** \_\_\_ Merger \_\_\_X\_\_\_ Linkage \_\_\_X\_\_\_ Partnership

**ARCHBISHOP TOBIN’S MODEL GOAL:** St. Joseph and St. Mary will be Linked and form a Partnership with St. Anne

**GOAL 1:** Discover the best ways for us to operate as Linked Parishes

**ACTION PLAN**

<b>Objective(s)</b>	<b>Action Steps</b>	<b>When? How Frequent?</b>	<b>Responsibility</b>	<b>Status *</b>
A. Develop a realistic Mass Schedule	<ol style="list-style-type: none"> <li>Form a committee from both parishes to work with the pastor to consider options</li> <li>Seek the input from parishioners</li> <li>Present a new Mass schedule to be tried for at least 6 months and evaluated</li> </ol>	<ol style="list-style-type: none"> <li>Jan. 2015</li> <li>Feb. 2015</li> <li>April, 2015</li> </ol>	Pastor, PLC, Administrator and small representative committee from all three parishes	<ol style="list-style-type: none"> <li></li> <li></li> <li></li> </ol>
B. Form a common parish council	<ol style="list-style-type: none"> <li>Gather Councils together to explore the possibility</li> <li>Considering piloting a common council for a year</li> <li>Pilot beginning in Sept. 2015, if approved by both councils</li> </ol>	<ol style="list-style-type: none"> <li>Jan. 2015</li> <li>March 2015</li> <li>Evaluate Sept. 2016</li> </ol>	Pastor, PLC, Administrator and two current councils	<ol style="list-style-type: none"> <li></li> <li></li> <li></li> </ol>
C. Begin to examine the feasibility of common purchasing	<ol style="list-style-type: none"> <li>Contact current vendors to explore possibilities</li> <li>Seek out Best Practices from other cohorts</li> </ol>	<ol style="list-style-type: none"> <li>March 2015</li> <li>March-June 2015</li> </ol>	Representatives from finance committees of each parish	<ol style="list-style-type: none"> <li></li> <li></li> </ol>

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***CONNECTED IN THE SPIRIT***

	<b>3.</b> Invite St. Anne’s to be part of the project	March 2015		3.
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**\* On-going; Complete; Begun; No Action**

**ARCHBISHOP TOBIN’S MINISTRY GOAL:** a. Work collaboratively on evangelization

**GOAL 2:** Create evangelization processes to serve the needs of St. Ann, St. John and St. Mary

**ACTION PLAN**

<b>Objectives</b>	<b>Action Steps</b>	<b>When? How Frequent?</b>	<b>Responsibility</b>	<b>Status*</b>
A. Offer “Welcome Home” events	<ol style="list-style-type: none"> <li>1. Form a collaborative evangelization planning committee.</li> <li>2. Develop marketing materials for “Welcome Home”.</li> <li>3. Plan “Welcome Home” events.</li> <li>4. Interview potential participants at “Welcome Home” to critique the plan and make needed adjustments.</li> <li>5. Form a team of trained workshop presenters.</li> <li>6. Evaluate based on pre-established criteria and make needed course corrections.</li> </ol>	Hold three events annually, beginning in Sept. 2015. Provide follow-up to all participants.	Evangelization Planning Committee	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> <li>4.</li> <li>5.</li> <li>6.</li> </ol>

**ARCHDIOCESE OF INDIANAPOLIS**

***CONNECTED IN THE SPIRIT***

Objectives	Action Steps	When? How Frequent?	Responsibility	Status*
B. Invite visitors and integrate new members into our parish.	<ol style="list-style-type: none"> <li>1. Have a current family mentor new families; sit with them at Mass, etc.; introduce them to others.</li> <li>2. Recruit and train greeters (separate from ushers) to welcome people as they arrive.</li> <li>3. Form three parish Welcoming Committees to deliver welcoming baskets.</li> <li>4. Update the websites of the parishes.</li> <li>5. Encourage parishioners to invite un-churched friends and co-workers and inactive Catholics to parish events.</li> </ol>	<ol style="list-style-type: none"> <li>a. Ongoing.</li> <li>b. A minimum of twice per year.</li> <li>c. Annually by August.</li> <li>d. Ongoing</li> <li>f. Ongoing</li> </ol>		<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> <li>4.</li> <li>5.</li> </ol>
C. Enhance and facilitate relationships among parishioners from all three parishes.	<ol style="list-style-type: none"> <li>1. Invite pastors to “exchange pulpits”</li> <li>2. Host tri-parish social events.</li> </ol>	<ol style="list-style-type: none"> <li>a. Ongoing</li> <li>b. Bi-monthly.</li> </ol>		<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>

\* **On-going; Complete; Begun; No Action**

*CONNECTED IN THE SPIRIT*

**ANNUAL COHORT PROGRESS REPORT**

**ACCOMPLISHMENTS**

**PLEASE ADAPT THIS TO INCLUDE YOUR MODEL GOALS AND YOUR MINISTRY GOALS**

**THIS REPORT IS DUE TO THE IMPLEMENTATION COMMISSION ANNUALLY ON MAY 15 BEGINNING IN 2015**

**DATE** \_\_\_\_\_

**COHORT #** \_\_\_\_ **DEANERY** \_\_\_\_\_

**COHORT PARISHES, CITIES/TOWNS:** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**Our Cohort Values include the following:**

**Our Cohort Vision is:**

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**ARCHBISHOP TOBIN’S MODEL GOAL: # \_\_\_\_\_ (Consider structural goals like Common Parish Councils or Committees, Mass Schedules, Cooperative Purchasing, etc.)**

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**ACTION PLAN**

Objective(s)	Action Steps	When? How Frequent?	Responsibility	Status *

**\* On-going; Complete; Begun; No Action**

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**ARCHBISHOP TOBIN’S MINISTRY GOAL: # \_\_\_\_\_**

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**ACTION PLAN**

Objective(s)	Action Steps	When? How Frequent?	Responsibility	Status *

**\* On-going; Complete; Begun; No Action**

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**The collaborative effort we are most proud of is:**

**The place where we struggled the most was:**

**Describe how your work to implement the Archbishop’s Goals is making a difference in the cohort? In the Archdiocese? In the world?**

**As we continue to implement the Archbishop’s Goals we need the assistance from Archdiocesan Offices in the following areas:**

**PLEASE INCLUDE YOUR IMPLEMENTATION PLAN FOR NEXT YEAR WITH THIS REPORT.**

**We have worked as a Cohort Implementation Team to evaluate our work and prepare this report.**

**Signatures:**

**Name**

**Parish**

**Date**

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**SAMPLE OF ANNUAL COHORT PROGRESS REPORT**

(What has taken place in the past 4 months of 2015 or the past year in 2016, etc.)

DATE May 15 each year

COHORT #:            DEANERY \_\_\_\_\_

PARISHES IN THE COHORT: \_\_\_\_\_

\_\_\_\_\_

**IMPLEMENTATION COHORT VISION AND VALUES STATEMENT**

**OPTIONAL COMMON MISSION STATEMENT (Purpose, Identity, etc. of cohort)**

**IF YOU WORKED ON A COMMON MISSION STATEMENT FOR YOUR COHORT PLEASE WRITE IT HERE.**

**Sample:**

The parishes in cohort 6 strive to be signs of God’s presence in the world but living the Gospel, worshipping the triune God, reaching out to those in need and providing lifelong religious education opportunities.

**VALUES**

**AS A COHORT WE ARE COMMITTED TO OPERATING OUT OF THE FOLLOWING VALUES OR GUIDING PRINCIPLES FOR ACTION:**

**Sample:**

Cohort 6 values:

- 1) Living out good stewardship of human and financial resources
- 2) Being a welcoming and inclusive community
- 3) Serving the needs of others, especially the marginalized
- 4) Celebrating and being nurtured by vibrant liturgy
- 5) Respecting the life and dignity of all
- 6) Being a learning community

**VISION**

**AS A COHORT WE HOLD THE FOLLOWING VISION WHICH WE WOULD LIKE TO SEE ACCOMPLISHED IN THE NEXT FIVE YEARS. (Always written in the present tense)**

The parishes in our cohort are growing in our faith and developing deeper relationships with God and trust in God’s plan for us. Our worship is profound, prayerful and joyful.

Parents in our community are fulfilling their responsibility of passing on the gift of faith to their children. All of our parishioners, young and old, participate in formation programs, both as teachers and learners.

Our cohort life is vibrant, active and fun. We embrace and celebrate the diversity of our cohort. Stewardship is a way of life for us. This leads to prophetic outreach and action for social justice.

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Parishioners see themselves as disciples and apostles; they minister through their gifts in their families, in their work and in the wider world.

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***CONNECTED IN THE SPIRIT***

**PART ONE OF PROGRESS REPORT Note this is your Implementation Plan with the Status Column Filled Out**

**DATE** December 15, 2014

**COHORT #:**            **REGION** \_\_\_\_\_

**PARISHES IN THE COHORT:** \_\_\_\_\_

**Which Model are you working on?**    \_\_\_ Merger      X   Linkage      X   Partnership

**ARCHBISHOP TOBIN’S MODEL GOAL:** St. Joseph and St. Mary will be Linked and form a Partnership with St. Anne

**GOAL 1: Discover the best ways for us to operate as Linked Parishes**

**ACTION PLAN**

<b>Objective(s)</b>	<b>Action Steps</b>	<b>When? How Frequent?</b>	<b>Responsibility</b>	<b>Status *</b>
A. Develop a realistic Mass Schedule	<ol style="list-style-type: none"> <li>Form a committee from both parishes to work with the pastor to consider options</li> <li>Seek the input from parishioners</li> <li>Present a new Mass schedule to be tried for at least 6 months and evaluated</li> </ol>	<ol style="list-style-type: none"> <li>Jan. 2015</li> <li>Feb. 2015</li> <li>April, 2015; evaluation October 2015</li> </ol>	Pastor, PLC, Administrator and small representative committee	<ol style="list-style-type: none"> <li>Completed</li> <li>Completed</li> <li>Schedule in place; evaluation in October</li> </ol>
B. Form a common parish council	<ol style="list-style-type: none"> <li>Gather Councils together to explore the possibility</li> <li>Considering piloting a common council for a year</li> <li>Pilot beginning in Sept. 2014, if approved by both councils</li> </ol>	<ol style="list-style-type: none"> <li>Jan. 2015</li> <li>March 2015</li> <li>Evaluate Sept. 2016</li> </ol>	Pastor, PLC, Administrator and two current councils	<ol style="list-style-type: none"> <li>Completed</li> <li>Completed</li> <li>On-going</li> </ol>
C. Begin to examine the feasibility of common	<ol style="list-style-type: none"> <li>Contact current vendors to explore possibilities</li> <li>Seek out Best Practices from other</li> </ol>	<ol style="list-style-type: none"> <li>March 2015</li> <li>March-June 2015</li> </ol>	Representatives from finance committees of	<ol style="list-style-type: none"> <li>Completed</li> <li>Completed</li> </ol>

**ARCHDIOCESE OF INDIANAPOLIS**

***CONNECTED IN THE SPIRIT***

purchasing	cohorts 3. Invite St. Anne’s to be part of the project 4. Implement, if feasible and Evaluate	March 2015 July 1, 2015	each parish	3. Completed 4. Begun with paper products
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**\* On-going; Complete; Begun; No Action**

**ARCHBISHOP TOBIN’S MINISTRY GOAL:** a. Work collaboratively on evangelization

**GOAL 2:** Create evangelization processes to serve the needs of St. Ann, St. John and St. Mary

**ACTION PLAN**

<b>Objectives</b>	<b>Action Steps</b>	<b>When? How Frequent?</b>	<b>Responsibility</b>	<b>Status*</b>
A. Offer “Welcome Home” events	1. Form a collaborative evangelization planning committee. 2. Develop marketing materials for “Welcome Home”. 3. Plan “Welcome Home” events. 4. Interview potential participants at “Welcome Home” to critique the plan and make needed adjustments. 5. Form a team of trained workshop presenters. 6. Evaluate based on pre-established criteria and make needed course corrections.	Hold three events annually, beginning in Sept. 2015. Provide follow-up to all participants.	Evangelization Planning Committee	1. Completed 2. Begun 3. Begun 4. No action 5. No action 6. No action
B. Invite visitors and integrate new members into our parish.	1. Have a family mentor new families; sit with them at Mass, etc.; introduce them to others. 2. Recruit and train greeters (separate from ushers) to welcome people as they arrive. 3. Form three parish Welcoming Committees to deliver welcoming baskets. 4. Update the websites of the parishes. 5. Encourage parishioners to invite un-churched	a. Ongoing. b. A minimum of twice per year. c. Annually by August. d. Ongoing		1. Begun 2. Begun 3. No action 4. Begun 5. No action

**ARCHDIOCESE OF INDIANAPOLIS**

***CONNECTED IN THE SPIRIT***

<b>Objectives</b>	<b>Action Steps</b>	<b>When? How Frequent?</b>	<b>Responsibility</b>	<b>Status*</b>
	friends and co-workers and inactive Catholics to parish events.	e. Ongoing		
C. Enhance and facilitate relationships among parishioners from all three parishes.	1. Invite pastors to “exchange pulpits” 2. Host tri-parish social events.	a. Ongoing b. Bi-monthly.		1.No action 2. Begun

\* **On-going; Complete; Begun; No Action**

***CONNECTED IN THE SPIRIT***

**PART TWO OF COHORT PROGRESS REPORT**

**The collaborative effort we are most proud of is:**

1. Forming a Common Parish Council
2. Doing joint purchasing of paper products
3. Forming an Evangelization Committee

**The place where we struggled the most was:**

Trying to find the funds to hire a youth minister

**Describe how our work to implement the Archbishop's Goals is making a difference in the cohort? In the Archdiocese? In the world?**

We are using our resources better, saving money in how we purchase our paper products. We as cohort are becoming stronger and attracting more people because we have a great choir and seeing some results in starting our evangelization program. We are an example to the world of what we can do when we work together.

**As we continue to implement the Archbishop's Goals we need the assistance from Archdiocesan Offices in the following areas:**

We could use some help in combining our religious education programs.

We also need help in raising money for ministry program