

Our Lady of Grace

Pastoral Planning Proposal



PASTOR: Fr. Richard Fox
PAROCHIAL VICAR: Fr. Randy Phillips
Deacon Maurice Barrett
Deacon James Bregel

St. James' - Chamberlain / St. Margaret's - Kimball
St. Peter's - White Lake / St. John's - Plankinton / St. Mary's - Stickney

Highlighted areas of the plan indicate items that have either been implemented or are currently in progress. Thank you for your continued support as we move forward together.

As a reminder, this is a 10-year plan, and progress will take time. Your patience and commitment are appreciated as we work toward these long-term goals as a parish community.

Pastoral Planning Committee :

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 Kristina Lippert
 Steve Fox

St. Peter's - White Lake:
 Ben Konechne
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St. Margaret's - Kimball:
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Table of Contents:

ASPIRATIONAL GOALS

Worship.....	3-5
Discipleship and Evangelization.....	6-8
Service.....	9-11
Community.....	12-14

PRACTICAL IMPLEMENTATION

Pastorate Leadership Team.....	15
Pastoral Level Positions, Parish Staffing, Office Locations.....	16-17
Pastorate Name and Communication Strategy.....	18-21
Discipleship/Catechetical and Sacramental Preparation Programs.....	22-33
Priest Living Arrangements, Fraternity/Collaboration in Mission.....	34-37
Financial Arrangements.....	37-41
Mass and Confession Schedule.....	41-43
Native American Religious Order.....	44-49
Hispanic Ministry.....	49-50
Letter of Gratitude.....	51-52

Aspirational Goals

WORSHIP

WHERE WE ARE

These are the specific aspects/elements of our current experience of worship that we especially value and are grateful for:

1. Gratitude for Mass and confession opportunities which offer beautiful music, artistic environments and a family/community experience.
2. Children and youth who desire to be more involved in liturgy.
3. Relevant homilies and availability of two priests and two deacons.

We recognize with gratitude that God has blessed our pastorate with these particular gifts and resources for our worship:

1. Volunteers for music and environment and greeting share their gifts well and both greeters and most parishioners manifest a welcoming spirit.
2. A community that desires to see youth active in liturgical ministries and music.
3. Our clergy are homilists with the gift of relating God to everyday life.

WHERE WE WANT TO GO

We recognize these opportunities to intentionally invest in and cultivate those gifts:

1. We have a good opportunity to deliberately search out and discover the musical and ministerial talents among all parishioners, especially youth.
2. We have a good opportunity to create more liturgical involvement from all age parishioners, especially youth, and also enrich our liturgical experience with even more diverse skills within the liturgical roles of cantors, choirs, instrumentalists, greeters, lectors, servers.

As we discussed opportunities to elevate our experience of worship, the following themes emerged in our conversations and consultations:

1. Desires to be known/loved and feel connected/belonging to church community.
2. Beautiful music and environments that touches hearts and draws people to God.
3. A thirst for homilies and teaching that pertains to everyday life and inspires.
4. Our community children/youth give us a sense of energy, revival, and future.

These are the specific aspects/elements of our worship experience that we would like to develop/enhance in the future:

1. Develop the variety of liturgical music, environment and ministries and expand the number of actual liturgical ministers, especially among children and youth.
2. Develop diverse and rich experiences of hospitality at each liturgy which inspires all parishioners to manifest a welcoming spirit to everyone present.
3. Increase ways to have people singled out, recognized, and prayed for during liturgies at least monthly: birthdays, anniversaries, sickness, graduations.
4. Generously schedule 1 additional Sunday Mass in the pastorate on a regular basis (1-3 times/month) for events focused on family, youth, rallies, retreats.

OUR ROADMAP FOR GETTING THERE

From the previous list, in the next 12 months, these are the (2-4) priorities we will focus on to enhance our experience of worship:

1. Form a pastorate liturgical ministry team with 2 members from each parish, who will train persons to invite, train and support all liturgical ministers: sacristans, musicians, greeters, ushers, lectors, eucharistic ministers, servers.
2. Form a youth ministry which includes and fosters training and participation in liturgical music, environment, and ministries: monthly Masses where youth serve in most liturgical roles, monthly excusing children during the homily for a children's teaching time, having children come forward at the collection.
3. Liturgical ministry team and youth ministry team collaborate for special event liturgies which can often include a 6th Sunday Mass.
4. Assess and assure good to excellent electronics and sound systems in each parish.

For each of these priorities, here are the steps we have brainstormed to accomplish them and groups or individuals we've identified who will take lead and create a timeline (who will do what by when):

Priority 1:

1. Establish a pastorate liturgical coordinator.
2. The pastorate liturgical coordinator invites 2 liturgy persons from each parish to be members of a pastorate liturgical team that meets quarterly.
3. The pastorate liturgical group duties:
 - a. Inventory liturgical gifts.
 - b. Meet with youth to discern ways to include more youth in liturgy.
 - c. Train and resource at least one parishioner from each parish to be the liturgical trainer (online or in-person) of parishioners for each liturgical

ministry: musicians, sacristans, greeters, ushers, lectors, eucharistic ministers, servers, decorators.

- d. Meet with greeters to focus on ways to enhance welcoming/hospitality.
- e. Coordinate with priests to schedule the monthly recognition events and regular liturgical events which include the 6th Mass.

Priority 2:

1. Representatives from liturgical team schedule a meeting with DRE's from each parish.
2. Liturgical team and DRE's discuss, plan and coordinate youth/children involvement at Mass, using previous feedback from youth meeting.
3. Liturgical team and DRE's solicit youth volunteers during faith formation.
4. Liturgical trainers train youth according to volunteered ministry: musicians, sacristans, greeters, ushers, lectors, Eucharistic ministers, servers, decorators.
5. Goals: Monthly Masses where youth serve at most/all liturgical ministries. Monthly option of excusing children during homily for children's teaching. Monthly liturgical music by children or youth vocal/instrumental groups. Monthly/frequent youth events which include a 6th Mass.

Priority 3:

1. Review current church technology/sound/audio-visual in worship area, halls, entrances and conduct cost analysis for improvements/upgrades.

HOW WE KNOW WE ARE SUCCEEDING

These are the quantitative and qualitative measures we will track in order to see if our efforts are succeeding in elevating our experience of worship:

1. Liturgical comments "drop box" at church for parishioners.
2. Count numbers of adult parishioners involved in a liturgical ministry.
3. Count numbers of youth and children involved in liturgical ministry.
4. At 6 months, liturgical team surveys each liturgical groups of adults and youth.
5. Liturgical team monitors and records attendance at special additional Mass events.

DISCIPLESHIP AND EVANGELIZATION

WHERE WE ARE

These are the specific aspects/elements of our current efforts of discipleship and evangelization that have been especially fruitful:

1. Knights of Columbus and Catholic Daughters are very active in our community.
2. Collaborative engagement of sharing between our 5 parish DRE's.
3. Catechism time changes have been helpful for gaining teachers.
4. Catechists express a desire to collaborate with each other in their parish and with other parishes, so as to be more fruitful with their students.

We recognize with gratitude that God has blessed our pastorate with these particular gifts and resources to help people encounter Christ, come to love him, choose to follow him, and be empowered to help others do the same:

1. Knights of Columbus.
2. Catholic Daughters of America and Parish Altar Society.
3. New Priests and increasing Pastorate-wide presence of Deacons.
4. Parishioners witnessing their love for Jesus Christ and engaged in church life.

WHERE WE WANT TO GO

We recognize these opportunities to intentionally invest in and cultivate those gifts:

1. Involve Youth in liturgical roles at all Masses.
2. Monthly Mass featuring Children/Youth.
3. Religious Adult education.
4. Men's support groups (e.g. That Man is You).
5. Gifted liturgical musicians and talented youth for liturgical youth musicians.
6. 6th Special Event Mass, at least monthly, for singles, couples, families, youth, Native Americans, Hispanics, Special Needs, Celebrations, etc.
7. More Collaboration between parishes, Religious Orders, Native Americans.

As we discussed opportunities to make our discipleship and evangelization efforts more intentional, consistent and fruitful, the following themes emerged in our conversations and consultations:

1. Hunger for Bible studies.
2. Adult education.
3. Parish missions/retreats.

4. Welcoming committee and welcoming baskets.
5. Fostering personal invitations.
6. Pastorate-wide flier mailing of Mass times and events.
7. Pastorate-wide retreats, feast of faith events, pilgrimages, service missions.

These are the specific aspects and elements of our discipleship and evangelization efforts that we would like to develop and enhance in the future:

1. New studies on the Bible, faith formation resources, discipleship and evangelization training (e.g Master Class), teaching on lives of the saints.
2. Increased Mass attendance, especially of young adults and families.
3. Pastorate youth mission trips. (collaboration with Sacred Heart Clergy and Theresian Missionaries of Mary, St. Joseph School, Fort Thompson/ Lower Brule).
4. Evangelization team to brainstorm, foster, and implement training and events.

OUR ROADMAP FOR GETTING THERE

From the previous list, in the next 12 Months, these are the (2-4) priorities we will focus on to enhance our discipleship and evangelization efforts:

1. D/E Director will search for Bible and Faith Formation studies for all ages.
2. D/E and Youth Minister will collaborate in search for ways to engage youth with increased opportunities: Monthly Youth Event/Mass, Retreats, Search, Mission Trips, Service Projects, Pilgrimages, Caroling, Rallies, D-Camp, Lock-ins, etc).
3. D/E and DRE's will collaborate in searching for better faith-based interactive catechism lessons beyond the textbook. (video series, guest speakers, increased hands-on and discussion, engaging group projects, technology-supported events).

For each of these priorities, here are the steps we have brainstormed to accomplish them and groups or individuals we've identified who will take lead and create a timeline (who will do what by when):

Priority 1: Adult Formation and Studies

Discipleship and Evangelization Coordinator will strive to eventually establish an Adult Faith Coordinator overseen by the D/E. Meanwhile, D/E researches and develops opportunities for adult faith formation and education opportunities/groups.

1. D/E Identifies/Prioritizes most desired Groups (Mens, Womens, Youth).
2. D/E chooses Group-appropriate Curriculum (e.g. "That Man Is You").
3. D/E appoints Leaders for these Groups while overseeing them.
4. As ministries increase, D/E establishes an Adult Faith Formation Director.

Priority 2: Engage Youth in more Church Activities

D/E researches and develops youth formation and education opportunities as we strive to eventually establish a Youth Ministry Coordinator overseen by the D/E.

1. D/E Identifies/Prioritize most desired Youth-Engaging Programs/Events.
2. D/E Involves/Resources DRE's for youth formation and education ideas.
3. D/E appoints Leaders for youth Programs/Events.

Priority 3: Enhance Catechism Lessons

1. D/E resources with 5 DRE's, other parishes, pastorates and dioceses on curriculum, programs, and new approaches.
2. D/E researches strategies for teaching in short time frames and adapts and implements what may work best for our pastorate or parishes.
3. D/E and Youth Minister develop engaging activities to enhance classrooms.

Priority 4: More Opportunities for Faith Formation

1. KCs, CDA and Altar Societies each brainstorm and offer suggestions to D/E on how to enrich faith, form disciples, inform church teachings to youth.

HOW WE WILL KNOW WE ARE SUCCEEDING

These are the quantitative and qualitative measures we will track in order to see if our efforts are succeeding in enhancing our discipleship and evangelization efforts:

These tasks will be conducted by either the Discipleship/Evangelization Director or an Adult or Youth Ministry Coordinator:

1. Track attendance at bible studies and adult/youth study groups and catechism and survey what they like or do not like. Ask for suggestions of topics/approach.
2. Track attendance at group activities and take a survey at the end of them.
3. Track class attendance and follow up with DRE's/CRE's and teachers on effects of the engagement activities and the level of student interest.
4. Attendance at events, survey at the end of them, and keep asking questions and listening to participants and parishioners for feedback.

SERVICE

WHERE WE ARE

These are the specific aspects/elements of our current experience of Christian service that we especially value and are grateful for:

1. Priests/Deacons - Complementary personalities better reach all parishioners.
2. Established CDA, Knights of Columbus, Altar Societies, CYO, Volunteers.
3. Dedicated DRE/CRE's in Catechism Programs.

We recognize with gratitude that God has blessed our pastorate with these particular gifts and resources for extending Christian service to our neighbors:

1. Parish Food Pantry (St. James, Chamberlain).
2. Ability to provide needs for Transients/Travelers.
3. Coordinated coat and backpack drives and distribution of gas vouchers.
4. Clergy who love who they are and what they do in serving the church.

WHERE WE WANT TO GO

We recognize these opportunities to intentionally invest in service of our neighbors:

1. Homebound: To reach out with more volunteers to better know their needs.
2. Catholic Youth Organization (CYO) Expanding this into the entire pastorate.
3. Lay people - Tap into those who seem to flourish in service, encourage them to get involved in service groups and form/equip them as Hands of Christ.
4. Mass and Holy Communion: Develop social media for homebound viewing and train more Eucharistic Ministers to make Communion Calls to homebound.
5. Vocation Awareness: Promote through homilies, personal invitation, Catechism classes, and diocesan programs (e.g. Operation Andrew, Vocation Camp, Seminary Visits, Last Collar Standing).

As we discussed opportunities to develop our habits of service, the following themes emerged in our conversations and consultations:

1. Savoring of connections, especially with people having special needs.
2. Desire for Sacraments by those in healthcare facilities, homebound or active.
3. Increased use of improved pastorate/parish/group communication methods to inform/advance service groups: Flock notes, Bulletin, Facebook, Email, Personal Visits.

These are the specific aspects/elements of Christian service that we would like to develop/enhance in the future:

1. **Homebound:** Scheduled reaching out and visits by both clergy and lay ministers.
2. **CYO:** Expand youth service group to all parishes in the pastorate and beyond it.
3. **Other Service Groups:** Expand KC/CDA/Altar Society members and begin a SVDP.
4. **Vocations:** Include in the curriculum of Catechism programs, youth ministries, and adult ministries. Develop opportunities to discuss/experience vocations to the priesthood, diaconate, and religious life, and sacramental marriage.

OUR ROADMAP FOR GETTING THERE

From the previous list, In the next 12 Months these are the (2-4) priorities we will focus on to enhance our experience of Christian service:

1. **Homebound:** Overseen by Discipleship and Evangelization, Deacons will raise awareness of homebound by asking parishioners to identify homebound, and implement a reach-out and visitation program for clergy and lay ministers. Pastoral Care Deacon and D/E to coordinate healthcare facility and homebound visitations.
2. **CYO:** D/E will task CYO leaders to reach out to other pastorate parishes to establish 4 new contact persons to facilitate CYO's expansion to the pastorate.
3. **Other Service Groups:** Pastor, D/E and Pastoral Care Deacon will reach out to St. Vincent De Paul Society to establish a pastorate society. Pastoral Care Deacon will serve as chaplain and assist SVDP in implementing a pastorate-wide system to help parishioners in identifying specific needs of impoverished people and to help to direct them to SVDP. SVDP may eventually oversee the food pantry at St. James and work with present volunteers to advance the Vincentian vision and expand offers for food pantry volunteers to across our pastorate.
4. **Vocations:** D/E and Parochial Vicar will attempt to form 2-5 Serra Clubs, to raise vocation awareness and to promote opportunities for vocational discernment (e.g. Operation Andrew, Vocation Camp, Seminary Visits, Religious Order visits).

For each of these priorities, here are the steps we have brainstormed to accomplish them and groups or individuals we've identified who will take lead and create a timeline (who will do what by when):

Priority 1: Homebound

1. Parishioners are asked to provide names of known homebound.
2. D/E and Pastoral Care Deacon make appeal for homebound volunteers.
3. Pastoral Care Deacon forms and trains laity to visit and bring Holy Communion.
4. Parish explores way to provide Rides, Facebook, TV, Audio, to connect people to Mass, liturgies or parish/pastorate events.

Priority 2: CYO - Parish Leaders of CYO expansion will be solicited by D/E, Youth Minister and present CYO leader.

1. Each parish establishes their own CYO group.
2. Bimonthly, pastorate-wide CYO meetings/gatherings.
3. Twice Yearly, a pastorate-wide CYO project.

Priority 3: Lay ministries that advance the Corporal Works of Mercy

1. Reach out to SVDP and establish a pastorate St. Vincent de Paul group.
2. Recruit enough Vincentians.
3. Form and Train Vincentians.

Priority 4: Vocation Awareness

1. Reach out to Serra International to create a Serra Club to foster vocations.
2. Parishioners provide names of persons they see as having a vocation.
3. Personally invite these people to a local event with clergy/religious.
4. Offer them the means to develop their vocations by diocesan support.

HOW WE WILL KNOW WE ARE SUCCEEDING

These are the quantitative and qualitative measures we will track in order to see if our efforts are succeeding in enhancing our habits of Christian service:

1. Homebound: Deacon will meet quarterly with home visitors and report to Discipleship/Evangelization Director.
2. CYO: Parish CYO Directors report quarterly to Discipleship/Evangelization.
3. SVDP: Deacon Chaplain reports quarterly to Discipleship/Evangelization.
4. Vocation awareness - Serra Club will strive for collaboration with Knights of Columbus, Catholic Daughters, Altar Societies, Clergy, DRE/CRE's at least semi-annually to foster local and diocesan programs and to raise additional names of possible religious vocations.

COMMUNITY

Goal: To build authentic relationships and habits of community among the families, parishes and communities of the pastorate.

WHERE WE ARE

We recognize with gratitude that God has blessed our pastorate with these particular gifts and resources for building Christian community in our pastorate:

1. Fraternal Organizations: Knights of Columbus, Catholic Daughters, Altar Society.
2. Good liturgical communities at St. James, St. Margarets, Childrens at St Johns.
3. Strong faith community support and attendance of Catechism Programs.
4. Popular Communal Meals after Mass at several parishes.
5. Priests or Deacons visit community healthcare centers (Assisted Living and Nursing Homes) and homebound homes, offering Mass or Communion Services.
6. Parish communities embrace healthcare facility communities with holiday gifts.
7. Communal meals for youth at several parishes before weekly catechism begins.
8. Rosary group leads the rosary as the parish gathers for Sunday Mass.
9. Parish Greeters welcome people at the beginning of Sunday Masses.

These are the specific aspects/elements of our current experience of Christian community that we especially value and are grateful for:

1. Meals for both attending catechism students and those attending Sunday Mass.
2. Visiting residents in assisted living, nursing homes and homebound.
3. Fellowship within Knights of Columbus, Catholic Daughters, and Altar Society.

WHERE WE WANT TO GO

We recognize these opportunities to intentionally invest in these gifts in pursuit of a greater community life within our pastorate:

1. Desire for more pastorate-wide group events (bible study, couples groups, etc).
2. Recognized need for a Youth Director to facilitate the involvement of youth.
3. Desire for pastorate-wide retreats or pilgrimages, especially during Advent and Lent for Youth, Adults, Single, Married, Families, or Men/Women Groups. They can be local (Within the pastorate) or remote (Broomtree, Abbey of Hills, St. Joseph Cathedral, Hoven, Trinity Heights, Rapid City, West Bend, etc).

As we discussed opportunities to develop our habits of Christian community, the following themes emerged in our conversations and consultations:

1. Heartfelt desire for ample gatherings as a community.
2. Expressed hopes for more Youth-focused gatherings.
3. A hungering for spiritual pilgrimages and retreats.
4. A recognized need for more outreach to young adults and families.

These are the aspects/elements of Christian community that we would like to develop/enhance in the future:

1. Large Group Faith-building Retreats and Pilgrimages (Parish or Pastorate).
2. Groups that focus on the more unique truths and devotionals of our Catholic faith (eg. Catholic Catechism, Saints, Historical Church Women, Rosary).
3. Groups that gather to serve and live out the Catholic Corporal Works of Mercy.
4. Events which will attract the involvement of young couples and families.

OUR ROADMAP FOR GETTING THERE

From the previous list, in the next 12 Months these are the (2-4) priorities we will focus on to enhance our experience of Christian community:

1. Youth Group Community-building events.
2. Parish/Pastorate Community-building group events.
3. Faith and Fellowship-building Special Events/Retreats/Pilgrimages.

For each of these priorities, here are the steps we have brainstormed to accomplish them and groups or individuals we've identified who will take lead and create a timeline (who will do what by when):

Priority 1: Youth

1. Employ a pastorate Youth Ministry Director who is overseen by the Director of Discipleship and Evangelization.
2. Establish a pastorate-wide "youth group" ministry (e.g. CYO).
3. Have the Youth Ministry Director consult desires of youth and parents while remaining guided by church parameters and knowledge of sound practices.

Priority 2: Groups

1. Communication Director will present a survey to the pastorate for ideas on the types of community-building groups desired within the pastorate (Singles, Married, Divorced, Newly baptized children, Seniors, Newcomers, etc.).

2. Survey results will be reviewed by the Discipleship/Evangelization, who will bring them to the Leadership Team for feasibility before searching for volunteer leaders to assist in developing and organizing the requested needs or groups.

Priority 3: Special Events/Retreats/Pilgrimages

1. Survey existing fraternal groups (Knights of Columbus, Catholic Daughters, Altar Society) and have them suggest two most desired types of retreats.
2. Overseen by D/E, have the above groups assist in the selection of a special event/retreat/pilgrimage coordinator to further research the types of retreats requested and to assist in the implementation of them within a specified time.
3. Communicate information on the scheduled event/retreat/pilgrimage pastorate- wide via pastorate Communications: Flocknote, Facebook, Website, Bulletin. Collect registrations and forward the retreat details to applicants beforehand.

HOW WILL WE KNOW WE ARE SUCCEEDING

These are the quantitative and qualitative measures we will track in order to see if our efforts are succeeding in enhancing our experience/habits of Christian community:

Within the First Year:

1. Hiring of a Pastorate Youth Minister and establishing a pastorate youth group.
2. Completion of at least 1 pastorate youth activity which follows youth desires.
3. Formation of at least 1 pastorate-wide adult group (widowed or widower group, bible study, men's group, women's group, couples or young families group, etc).
4. Beginning of a youth group, and at least one new adult group.
5. Completion of at least 1 large faith community-building event/retreat/pilgrimage.
6. Survey of group and retreat participants to assess level of satisfaction.

Practical Implementation

PASTORATE LEADERSHIP TEAM

These are the members of our “Initial” Pastorate Leadership Team:

FT Fr. Richard Fox, Pastor
FT Fr. Randy Phillips, Parochial Vicar
FT Jane Sueflow, Business Manager
FT JoEllen Stadler, Office Administrator
PT Deacon Maurice Barrett, Pastoral Care
PT Mandy Konechne, Communication Director

These are the anticipated members of our “Future” Pastorate Leadership Team:

FT Fr. Richard Fox, Pastor
FT Fr. Randy Phillips, Parochial Vicar
FT Jane Sueflow, Business Manager
FT JoEllen Stadler, Office Administrator
FT _____, Director of Discipleship/Evangelization
PT Deacon Maurice Barrett, Pastoral Care
(or)
PT Mandy Konechne, Communication

These are key steps we will take to be well formed and set up for success in our work as a leadership team:

1. Daily 10-minute morning check-ins (In person or by phone).
2. Weekly 1 - 1½ hour meetings in the central office (St. Margaret's, Kimball).
3. Diocesan-led training day on 6 Working Geniuses (when 3 positions filled).
4. Fariba Roughead training day on Clifton Strengths (when 3 positions filled).
5. Quarterly review/assessment meetings of pastoral plan progress.
6. Yearly strategic meeting (Broomtree) to assess pastoral plan process/goals.
7. Yearly spiritual retreat (Broomtree) to deepen the spiritual roots of the team.

PASTORAL LEVEL POSITIONS, PARISH STAFFING, OFFICE LOCATIONS

This is our staffing proposal (Pastorate and Parish level):

Pastorate Level Staff Positions: Full Time (FT) and Part Time (PT)

- 1 FT Pastor (Fr. Richard Fox) (St. Margaret, Kimball Central Office)
- 1 FT Parochial Vicar (Fr. Randy Phillips) (St. John, Plankinton Branch Office)
- 1 FT Business Manager (Jane Sueflow) (St. Margaret, Kimball Central Office)
- 1 FT Discipleship/Evangelization Director (TBA) (Office TBA)
- 1 FT Office Administrator (JoEllen) (St. Margaret, Kimball Office: Newly Created Space)
- 1 PT Youth Minister (In Discipleship and Evangelization Proposal) (TBA)(Office TBA)
- 1 PT Adult Faith Formation (TBA, if Needed) (Office TBA)
- 1 PT Admin. Assistant (TBA)(St. James, Chamberlain Office)
- 1 PT Admin. Assistant (TBA) (St. John, Plankinton Office)
- 1 PT Admin Assistant (TBA, if Needed) (St. Peter, White Lake Office)
- 1 PT Pastoral Care (Deacon Maurice Barrett) (St. James, Chamberlain Office)
- 1 PT Communication Director (Mandy Konechne) (Home Office)
- 1 PT Liturgical Director (TBA) (Office TBA)
- 1 PT Facility Manager (TBA) (With 1 PT Parish Maintenance Custodian?) (Office TBA)

Parish Level Staff Positions (Part Time)(PT) (All will be offered PT) (No Offices):

- 5 PT Parish Liturgical Directors (TBA) (Chamberlain, Kimball, Plankinton, White Lake, Stickney)
- 10 PT Parish Musicians: Minimum of 1 Lead Keyboard and 1 Lead Cantor (TBA)
- 5 PT Parish DRE/CRE (TBA) (Chamberlain, Kimball, Plankinton, White Lake, Stickney)
- 1 PT Parish Maintenance Custodian (Jim Anderson) (St. James', Chamberlain)
- 1 PT Parish Maintenance Custodian (Chuck Blasius) (St. Margaret's, Kimball)
- 1 PT Parish Groundskeeper (Shannon Rasmussen) (St. Margaret, Kimball)
- 1 PT Parish Maintenance Custodian (TBA) (St. Peter's)
- 1 PT Parish Maintenance Custodian (TBA) (St. John's)
- 1 PT Parish Maintenance Custodian (TBA) (St. Mary's)
- 1 PT Parish Church Cleaner (TBA) (St. James)
- 1 PT Parish Church Cleaner (Cindy Knippling) (St. Margaret's)
- 1 PT Parish Church Cleaner (Sherry Schumacher) (St. Mary's)
- 1 PT Parish Church Cleaner (Judy Hettinger) (St. Peter's)
- 1 PT Parish Church Cleaner (TBA) (St. John's)
- 1 PT Parish Rectory Cleaner (Independent Cleaning Angels) (St. Margaret, Kimball)
- 1PT Parish Rectory Cleaner (TBA) (St. John's, Plankinton)
- 1PT Parish Rectory Cleaner (TBA) (St. James, Chamberlain)



1PT Parish Rectory Cleaner (Judy Hettinger) (St. Peter, White Lake)
2 PT Bus Drivers (Maynard Konechne)(Shannon Rasmussen) (St. Margaret, Kimball)
5 PT Cemetery Sextons (TBA) (Maybe less as some cemeteries city owned/operated)
Option: Putting in place “effective and dependable” Volunteers for some positions.

This is our plan and timeline to fill the Pastorate Level and Parish Level positions:

Pastorate Staff (Filled):

As of May 1, 2024: 1 FT Pastor (Fr. Richard Fox)
1 FT Parochial Vicar (Fr. Randy Phillips)
1 FT Business Manager (Jane Sueflow)
1 FT Office Administrator (JoEllen Stadler)
1 PT Communication Director (Mandy Konechne)

Pastorate Staff (To Be Filled):

By July 1, 2024: 1 FT Discipleship/Evangelization Director
2 PT Office Administrators (St. James's and St. John's)
1 PT Pastoral Minister (Deacon Maurice)

By Sept. 1, 2024: 1 PT Facilities Manager (w/1 PT Parish Maintenance Custodian?)
1 PT Liturgical Director
1 PT Youth Ministry Director
1 PT Natural Family Planning Instructor (Dr. Renae Schroeder?)

By Sept. 1, 2024 5 DRE's (1/Parish)(2 To Be Filled: St. Margaret's, St. Peter's)

By Nov. 1, 2024 3 PT Maintenance Custodians (Can also be 1 PT Facility Manager)
5 PT Church Cleaners
2 PT Rectory Cleaners (St. John's and St. Peter's)
5 PT Liturgical Coordinators
5 PT Cemetery Sextons
10 PT Musicians (Lead Keyboard and Cantor)
1 PT Adult Faith Formation (If/When Needed by D/E)
1 PT Lead DRE (If/When Needed by D/E) (Can also be 1 PT DRE)

PASTORATE NAME AND COMMUNICATION STRATEGY ANALYSIS

Two of our parishes initiated the practice of recording Sunday Masses, which were shared on Facebook. Across all parishes, bulletin boards were brimming with information, and religious materials were readily accessible at entrances. Additionally, most parishes have sufficient phone systems and maintained basic websites and/or Facebook pages.

Since the start of Set Ablaze, several positive developments have occurred. Efficient communication channels have been established, including consolidated bulletins, Flocknote, Facebook, and the myParish app. These platforms have been unified to facilitate cohesive communication across all parishes, enabling the pastoral team to keep parishioners informed and engaged in both local pastoral events and broader Diocesan activities.

UNLOCKING COMMUNICATION PREFERENCES

What we have learned about various ages and groups in our pastorate about what types of communication they prefer:

1. We've discovered that to prevent confusion and ensure attendance consistency among parishioners from neighboring communities, cancellations must be communicated across the entire pastorate.
2. A significant number of young people chose not to receive Flocknote notifications.
3. Older individuals are less inclined to utilize current technology, thus paper-based alternatives and verbal announcements remain valuable.
4. Middle-aged parishioners appear to readily adopt technology, enabling them to stay informed about announcements.
5. Ensuring that the website remains updated with pertinent information, including ministry schedules, Mass times, Flocknote announcements, forms and recent bulletins.

PASTORATE NAME

Our Lady of Grace

1. For pastorate cohesiveness and recognition, branding images are being reviewed and will be approved by the Leadership Team.

KEY PRIORITIES

Key communication priorities, strategies and methods we will focus on to help keep all members of our pastorate informed and engaged:

1. Welcoming Entrances
 - a. We welcome contributions to our parishes that incorporate print media such as our bulletin, informative pamphlets, and liturgical colors to enhance engagement. We ensure a tidy and organized appearance by placing proper printed material holders at church and office entrances and allowing the expansion of bulletin boards.
 - b. Wall mounted monitors in our parish lobbies will be an integral and engaging part of sharing pertinent information as people enter facilities.
2. Ministry schedules - Conducted through ParishSOFT or Ministry Scheduler Pro
 - a. Assign one parishioner from each parish to accurately compile ministry schedules for their respective parish and report to office administration. Consider implementing a uniform method across all parishes for consistency.
 - b. Ensure that printed copies are readily available and also publish them online according to each parish's preference.
 - c. Provide an online signup option and an online mechanism for finding replacements when parishioners are unable to fulfill their allotted commitments.
3. Calendar - Conducted through ParishSoft or Gmail
 - a. Utilize the calendar to track the availability of clergy, staff, and facilities efficiently.
 - b. Ensure transparent communication with community organizations regarding event dates and times to prevent scheduling conflicts.
4. Phone System
 - a. All pastorate phone numbers will become one number.
 - b. Phones will be answered by personnel during working hours and allow for forwarding of calls to key personnel, parish offices and ministries.
 - c. The system will also have the capacity for voicemail and forwarding to key personnel cell phones without compromising cell phone numbers.
5. Newsletter Mailing
 - a. On a monthly, or quarterly basis, this will ensure that new families with young children are kept informed about the activities and upcoming events in the catechism program. This also offers a chance to assess the results of previous events and to extend an invitation for volunteering in upcoming events or meeting the needs of the parish community.
 - b. Promote Eucharistic Revival by emphasizing the benefits of adoration,

- showcasing Eucharistic miracles, and more.
- c. Every quarter, provide a State of the Pastorate/Parish report to update the community on its financial and ministry status.
- d. Congratulate families on the reception of sacraments and/or instruction on getting started with RCIA, etc.
- 6. **Special Mailings**
 - a. Liturgical mailings aimed at assisting parishioners in actively participating in church seasons such as Christmas, Lent, or for Eucharistic Fairs or Rally Events in the summer.
- 7. **ParishSoft**
 - a. Perform a census annually or biennially to maintain accurate family records.
 - b. Utilize as a platform for donations or parish giving.
 - c. Graph parish Mass attendances by electronic entry for accurate numbers.
 - d. Research how to electronically donate/collect church support effectively.
- 8. **Flocknote**
 - a. Establishing distinct communication groups tailored to specific categories of parishioners. (e.g. Youth, Catechism teachers, Bible Studies, Adoration).
- 9. **Facebook**
 - a. Aim to share more content posts from resources like Ascension, Word on Fire, CNA, EWTN, and others.
- 10. **Explore expanding means of communication**
 - a. Billboards, electronic signage, and radio/tv advertising.

CURRENT COMMUNICATION ALREADY IN ACTION

- 1. **Flocknote**
 - a. We've implemented this notification system to communicate announcements within individual parishes or pastorate-wide.
- 2. **Facebook**
 - a. Sharing content from our Diocesan Facebook page
 - b. Enable this method to convey identical announcements as those sent through Flocknote.
 - c. Enables instant updates with images, promptly informing parishioners of available updates or sign-up opportunities.
 - d. Enables us to disseminate information about community or statewide events that may not be appropriate for inclusion in our pastorate bulletin but fosters ecumenical support.

- e. Enables us to distribute information about various statewide retreats and events to our parishioners.
3. Bulletin
- a. Incorporates all of the aforementioned elements with upcoming events, along with any requests for needed volunteers.
 - b. Numerous parishioners value the option to pick up a printed bulletin rather than relying solely on online access.
 - c. LPi seamlessly handles both printing the bulletin and effortlessly posting it online for us. We utilize the LPi widget on our website to view bulletins, and also offer parishioners the option to sign up for bulletin delivery via email.
 - d. The submission of bulletin announcements via email has been immensely accepted and is so beneficial that it will be continued.

COMMUNICATION TRENDS PER ONLINE RESOURCES

1. Website
- a. Since its launch on November 1, 2023, our recent church website has maintained steady visitor traffic, with an average visit duration ranging from 3 to 5 minutes. Most of the traffic comes from direct navigation, but we've also observed indirect traffic from platforms like Facebook and search engines such as Google, Bing, and DuckDuckGo. Analysis reveals that visitors utilize various devices, with mobile devices being the most common for accessing our website.
2. Facebook
- a. Most of our visitors fall within the age range of 35 to 64, with women comprising the majority at over 75%. Our audience extends beyond our pastorate, drawing visitors from nearby regions in Eastern South Dakota.
3. Flocknote
- a. At the start of our new notification system's launch, we witnessed a notable number of opt-outs. However, by the end of 2023, there was a noticeable increase in parishioners opting in. Presently, we have observed an average message open rate of 75-80%.
4. myParish App
- a. The app was widely used by all parishes and proved to be popular among parishioners. However, there was a decline in usage during the fall as some parish members questioned whether our pastorate would continue with the service. To address this, we consolidated the app services for the entire pastorate, resulting in an increase in user engagement of the app.

DISCIPLESHIP/CATECHETICAL AND SACRAMENTAL PREPARATION PROGRAMS

This is what is working well with our discipleship/catechetical and sacramental prep efforts:

Catechism Discipleship and Sacramental Preparation:

1. Adequate curriculum. Adequate number of teachers with a mixed level of devotion/dedication.
2. Experiencing less isolation and more teamwork support/resourcing between five parish DRE/CRE's of the pastorate.
3. Excitement over parishes conducting new and more pastorate-wide events (e.g. Eucharistic Fair, Bus Trip to Cathedral, Last Collar Standing).
4. Good priest presence in classrooms and at events, and good student class attendance in most parishes.

Baptism:

Clergy make private appointments with couples, where they assess their faith journey and customize preparation accordingly. We have established adequate and uniform baptism registration forms, video and booklet preparation programs, and liturgical rites.

Penance/Confession:

2nd Grade Students prepare for sacrament using special materials for both in-class and take-home preparation. Families strongly support their children's attendance.

Anointing of the Sick:

Students usually learn about this sacrament of healing when the Sacrament of Penance is covered in catechism.

First Holy Communion:

2nd Grade Students prepare for sacrament using special materials for both in-class and take-home. Families strongly support their children's attendance.

Confirmation:

Teachers are well engaged in forming and informing high school students. Students are good at carrying out expectations: Classes, retreat, service, letters, saint names. Families strongly support their children's attendance.

Matrimony:

Clergy make private appointments with couples, where they assess their faith journey and customize preparation accordingly. We have established an adequate and nearly uniform approach using the Pre-Nuptial Investigation, Online Diocesan Handbook, Dispensations/Permissions forms, Marriage Classes or E.E., FOCCUS Communication Too, Prayer with Couples, Ceremony Planning, Rehearsals, and uniform liturgical rites.

RCIA:

Previous clergy did adequate private preparation which included a take home resource. There has been no group RCIA program for a few years, but Deacon Maurice Barrett's new position will be key in developing and launching one this Fall, 2024. This Summer, 2024, he will begin a monthly Food and Faith Sharing "Pre-catechumenate" Program.

Vocations:

Our parishioners verbalize their desire for an increase in priesthood, diaconate and religious life. There is a widespread and deep respect and love for Catholic clergy here.

These are particular gifts, resources, opportunities we have in our pastorate to be fruitful in our discipleship/catechetical and sacramental prep efforts:

Discipleship/Catechism:

1. St. James now forms and trains new teachers 1/month (Symbolon, discipline, teaching tips), and has parents sign a house-rules/expectations form every Fall.
2. Some parishes have teachers that pray together before classes.
3. Classrooms are basically adequate in most parishes, but some rooms need more privacy, lower noise levels, and improved aesthetics.
4. Dedicated DRE/CRE's.
5. Many parents are catechism teachers and help with sacramental preparations.
6. St. John's has music lessons 1/month in church with snacks and classes supported by their parish's CDA.
7. Some St. Mary's students go to St. John for catechism for richer and more gender-mixed group experience.
8. St. John has an active Catholic Youth Organization (CYO).
9. Recent Successful Youth Events: Last Collar Standing Watch Party, Cathedral Tour. Youth desire to repeat these events and desire more youth group events.

Baptism:

1. An increasing number of baptisms are being requested at early infancy.
2. Couples desiring baptism are usually known by the clergy and they display a fairly strong faith and consistent practice. The couples that contact the church are showing more interest in faith and morals and a desire to hand it on to children.
3. Parents who contact the church often share common social circles with other practicing couples, which sets the stage well for future couple-to-couple faith support systems, mentor couples, and young family groups. All of which might possibly be resourced and supported by our diocesan Lourdes Center.

Penance/Confession:

1. 2nd Grade teachers are zealous in desiring to teach about Divine Mercy.
2. Materials for preparation are adequate or excellent.
3. Families are ripe to be more fully engaged in this preparation.

Anointing of the Sick:

1. There is a desire in the teachers and students to promote awareness and reception of this other Sacrament of Healing.
2. The 3 east region parishes have a history of offering this monthly after Sunday Mass.

First Holy Communion:

1. 2nd grade teachers are zealous in desiring to teach on the Real Presence and Grace.
2. Materials for preparation are adequate or excellent.
3. Families are ripe to be more fully engaged in this preparation.

Confirmation:

1. Students attend classes faithfully and are usually very attentive in sessions.
2. Teachers are very dedicated and desire to constantly improve the program.
3. The spirit of this and last year's classes show readiness to advance towards a well-resourced Pastorate CYO Ministry Group, led by an employed Pastorate Director of Youth Ministry.

Matrimony:

1. Couples desiring marriage in the church practice their faith rather well and are looking for a deeper preparation for life in this sacrament and the greater Church.
2. We have the resources of 4 clergy willing to both prepare couples for marriage and to serve together within the liturgical rite of marriage.

RCIA:

1. A dedicated lay person who loves to hand on the faith using Symbolon.
2. Dedicated Pastoral Care Deacon who desires to hand on the faith by being part of an RCIA program, which will include a Pre-Catechumenate and Mystagogy.
3. Several people are already inquiring into becoming Catholic and are willing to be part of a Pre-Catechumenate Group before formal classes begin this Fall.

Vocations:

1. There are young people who regularly attend Mass and paraliturgies and seem comfortable being around clergy. They are also active in attending and serving at liturgies and church events.
2. We are uniquely diverse in that we have within or near our Pastorate both Diocesan Priests and Deacons, as well as two Religious Orders: The Sacred Heart Priests and Theresian Missionaries of Mary.

Here is what we would like to be true about each person who participates in our discipleship/catechetical and sacramental prep programs:

Catechism/Sacramental Preparation:

1. That they are aware that they are known, loved and supported by their parish.
2. That they receive the knowledge and tools to continue practicing their faith lifelong.
3. That they look forward to coming back to catechism sessions.
4. That they are more motivated to attend Sunday Mass.
5. That they learn and are formed and supported by both peers and adults.
6. That their faith and religion is the main priority and center of their life.
7. That they desire to go to heaven.
8. That their relationship with God deepens and expands through prayer and devotionals.
9. That they have a deeper desire and capacity to share their Catholic faith and morals.
10. That they have a deeper desire to live out the Corporal and Spiritual Works of Mercy.

Baptism:

1. That each couple more deeply enters into a profound awareness of the gift of human life and the gift of eternal life shared by our Triune God in baptism.
2. That each child enjoys being raised in a vibrant, faith-filled Catholic family.

Penance/Confession:

1. That each child continues to receive this sacrament on a frequent basis.
2. That parents join their child in receiving this sacrament.

Anointing of the Sick:

1. That each child is aware of Christ's presence amidst suffering and death.
2. That each child is aware of the opportunity to receive this sacramental comfort/healing.

Holy Communion:

1. That each child continues to receive this sacrament on at least a weekly basis.
2. That parents join their children in receiving this sacrament.
3. That there is an increase in the desire for Eucharistic Adoration.

Confirmation:

1. That each Sophomore desires to come and be deeply engaged in each class.
2. That the Confirmed become enlivened by grace and led by the Holy Spirit.
3. That the Confirmed become active in our CYO Groups and parish ministries.
4. That the Confirmed be multipliers inviting other youth to join CYO and ministries.
5. That the Confirmed come to Sunday Mass and engage in charitable services.

Matrimony:

1. That couples embrace marriage more than a wedding, but as a lifetime vocation.
2. That couples grow in their faith during preparation, desire to share it as a couple, hand it on to the children, and witness to it by being engaged in parish ministries.
3. That couples grow in a desire to witness and to share the joys of holy matrimony.
4. That couples discover and foster Catholic peer relationships with other married couples for mutual support of their shared sacrament and vocation.
5. That couples embrace marriage retreats (e.g. Broomtree, Marriage Encounter)
6. That couples come to know, love, practice and promote Natural Family Planning.

RCIA:

1. That candidates and catechumens have access to a centrally-located, inspiring, engaging, and well-organized Catholic inquiry program led by authentic disciples.
2. That they fall in love with the Lord and the Church as Lifelong, Catholic Missionary Disciples who are Healthy, Happy and Holy.
3. That they be multipliers who invite others to join RCIA and offer to be sponsors.
4. That they become deeply engaged in the life of their local parish and diocese.

Vocations:

1. That each person lovingly hears and generously responds to the Lord's call.
2. That each person discovers the joy of embracing their true vocation as God's gift.
3. That parishioners actively engage in promoting ordained and religious vocations.

OUR ROADMAP FOR GETTING THERE

This is what we will focus on to enhance our catechism, sacramental, vocation efforts. What is overseen by the Director of Discipleship and Evangelization is indicated by D/E:

D/E reports all elements of the following during Weekly Leadership Team Meetings:

Catechism General Roadmap:

1. D/E initially meets quarterly with DRE/CRE's to discuss the following:
 - a. Possible need for a Lead DRE, to track/inform/coordinate parish DRE's.
 - b. Research/development of Catechism Teacher Training Program.
 - c. Possible need for a Lead Adult Faith Formation Position, to lead adult training.
 - d. Possibility of teachers praying before classes begin.
 - e. Classroom conditions (privacy, noise levels, aesthetics) (Notify Bldg/Grounds).
 - f. Sharing about catechism programs that seem to be working well.
 - g. Possibility of having snacks/meal before classes.
 - h. Possibility of offering children/youth music lessons 1/month in church.
 - i. How to engage parents even more.
 - j. Classes or events that parish catechism programs could do in collaboration. (e.g. Last Collar Standing, combining small classes)
 - k. Promoting CYO in upper level classes.
 - l. Share what they would like to say about those who go through catechism.

Baptism Roadmap:

1. D/E invites young couples having a newly baptized child to an evening meal and faith sharing to discern a Lead Baptism Couple from those invited.
2. D/E and Lead Baptism Couple work together to form a Newly Baptized Support Group of peer couples who have a newly baptized child.
 - a. The NBSG will meet monthly for dinner or a social event and discuss family and faith building topics, which can include guest speakers (e.g. Lourdes Center Staff Member).

- b. These ongoing monthly dinners or social events for faith sharing, will help the D/E and Lead Couple of NBSG to discern which couples are most ready to be formed/trained as one of our Baptism Mentor Couples.
- c. The Lead Baptism Couple will be contacted by the main Office Administration position when a baptism is scheduled. Before the baptism, the Lead Couple will contact a Baptism Mentor Couple, who will then contact and invite the person/couple and newly baptized child to these NBSG meals or social events for family and peer faith building.
3. Introductory portion of the baptism rite is now celebrated at the end of Mass, so as to include parish community. The rest of the ceremony follows after Mass and is with just family/relatives/friends.
4. Usually during Easter Season, entire baptisms may often be celebrated at Mass.
5. The Lead Baptism Couple has a quarterly check-in with the D/E to keep the pastor informed of baptisms in each parish and up-to-date on the NBSG group.

Penance/Confession Roadmap:

1. D/E and DRE/CRE's annually review present catechism material and search for improved and more inspirational curriculum.
2. D/E and DRE's regularly consult with other parishes on curriculum and approach.

Anointing of the Sick Roadmap:

1. D/E will remind Priests to sometimes briefly teach upon this sacrament during homilies and briefly on Sundays that they anoint.
2. Priests will announce and anoint people after Mass on a scheduled, monthly basis.
3. Priests bring their sick call kits to catechism classes and teach of this sacrament.

Holy Communion Roadmap:

1. D/E and DRE/CRE's annually review present material and search for improved and inspirational curriculum.
2. D/E and DRE's regularly consult with other parishes on curriculum and approach.
3. D/E assures that DRE/CRE's conduct Eucharistic Retreats for all 2nd Graders.
4. Parishes with clergy in town will establish a weekly day of Eucharistic Adoration.
5. D/E will assure that DRE/CRE'S set up a monthly rotation schedule which has small groups of catechism classes going into church for a time of quiet

adoration, often accompanied by the scriptures, rosary, chaplet, stations, novenas, etc.

Confirmation Roadmap:

1. D/E and DRE's annually review present material and search for improved and more inspirational Curriculum.
2. D/E and DRE's regularly consult with other parishes on Curriculum and Approach.
3. D/E and DRE's search for transformative Retreats, Service Projects, Pilgrimages.
4. Confirmation Teachers conduct interviews of Candidates for feedback on the program and desires regarding curriculum, approach, retreats, service projects.

Matrimony Roadmap:

1. Clergy will use marriage preparation also to pre-evangelize and evangelize.
2. D/E and Clergy will explore and use visual and take-home materials for couples.
3. D/E and Clergy will reach out to the Lourdes Center and strive to establish a certified NFP pastorate instructor. Each couple preparing for marriage will be required to attend and finance the first session and parish grants will be available.
4. D/E and Clergy will explore teaming with the Lourdes Center towards becoming a Counseling Campus for married couples and other persons requesting counsel.
5. D/E and Clergy will explore collaborating with the two dioceses to make St. James, Chamberlain a regional site for Inter-diocesan Marriage Preparation Classes.
6. D/E and Clergy will explore teaming with Engaged Encounter and Marriage Encounter to make St. James, Chamberlain a regional weekend host site.
7. D/E will explore other Couple Communication Tools for marriage preparation.
8. D/E and Clergy will seek out a faith-filled couple to serve as the Lead Marriage Sponsor Couple. The Clergy, D/E and Lead Marriage Sponsor Couple will work together to seek out a Leader for the Married Catholics Support Group. The D/E, Lead MSC and MCSG Leader will team and approach the diocesan Lourdes Center to help resource development of the MCSG.
 - a. The D/E and Lead MSC will seek out other faith filled couples to serve as Marriage Sponsor Couples. The D/E and Lead MSC will then explore teaming with Lourdes Center to create high-quality MSC training sessions.
 - b. The Lead MSC receives an engaged couple's name from the Clergy. The

Lead MSC then assigns a trained MSC to the engaged couple. The MSC then contacts the engaged couple to schedule FOCCUS review meetings at the MSC's home. The MSC couple also distributes any supplemental material resourced from the D/E and diocesan Lourdes Center.

- c. At the end of a couple's marriage preparation, MSC's will notify the Lead MSC and return a MSC report form that will be forwarded to the clergy. The MSC couple will then introduce their couples to the Married Catholics Support Group and, if the engaged couple has an unbaptized child, notify the Lead Couple of the Newly Baptized Support Group, who will assign them to a Baptism Mentor couple, who will contact the engaged couple. During this process, the Lead Couple of the Newly Baptized Support Group informs the D/E, as does the Lead Couple of the Married Catholics Support Group, for future Pastorate Team Leadership Meetings.

- Priority 1: D/E chooses/trains a Director of Marriage Sponsor Couples.
- Priority 2: D/E, Lead MSC and Lourdes invite, establish and train initial MSC couples.
- Priority 3: D/E chooses/trains a Leader of Catholic Married Couples Support Group.
- Priority 4: D/E, Lead MSC, MCSG Leader and Lourdes Center establish the MCSG.
- Priority 5: Trained MSC's begin serving as needed and MCSG begins the gatherings.
 - a. D/E oversees Lead MSC in monitoring MSC's.
 - b. D/E oversees MCSG Leader in monitoring MCSG.
 - c. D/E informs the Pastor of MSC and MCSG at Leadership Meetings.

RCIA Roadmap:

1. RCIA Director offers a casual, monthly Pre-Catechumenate Food and Faith Sharing Program for initial Inquirers to join while waiting for formal Fall RCIA Sessions.
2. Director establishes an engaging program (Symbolon/Catholicism, etc), and regularly consults with other parishes for curriculum and approach.
3. D/E and Director annually review present material and search for improved and more inspirational Curriculum.
4. Director invites volunteer adults to assist in team-teaching portions of RCIA.
5. A few weeks after Easter, Director provides a monthly Mystagogy follow-up group which strives to merge its members into other parish groups (All-Age or Peer Couple Support Groups, Bible Study, KC's, CDA's, SVDP, Liturgical

Ministries) Representatives from those groups will be invited to visit Mystagogy and share.

Vocations Roadmap:

1. On Good Shepherd Sunday, each parish annually offers parishioners the opportunity to prayerfully submit names to the clergy of candidates. The priests take the names into prayer and share some of the names with the diocese to help better resource those persons towards a better informed and formed decision.
2. Create a Serra Club which gathers weekly to share a meal and to promote vocations by promoting diocesan events and creating local parish events: Operation Andrew, Seminary Visits, Vocation Camp, DCamp, Priest/Deacon/Youth Socials, Last Collar Standing Watch Party, Visits/ Forums by Sacred Heart, P.E.S., and Theresian Missionaries of Mary religious communities. Serra Club will regularly consult the diocesan vocation office for ways to foster and support religious vocations. The D/E will also schedule regular check-ins with Serra Club and inform the Pastor at Leadership Meetings.
3. Have a pastorate sign-up for a card mailing program where parishioners mail monthly support cards to seminarians.

Metrics: This is how we will know we are succeeding in preparations for Baptism, First Communion, Reconciliation, Confirmation, Youth Catechesis, Marriage, Vocations Promotion, and RCIA

Baptism:

1. Clergy will monitor the number of families bringing their children to be baptized.
2. The Lead Baptism Couple will watch for couples with newly baptized children for when they attend Sunday Mass. If they do not see them, they inform the D/E.
3. Baptism Mentor Couples will give written feedback about their assigned couples to the Lead Baptism Couple of the Newly Baptized Support Group, who will then report to the Discipleship/Evangelization Director about the NBSG's progress.

First Penance:

1. Teachers will regularly ask students when they last went to Confession. Results will be recorded and given to the DRE/CRE, who forwards it to the D/E.

Anointing of the Sick:

1. Priests will strive to keep records of when people receive the sacrament.
2. At least once a year, teachers will ask students about what they know of the sacrament. Teachers will record results and give them to the DRE/CRE, who forwards it to the D/E.

First Communion:

1. Teachers will look to see if students keep coming to Mass for Holy Communion and regularly have a show of hands in class to see who attended Sunday Mass. Results will be recorded by the teacher and given to the DRE/CRE, who forwards it to the D/E.

Confirmation:

1. Every Sunday, Catechism teachers will be expected to look and see if the Confirmed are coming to Sunday Mass or return for weekly catechism. Observations are recorded by the teacher and given to the DRE/CRE.
2. Teachers will look to see if the Confirmed become active in Youth Group (CYO), youth events or other parish ministries. Observations are recorded by the teacher and given to the DRE/CRE, who then forwards it to the D/E.

Catechism Classes:

1. D/E will have DRE/CRE's monitor and record the number of youth in attendance.
2. D/E will have DRE/CRE's assess the level of engagement of youth in classes.
3. DRE/DRE's forward the numbers and levels to the D/E.

Youth:

1. D/E meets weekly with Youth Ministry, who oversees CYO and all youth events.
2. Every parish will have its own CYO group or be part of a multiple parish CYO.
3. D/E, Youth Minister and present CYO Leader will team to establish an adult Leader for each CYP group.
4. D/E assures that CYO Leaders make records of CYO gatherings to track attendance numbers and levels of engagement.
5. DRE/CRE/CYO leaders will also monitor the number of youth involved in Special Parish Events and Special Youth Events and report them to D/E.
6. Liturgical Committee keep records of the number of youth involved in liturgy and regularly inform Youth Ministry Ministry and D/E.
7. CYO leaders will ask youth if they are Multipliers and inviting others to join them.

8. DRE/CRE and Youth Ministry will monitor registration of youth at pastorate and diocesan events (e.g Last Collar Standing, Search, DCamp, Lumen Christi, Rallies) and forward it to D/E.

Marriage:

1. Clergy will monitor couples completing marriage preparation and inform D/E.
2. D/E meets regularly with the Leader of MSC's and the Leader of the Catholic Marriage Support Group.
3. NFP Instructor informs D/E of couples attending initial/ongoing sessions.
4. NFP Instructor provides couples with certificates to present to clergy for marriage files and informs D/E of when couples complete the initial session.
5. Establishment of Lourdes Center counseling and marriage enrichment site.
6. Establishment of a regional site for diocesan Marriage Classes, EE, ME.
7. Establishment of superior non-Foccus communication tool and supplementals.
8. Training of MSC's and Couple Peer Group Leader(s) by D/E and Lourdes Center.

RCIA:

1. RCIA Director forwards to D/E progress on the actual program, the names and numbers of candidates/catechumens, as well as all pertinent information on the Pre-Catechumenate, Main Sessions, and Mystagogy, and any follow-up Socials.
2. Clergy and Director look to see if/when the newly confirmed attend Sunday Mass.
3. RCIA Director informs DRE/CRE the names and contacts of newly Confirmed with children that should be registering them in catechism.

Vocations:

1. D/E contacts Serra Club quarterly to track attendance, initiatives, developments.
2. Serra Chair tracks attendance of members and records initiatives, developments.
3. Serra monitors who and how many are attending diocesan vocation events: Operation Andrew, Seminary Visits, Vocation Camp, DCamp, etc.
4. We notice an increase of inquiries on Priesthood, Diaconate, Religious Life.
5. We get persons from our pastorate to join the seminary or a religious order.
6. We retain more of those who are in seminary formation now.
7. We hear more people verbally sharing about how they are promoting vocations.

PRIEST LIVING ARRANGEMENTS, FRATERNITY AND COLLABORATION IN MISSION

Keys identified to faster clarity and good coordination in priestly care of the people of the pastorate:

Build Communication, Clarity and Fraternity Between Clergy
(2 Priests and 2 Deacons)

1. **Daily Phone Conference Check-Ins.**
 - a. When: Tuesday-Friday, 9:00-9:15 AM
 - b. Where: Remote by phone
 - c. Why: Calendar events and administrivia
2. **Weekly Fraternal and Pastoral Lunch Meeting.**
 - a. When: Thursdays, 1:00-2:30 p.m.
 - b. Where: St. Margaret, Kimball rectory
 - c. Why: Maintain communication and clarity between clergy.
3. **Bi-Monthly Clergy Prayer/Social/Meal.**
 - a. When: First Thursdays, 5:30-7:30 p.m.
 - b. Where: St. Margaret, Kimball rectory
 - c. Why: Build fraternity (Band of Brothers)

Coordinate Priestly Care of Pastorate People of 2 Priests

1. **Pastor and Parochial Vicar Alternate Weekend Masses** (2 West and 3 East).
 - a. Foster unity of pastorate.
 - b. Build familiarity between priests and parishioners.
 - c. Provide parishioners with a variety of presiding and preaching.

Increased Visibility/Availability/Ministry of 2 Deacons

1. Both Deacons (Deacon Maurice Barrett and Deacon James Bregel)
 - a. **Both continue to assist at weekend Masses at 2 West Parishes** (St. James, Chamberlain and St. Margaret, Kimball).
 - b. **Weekend assistance:** 1 Deacon assists at 3 East Masses (St. Peter, White Lake, St. John, Plankinton and St. Mary, Stickney) on the 1st weekend of each month and the 2 Deacons alternate with each other to assist at these 3 East Masses 1/Month.
 - c. **Weekend preaching:** 1 Deacon also preaches as he assists 1/month for 2 months in a row on the 1st weekend of each month, then the 2nd Deacon does the same for 2 months. This allows each deacon to preach 6 times/year at weekend Masses: 3 times in the East and 3 times in the West.

- d. Able to preside and preach at Weddings without a Mass, Christian Funeral Services w/o a Mass, Cemetery Interments, and Wake Services.
- 2. **Pastoral Care Deacon** (Part-Time Pastorate Employee) (Maurice Barrett)
 - a. Change of Ministry: Deacon Maurice moves from part-time Office Admin. for St. James to part-time Pastoral Care for the Pastorate on July 1, 2024. His new office will be in the St. James, Chamberlain Catechism Center.
 - b. Why: This better fulfills the diocesan desire for deacons to be more available and visible throughout the pastorate. Parishioners will now experience even more variety in ministry as it frees priests for other duties.
 - c. Teaching: Adult Education, Pre-Catechumenate, RCIA, Mystagogy.
 - d. Visitation: Jails, Assisted Living, Nursing Homes, Homebound, bringing Ministry of Presence, Sacred Scripture, Holy Communion, Communion Services, Religious Items and Reading Materials.
 - e. Charity: Presence in the Food Pantry, available for Voucher Distributions, Chaplain of Saint Vincent De Paul Society.

Living Arrangements Decided on and Principal Advantages for this Arrangement:

- 1. **Deacons Maurice Barrett and James Bregel will continue to reside in Chamberlain.**
 - a. Advantage: Both have other gainful employment (Deacon Maurice is an Electrician and Deacon James is a Pharmacist.
 - b. Advantage: Allows for a strong clergy presence in the West portion of Pastorate, which enhances availability and relationships and increases ministry of presence at more church and civic events.
- 2. **Fr. Randy Phillips, Parochial Vicar, will continue to reside at the rectory of St. John's, Plankinton.**
 - a. Advantage: Allows for strong clergy presence in the East portion of the Pastorate.
 - b. Advantage: Allows for a strong clergy presence in the East portion of the Pastorate, which enhances availability and relationships and increases ministry of presence at more church and civic events.
- 3. **Fr. Richard Fox, Pastor, will continue to reside in the rectory of St. Margaret's, Kimball.**
 - a. Advantage: Allows for strong clergy presence in the Middle of the Pastorate, which enhances availability and relationships and increases ministry of presence at more church and civic events.

- b. Advantage: Central location allows for less drive time for other clergy, staff, and parishioners for most appointments/meetings with the pastor.
- c. Advantage: Pastor is as close as possible to the 3 other pastorate clergy and more available for ministry and building fraternal relationships.

If Any Rectories Will Be Unused, Here Is a Plan for Those Buildings/Properties, with a Proposed Timeline:

1. St. Peter Rectory, White Lake:
 The downstairs of the rectory is the main catechism center. The parish will propose to the diocese a renovation in fiscal year 2024/2025. The upstairs rectory is in good condition and its dining room is presently used for an additional catechism classroom and a site for a few committee meetings. The rectory could be made even more available to parish groups for meetings or ministry gatherings. The rectory has a good office area that, with renovation, might possibly have a restroom attached to it and be separated from the rest of the rectory by walls or lockable doors. This could then be used by one of the newly hired pastorate or parish staff members. The rectory could also become a residence for one of the newly hired pastorate or parish staff member (Office Administration Assistant, Youth Ministry, Discipleship and Evangelization, Custodian, Facility Supervisor), or even a retired priest.
2. St. James Rectory, Chamberlain:
 The rectory is basically in good condition and will undergo a modest renovation (paint/flooring/lighting) in the summer of 2024. The two priests use the rectory as a place to stay over when the weekend Mass schedule or weather makes driving back to their main residence a challenge. It could also be used by the two clergy or other visiting clergy for a personal day or retreat in a very scenic area. The rectory is usually unused, but it has a good office area and restroom that could be separated from the rest of the rectory by lockable doors while still remaining accessible to the public and the downstairs church office area. This approach would still leave the rectory available for clergy to reside in when they are in town. The downstairs office area has an office space up front which is used for the Office Administration Assistant. Towards the back of this same office area, there is a largely unused office area. There is another largely unused office area in the catechism center next door: All four of these office spaces could serve up to four personnel, such as Pastoral Care Minister, Discipleship/Evangelization, Liturgical, and Office Admin Assistant. There is also the option of not having the rectory as readily available for overnight guests and having the updated dining room, living room, and kitchen more fully available for use by parish groups for meetings or ministry gatherings. There is also the possibility of the rectory

becoming the residence of one of the newly hired parish/pastorate staff (Office Administration Assistant, Custodian, Discipleship and Evangelization, Facility Supervisor), or even a retired priest.

FINANCIAL ARRANGEMENTS

What has been going well in the pastorate's financial stewardship and administration:

1. 2 West Region parishes and 3 East Region parishes are presently two groups which share some clergy (Priest/Deacon) expenses, such as Salary, Auto/Mileage, Medical, Retreat/Clergy Days, and Board. These are divided by the number of households per parish in each of the two regions, West and East.
2. Historically, most of the 5 parishes seem to reach clearly defined financial fundraiser goals, which includes facility maintenance, additions and annual diocesan appeals.
3. Despite a chronic personnel shortage and micro and crises management, people often come forward for paid or volunteer hours, providing short-term, average management.

These are the finance related concerns we have for the parishes of our pastorate:

1. Adequate income to support present and future expenses for quality personnel positions.
2. Adequate income for present and future maintenance and improvement of facilities/grounds.
3. That shared parish expenses will be appropriate in nature and proportional in amounts.

Here are key ways we hope to grow in financial stewardship in our pastorate:

1. Weekly financial updates in Bulletin and Websites: Weekly Income compared to Budget.
2. Quarterly Flyer prepared by Communications Director mailed to households with a Financial Report section created by the Business Manager
3. Establishment of Stewardship Committee to foster/monitor Time/Talent/Treasure.
4. Annual Fall Stewardship Fair and Ministry Sign-Up, preceded by 3 homilies on TTT.

5. Annual Census to update household numbers and types by Office Administration.
6. Annual Review of number of Active/Contributing households by Business Manager.
7. Annual Mini-Campaign in each parish of approved Facility Projects over \$15,000.

The following is the Budget Plan for the Fiscal Year beginning July 1, 2024 which reflects the Priorities of Our Lady of Grace’s Pastorate Pastoral Plan:

Each of the 5 parishes in the pastorate will be responsible for their particular/unique expenses. Shared pastorate expenses will be divided according to the number of registered households.

St. James's	246	32%
St. Margaret’s	232	30%
St. Peter’s	122	16%
St. John’s	135	17%
St. Mary’s	37	5%

LEADERSHIP TEAM PERSONNEL (6 PERSONS ALLOWED)

Initial: Pastor, Parochial Vicar, Business Manager, Office Administrator, Pastoral Care, Communication Director.

Future: The Discipleship and Evangelization Position Will Replace one of the following: Parochial Vicar, Pastoral Care, Office Administration, Communication Director.

PASTORATE PERSONNEL STRUCTURE EXPLANATION:

1. Pastor Oversees: All Clergy, Lay Leadership Team, And Personnel.
2. Business Manager Oversees Employed Personnel Positions: Discipleship/Evangelization, Office Administrator, Pastoral Care, Communication, Facilities Supervisor, And All Other Full Or Part-Time Personnel Positions.
3. Discipleship and Evangelization Oversees Pastoral Ministries: Pastoral Care, Youth Ministry, DRE/CRE, Adult Education Groups, RCIA, Liturgical Ministry, Related Employed Or Volunteer Ministers.
4. Facilities Supervisor Oversees Building/Grounds Ministries: Maintenance Custodians, Cleaners, Building/Ground Committees, Bus Drivers, Groundskeepers, Cemetery Sextons, Related Employed Or Volunteer Positions.

Pastorate Personnel Structure Diagram

Pastor

Parochial Vicar, Pastoral Deacon, Liturgical Deacon, All Lay Personnel

Business Manager

Discipleship/Evangelization

Pastoral Care
 Youth Ministry
 Communication Director
 RCIA
 Adult Education Groups
 DRE/CRE
 Liturgical Directors

Facilities Supervisor

Maint./Custodians
 Building/Grounds
 Groundskeepers
 Sextons
 Cleaners
 Bus Drivers

Office Administrator

Admin. Assistants

Parish and Pastorate Personnel Expenses Shared By Pastorate:

(**) Individual parish pays 100%

(*) Total Sharing from each parish, by # household (%)

(*1/4) Local parish pays 1/4; remaining 3/4 divided among 5 parishes by households %

(TBA) Position Not Filled (Office?) Office Site To Be Determined

Full Time (Salary)

1. (*) Pastor (Fr. Richard Fox) (Kimball Office) (Paid)
2. (*) Parochial Vicar (Fr. Randy Philips) (Plankinton Office) (Paid)
3. (*) Business Manager (Kimball Office) (Kimball Office) (Paid) (TBA)
4. (*) Discipleship and Evangelization Director (Office?) (Paid) (TBA)

Full Time (Hourly)

1. (*1/4) Office Administration (Joellen Stadler) (Paid) (Kimball Office)

Part Time (Hourly or Salary) (Paid Now or Offered Pay)

1. (**) Maintenance Custodian (Kimball) (Chuck Blasius.) (Paid)
2. (**) Maintenance Custodian (Chamberlain) (Jim Anderson) (Paid)
3. (**) Maintenance Custodian (White Lake) (TBA) (Offer Pay)
4. (**) Maintenance Custodian (Plankinton) (TBA) (Offer Pay)
5. (**) Maintenance Custodian (Stickney) (TBA) (Offer Pay)
6. (**) Groundskeeper/Cemetery (Kimball) (Shannon Rasmussen)(Paid)
7. (**) Church Cleaners (Chamberlain)(Paid)
8. (**) Church Cleaners (Kimball) (Cindy Knippling)(Paid)
9. (**) Church Cleaners (White Lake) (Judy Hettinger) (Paid)
10. (**) Church Cleaners (Stickney) (Sherry Schumacher) (Paid)

11. (**) Rectory Cleaners (Chamberlain)(TBA)(Paid)
12. (**) Rectory Cleaners (Kimball) (Independent Cleaning Angels) (Paid)
13. (**) Rectory Cleaner (White Lake) (Judy Hettinger) (Paid)
14. (**) Rectory Cleaner (Plankinton)(TBA) (Paid)
15. (**) DRE/CRE (Chamberlain) (Sally Engler) (Paid)
16. (**) DRE/CRE (Kimball) (TBA) (Offer Pay)
17. (**) DRE/CRE (White Lake) (TBA) (Offer Pay)
18. (**) DRE/CRE (Plankinton) (Natalie Briggs) (Offer Pay)
19. (**) DRE/CRE (Stickney) (Angie Feenstra) (Offer Pay)
20. (**) Religious Ed. Bus Drivers (Roger K., Shannon R.)(Paid)
21. (**) Musicians (Keyboard) (Chamberlain) (Renae Schroeder) (Paid)
(Lead Cantor) (Holly Endres) (Paid)
22. (**) Musicians (Keyboard) (Kimball) (Brenda Smith, Marilyn Carsten, Eileen Kroupa, Rebecca Rasmussen, Marge Husman (Offer Pay)
(Lead Cantor) (TBA) (Offer Pay)
23. (**) Musicians (Keyboard)(White Lake)(Tiffany Thury, Paula Hanten)
(Offer Pay) (Lead Cantor) (TBA) (Offer Pay)
24. (**) Musicians (Keyboard) Plankinton (Mary Mayclin and Mary Krell)
(Offer Pay)
(Lead Cantor) (TBA) (Offer Pay)
25. (**) Musicians (Keyboard) Stickney (Lexi Gerlach) (Offer Pay)
(Lead Cantor) (TBA) (Offer Pay)
26. (*) Pastoral Care (Deacon Mo Barret) (Chamberlain Office)(Paid)
27. (*) Communication Director (Mandy Konechne) (Home Office)(Paid)
28. (*) Youth Ministry (TBA) (Possibly join with a DRE or Admin. Assist.) (Paid)
(Office?)
29. (*) Facility Manager (TBA) (Possibly join with a Maintenance Custodian (Paid)
(Office?)
30. (*) Liturgical Director (TBA) (Possibly joined with a Liturgical Musician) (Paid)
(Office?)
31. (*1/4) Admin. Assistant (TBA) (Chamberlain Office)(Paid)
32. (*1/4) Admin. Assistant (TBA) (Plankinton Office) (Paid)

*(*1/4) Shared Pastorate Expenses For Offices (Set-Up, Equipment, Supplies)*

1. Pastor Office (Kimball) (Initial Set Up and Equipment Was Paid by Kimball)
2. Parochial Vicar Office (Plankinton)
3. Office Admin Office Set-Up and (Kimball)
4. Business Manager Office (Kimball)
5. Discipleship and Evangelization Office (Site TBA)
6. Facility Supervisor Office (Site TBA)
7. Pastoral Care Office (Chamberlain)

8. Youth Ministry Office (Site TBA)
9. Liturgical Ministry Office (Site TBA)
10. Admin. Assistant Office (Chamberlain)
11. Admin. Assistant Office (Plankinton)

(*) *Other Shared Pastorate Expenses*

1. Pastor and Parochial Vicar board, mileage, medical and benefits
2. Website and Flocknote
3. Phone System Installation and Operation
4. Bulletins
5. Bulk Mailings (Monthly Fliers) (CFSA Follow-up) (Seasonal Notifications)
6. Possible Future Items

MASS AND CONFESSION SCHEDULE

Here is our permanent Mass and Confession schedule proposal that meets the parameters of the 10-year forecast of the Set Ablaze Structural Plan:

Sunday Mass Count Averages

PARISH	2023	2024	CAPACITY
St. James	125	157	430
St. Margaret's	196	166	500
St. Peter's	121	117	400
St. John's	106	111	325
St. Mary's	66	76	100
Hispanic Mass	50	43	--

The Sunday Mass counts support what was evident to the eye. With the reduction of Weekend Masses moving from 6 to 5, the 5 parishes of Our Lady of Grace Pastorate will each easily seat everyone with 1 Weekend Mass per parish. While the counts reveal a decrease in numbers for some parishes, many Masses received no count and the general consensus among parishioners is that Mass numbers actually increased in each parish since July 1, 2024. So, there is a bit of mystery.

Mass Schedule for Our Lady of Grace Pastorate:

The 2 West Parishes of St. James, Chamberlain and St. Margaret, Kimball will alternate the following 2 Mass times every 4 months at these intervals:

(January-April, May-August, September-December)

Saturday, 5:00 p.m. and Sunday, 9:30 a.m.

The 3 East Parishes of St. Peter, White Lake and St. John, Plankinton and St. Mary, Stickney will rotate the following 3 Mass times every 4 months at these intervals:

(January-April, May-August, September-December)

Saturday, 5:00 p.m., Sunday, 8:30 a.m., Sunday, 10:30 a.m.

The people (demographic, community...) most impacted by this plan are:

Our Lady of Grace Pastorate's 7 Towns and Estimated Populations:

Chamberlain (2500), Pukwana (240), Kimball (550), White Lake (400), Plankinton (700), Mt. Vernon (465), Stickney (250).

(Rapid City Diocese's town of Oacoma (400) has no church or parish, so it is likely that most of them attend St. James, Chamberlain).

Our Lady of Grace Pastorate's 5 Parishes and Registered Households:

St. James's, Chamberlain (246); St. Margaret's, Kimball (232); St. Peter's, White Lake (122); St. John's, Plankinton (135); St. Mary's, Stickney (37)

Their main concerns are:

1. Masses and Confessions being reasonably available geographically and with times.
2. Experiencing the diocese supporting smaller parish and civic communities. Merging or Closure of smaller yet still vibrant parishes (i.e. St. Mary, Stickney).

This is our strategy to help address the concerns of those most affected:

1. Weekend Masses will be within a half hour driving distance of most parishioners. Weekend Mass schedule offers 5 Masses in 5 locations at 4 different times. Weekend Masses will rotate to best assure equal opportunities for parishioners. Confessions will be offered before all scheduled daily Masses and on Saturdays. Confessions will be offered more frequently in penitential seasons (Advent/Lent). Confessions will be offered during Special Events, such as Retreats and Rallies.
2. This plan offers 1 Mass in each pastorate parish, regardless of the parish Size. Clergy are dispersed as even as possible across the entire pastorate for access. The pastor is living in the center/heart of the pastorate for

maximum availability.

3. Pastorate staff will be available to every parish and community, regardless of size. Pastorate resources of time/talent/treasure will be more shared by all parishes. Liturgies and events will be offered to enhance collaboration and mutual support.

Other Estimated Demographics:

Chamberlain:

Median Age	38.1
Poverty Rate	14.9%
Median Household Income	\$58,466
Median Property Value	\$149,800
White	66%
Native American	27%
Other	7%

Kimball:

Median Age	49.1
Poverty Rate	16%
Median Household Income	\$55,139
Median Property Value	\$107,800
White	95%
African American	3%
Native American	1%
Other	1%

Stickney:

Median Age	42
Poverty Rate	8.48%
Median Household Income	\$46,250
Median Property Value	\$75,000
White	84%
Native American	16%
Other	-1%

White Lake:

Median Age	50
Poverty Rate	11.8%
Median Household Income	\$46,932
Median Property Value	\$55,700
White	96%
Asian/Pacific	2%
Native American	1%
Other	1%

Plankinton:

Median Age	38.7
Poverty Rate	3.21%
Median Household Income	\$66,250
Median Property Value	\$85,000
White	93%
Native American	6%
African American	-1%
Other	-1%

NATIVE AMERICANS AND RELIGIOUS ORDERS

Present Realities (Where We Are Now)

(Religious Order comments shared over two extended Luncheon meetings)

Sacred Heart Order:

History:

The Sacred Heart Clergy have over 100 years of lived experience in serving Native Americans. Other religious orders and the Sioux Falls Diocese have worked with them in this ministry. Collaboration has decreased over recent years and the diocese and Sacred Heart Order serve mainly alongside one another in a peaceful coexistence.

Dual Faculties:

As the Sacred Heart Priests and Deacon serve in both Lower Brule (Rapid City Diocese) and Fort Thompson (Sioux Falls Diocese). The Rapid City West River reservation ministry was taken on when the Benedictine Order departed.

Region Demographics:

Most reservation parishes are comprised of Native Americans, with only a marginal White presence. Stephan is mostly White, Big Bend is Mixed, and Fort Thompson is mostly Native.

Strengths/Joys:

The Sacred Heart Order emphasizes that clergy be well accomplished in the Ministry of Presence, being out among the flock. They claim the charism of being prophets of love and servants of reconciliation in the world.

St. Joseph Indian School is going well and has a strong staff retention of excellent teachers. The student body is seen as mostly happy. The campus is hospitable and welcoming. Tourists often stop for tours. There is good attendance at the liturgies and good rapport between laity and clergy.

On the Reservations, there are active Men's Groups. Some parishes have benefited by working more closely with each other. The staff has only monthly meetings.

Financially, the 3 Lower Brule parishes are financed by St. Joseph Indian School and the Sacred Heart Order. The other 3 parishes are self-sufficient by Sunday collections. The school's office of development is very successful in soliciting private donations.

All 6 Parishes have Finance Councils: 3 in Lower Brule. 3 in Fort Thompson.

The school's new equestrian therapy facility and program reverses isolation and negativity with team building and positivity.

A Presentation Sister (Sr. Deb Wagner) still serves and assists them at Fort Thompson.

More Catholic adults and youth want to learn more about God and the Church and more youth seem to be looking towards the Church for meaning and purpose in life.

Challenges/Sorrows:

The driving distances can be a bit daunting, especially in the winter.

A clergy shortage is felt and the school chaplain must wear 3 hats: Chaplain, Director and Pastor. There is high unemployment, no youth activities and no vibrant liturgical music.

Reservation church attendance is low and widely varies from Sunday to Sunday.

There are 3 distinct groups on the reservation:

1. Native Traditionalists.
2. Catholics.
3. Those who believe that we are "all the same." Diamond Willow (Strong Fundamentalist Denomination) is having significant influence upon the Natives. There is a need for better formed catechists and more vibrant catechism programs at all age levels.

The death rate is high: 70% of funerals are aged 20-50 years. Fort Thompson is largely Catholic and averages 50 Catholic funerals/year; Lower Brule has more Protestant churches so Catholics only averages 10 Catholic funerals/year. Main cause of death: Drugs, Alcohol abuse and Suicide. The rite is a mix of traditional Native and Catholic and often lasts around 3 days.

Theresian Missionaries Of Mary Order:

History:

This is a relatively new order with Carmelite foundations connected to St. Therese of Lisieux. The Sacred Heart Clergy very recently invited them from the Phillipians to assist with Native American ministry in South Dakota. They were invited in hopes of building a better connection between the Church and Native American women.

They are learning the Lakota language as they serve at St. Joseph Indian School and at Lower Brule. They presently assist the Sacred Heart Order with their liturgies as sacristans, decorators, and musicians. They come from an educational background as teacher and are also delving into faith formation as catechism teachers. They are very evangelical as they purposefully look for ways to get into the homes of local natives.

While presently living at St. Joseph Indian school, the Sacred Heart clergy are building a house for them near St. Mary parish, Lower Brule.

Strengths/Joys:

The sisters are gifted at and embrace forming relationships. They thrive when seeing full churches, such as this past Easter. They manifest a magnificently joyful spirit with a humility that is imbued with confidence.

Challenges/Sorrows:

They recognize that the local catechism needs more attention. Low Mass attendance is seen by them as people having a lack of knowledge and experience of the Eucharist. Athletic events are a great distraction to people attending Mass.

There is a real challenge in their moving from a vibrant faith community back home to living in a apostolic age atmosphere here. They know that they are on a mission.

Moving from very warm to very cold weather and driving long distances is a challenge.

They see high levels of violence, neglected youth, alcoholism, gambling, drugs, suicide.

WHERE DO WE WANT TO GO

Our Pastorate's Immediate Desires:

1. To move beyond the peaceful coexistence of the diocese and these orders and to create ways to build and maintain a more visible presence, a stronger bridge, a more collaborative structure, between the local parishes, Orders and Native Americans.
2. To actually celebrate and promote the Sacred Heart and Theresians Missionaries of Mary Orders and to strive to partner with them in common ministries.
3. To further unite the White and Native American cultures.

Sacred Heart Order and Theresian Missionaries of Mary Immediate Desires:

1. To have more Catholics wanting to learn about God and the Church.
2. To have more Youth involved in parishes and to start by attending their sport events.
3. To have more opportunities for people to experience being part of the Church by events and ministries.
4. To witness more people at Mass and in Eucharistic Adoration.
5. To expand programs and facilities in Lower Brule and Fort Thompson.
6. To house order seminarians on the reservation.
7. Increased collaboration between the two orders and the diocese.

An Internal Sacred Heart Order Perspective (What compels them):

The Sacred Heart Clergy see themselves as offering infinitely more than a government agency (BIA). They clearly love the Lord, the Church and their ministry. They are less discouraged as they experience deep gratitude from Native people for their presence and ministry, as well as for this new desire for diocesan collaboration. They see their ability to make visible the spiritual charisms of their order and desire to sustain this way of religious life here. The school fosters holistic education of body/mind/heart/spirit.

An Internal Theresian Missionaries of Mary Perspective (What compels them):

They do what they do because it is pleasing to God. They offer their works for the special intention of priests. They are truly missionary in spirit and their passionate love for God and humanity is self-evident.

HOW DO WE GET THERE

Sacred Heart and Theresian Missionaries of Mary Suggestions:

1. Have more Ministry of Presence in the Public, to build Trust.
2. Facilities for more programs, such as AA.
3. Increase personnel with arrival of two sisters from a 2nd Order, The Missionary Congregation of Mary, with one order living at Crow Creek and the other at Lower Brule.
4. Develop a stronger program to support the Native Elders which might reinvigorate all age levels.
5. Build stronger collaboration with the local pastorate and diocese: Diocesan clergy being present on campus, priests exchanging liturgies between Sacred

Heart and Diocesan parishes, deacons assisting at Sacred Heart liturgies, and Native Americans assisting at some diocesan parish liturgies.

First Pastorate Priority: Meet With Leadership

1. Pastorate Clergy to have lunch meetings with Sacred Heart Clergy and Theresian Missionaries of Mary to get acquainted and learn more about their history, ministry, challenges and aspirations.
2. Pastorate Clergy to have a lunch meeting with the Chaplain and Administration of St. Joseph Indian School to get acquainted, get a campus tour, meet more staff, and to learn more about their ministry.
3. Pastorate Clergy to have an on-site tour of Lower Brule and Fort Thompson and have a local lunch meeting with Sacred Heart Order and Theresians Missionaries staff to get acquainted, learn more about their ministry, and look for opportunities.

Second Pastorate Priority: Ministry Of Presence

1. Pastorate Clergy visit reservation, attend Pow-Wow, Sun Dance, Public events.
2. Pastorate Clergy visit St. Joseph School lunchroom, campus grounds to visit with students and staff.
3. Pastorate Clergy assist St. Joseph Penance Services, Liturgies, Sunday Masses on perhaps a Monthly/Quarterly basis.

Third Pastorate Priority: Develop A Collaborative Plan Between Our Lady of Grace Pastorates and Pastorate 25

1. Create a Collaborative Ministry Team of Native Americans and Whites which fosters familiarity, communication, and community, and create mutually-approved ways to offer events, liturgies, and service projects which include both of our two American cultures:
 - a. Offer a "Celebration of Cultures" of Dances, Activities, Meals, Prayers, Mass.
 - b. Invite Sacred Heart Clergy and T.M.M. Orders come to our Pastorate for Vocation Talks, Youth gatherings, Social events.
 - c. Invite Native Americans into our pastorate for a meal and a time of sharing about their culture.
 - d. Conduct a Reservation "Have-A-Heart Run" of Pastorate Youth to Sacred Heart parishes.
 - e. Conduct a Reservation "Theresian-Nun-Run" of Pastorate Youth to the T.M.M. restored convent.
 - f. Conduct a CYO-led Youth Mission "Service" Trip to St. Joseph Indian School and two Reservations.

2. Pastorate and Orders partner with the Diocese to develop a regional Lourdes Office to offer counsel and support groups to this area.

HOW CAN WE ASSESS

1. Track scheduled collaborative Meetings and Meals between Diocesan Clergy and 2 Religious Orders.
2. Track collaborative Community Building Events, Meals, Service Projects, and Worship/Liturgies.
3. Note if Pastorate 12 begins to see more Native Americans attend Sunday Mass in Chamberlain.
4. Assure that the Ministry team is formed and schedules and organizes regular collaborative events.
5. Note if youth/adults are considering a religious vocation to the Sacred Heart and Teresian Orders.

HISPANIC MINISTRY

WHERE WE ARE NOW

We wish to begin by offering a special thanks to the clergy of our diocese, such as Fr. John Helmueller, for their generous service of offering a Hispanic speaking Mass to these beautiful people for many years.

WHERE WE WANT TO GO

The Pastoral Plan of Our Lady of Grace Pastorate will reduce our required number of Masses from 6 to 5. This creates an optional 6th Mass per weekend for Special Events. Our Pastoral Plan includes the frequent offering of a 6th Mass connected to Parish-only, Pastorate-wide or Multiple-Pastorate Events which will be offered on-site or off-site of the pastorate. The events will offer all peoples an increased opportunity for shared Worship, Community, Evangelization, and Service. The Special Events will focus on particular groups: Youth, Adults, Families, and Cultures. They will include Eucharistic Processions, Youth Rallies, Youth or Adult Retreats, Evangelical Speaker Socials, Dinners, PicNics, Faith Festivals, Pilgrimages, Fiestas, Inter-cultural Celebrations, Mission Trips, and Religious Order Vocation Mixers (e.g. S.C.J., T.M.M, P.E.S).

Maintaining maximum opportunity to consistently engage the greatest number of people will require maximum flexibility for the scheduling of Events which include a 6th Mass. Thus, our two pastorate priests will not be available for coverage in Pastorate 13, should they continue offering Mass at St. John's, Plankinton.

HOW WE WILL GET THERE

Our Lady of Grace Pastorate plans to readily engage the Hispanic community by the following initiatives:

1. Continue allowing Hispanic speaking priests, as available, to offer a monthly Hispanic Mass at St. John's, Plankinton.
2. Form a bi-lingual team of people to begin reaching out to the local Hispanic families. They will learn their needs/desires, offer personal invitations to regularly scheduled Masses, especially at St. John's, and encourage them to experience being a vital part of our greater faith community.
3. Research the possibility of installing and making available, at no cost to recipients, the developing communication technology of earbud devices which translate English into one's native language. We will also explore the hiring of staff to conduct English language classes or tutoring sessions.
4. Offer Cultural Celebration Events where Whites, Native Americans, Hispanics, Phillipinos (African?) share ethnic foods, games, dances, and celebrate a Mass which offers appropriate elements of their culture's liturgical music and rituals.

HOW TO MEASURE OUR SUCCESS

1. A growing bi-lingual team with increased interaction between Whites and Hispanics.
2. Increased response to the needs and desires of our Hispanic families.
3. Increased attendance of Hispanics at Masses as they hear in their own language or learn English.
4. Growing attendance of both Whites and Hispanics at 6th Mass Special Events.

This initiative provides a sound off-ramp, should the Hispanic Mass no longer be offered. It also provides an on-ramp opportunity for the church to engage in the lives of an increased number of people: Whites, Hispanics, and Native Americans. Finally, it creates a solid forward path for a truly Catholic experience of inclusiveness in the life of our parishes, pastorate, diocese and state. We are "One Family! One Faith!"

With Gratitude to God, we humbly submit this Pastoral Plan Proposal. It is the fruit of an effort which began on July 1st, 2024, when Pastorate 12 began and the new clergy assignments began. As both Pastors and Parochial Vicars moved in and continued unpacking, we were steadily well briefed and resourced by dedicated and diligent diocesan clergy and chancery staff.

Following numerous private interviews conducted by the pastor with quality parishioner candidates, the 10 members of our amazing Pastoral Planning Team was established. Over the next 9 months, this team gathered in person about once a month and conducted numerous zoom and phone conferences in between those meetings. In-person meetings began with 6:00 p.m. meals, followed by the actual planning meetings which usually lasted 2 to 3 hours.

Supported and resourced well by our 2 diocesan-appointed facilitators, Terry Sabers and Julie Choudek, the pastor and team, by private and group meetings, wrapped their minds and hearts around both the vision and the task at hand.

Accompanied by ongoing private and large group meetings offered by diocesan staff to pastors, the team moved forward with soliciting input from our 5 pastorate parishes through 5 Town Hall meetings. In these, people moved into small groups and were asked prepared questions by our team members. These responses were recorded and compiled into an electronic database shared by all members of the Planning Team for prayerful review.

When the work of the 2 facilitators was done and they moved on, the team moved forward to solicit even more data. We conducted a pastorate-wide survey, both electronically and by print. These responses were collected, recorded and compiled onto the team-shared database for prayerful review..

Next, the Pastoral Planning Team broke down into 4 Ad Hoc groups, one for each of the 4 main SetAblaze Responsibilities/Pillars: Worship, Discipleship and Evangelization, Community, Service. These 4 groups were each assigned to interview specific parish ministry groups which best fitted their Pillar. Using questions similar to the Town Halls and survey, these responses were then recorded and compiled in our shared database for prayerful review. Then, consulting all accumulated data, each of the 4 Responsibility/Pillar groups met on their own and each completed 1 of the 4 diocesan template forms. When these were completed, the Planning Team reviewed them and our new Communication Director, Mandy Konechne, forwarded them to the diocesan office for preview, to assure that we were on the right course. Once they were pre-approved, the team moved forward to complete all remaining templates.

The pastorate's name was determined by conducting a printed and electronic survey, asking for names within diocesan parameters. These were collected, recorded and compiled on a shared team drive. The team reviewed them and, based on how often a name within diocesan standards was mentioned, selected the top 9.

These 9 were submitted to the diocese for pre-approval, which brought it down to 7. The team then selected the top 4, based on the number suggesting it, and presented them to each parish in a pastorate-wide vote. Following approval by the bishop, “Our Lady of Grace” prevailed.

The remaining diocesan and pastorate templates were completed by first creating rough drafts created by the pastor, a team member, or an Ad Hoc committee. These drafts were then viewed by team members on our shared drives before we met in-person to complete each template. During the final Planning Team meetings, each template was formally reviewed and approved for formal submission to the diocese. The Pastor then made a final editorial review of the entire Pastoral Plan and the Communication Director created this final formatting of it for formal submission to the diocese and our bishop.

An additional and key part of our gathering of data was having our 10 person Planning Team simply ask questions of people when they were out in public. The team listened with their heads and hearts to what people were thinking, feeling and saying regarding the SetAblaze initiative and the approach of our pastoral planning team’s process. After prayer itself, this was the most helpful.

I wish to conclude by expressing my gratitude to Bishop Donald DeGrood for the blessed privilege and opportunity to be a part of this historical and holy venture. Despite the forewarned heavy-lifting of this laborious task, we all experienced abundant life and a divine light in it, which now shines brightly upon a future full of hope for our pastorate, diocese and all of our Church in this Apostolic Age. May it serve us well in our healthy, happy and holy quest towards becoming a people who are “Lifelong, Catholic Missionary Disciples Through God’s Love!” Amen! Alleluia!

~ Fr. Richard Fox and The Pastoral Planning Team of “Our Lady of Grace” Pastorate