

Facilitators: Mike and Julie Baloga

Top Three Priorities

- 1) Now that the debt is paid off, let's start "tithing the collection' and dividing that portion among, or set up separate envelopes for each month for the three main outreach ministries of the parish:**
 - + Dorothy Day House of Hospitality
 - + St. Vincent de Paul
 - + Our sister parish in Haiti

- 2) Establish a network and directory of services for parishioners by parishioners, organized by profession (i.e., medical, legal, financial, plumbing, etc.), to make services available either pre bono or for a substantial discount to those parishioners who have a need. For example, some parishioners may be in need of legal advice, but don't know where to go for it, or some parishioners may provide basic tax preparation services. Another example would be elderly or disabled parishioners who cannot attend to some household maintenance or repair tasks, and younger, able bodied parishioners could help out, keeping those who are likely to be on a fixed income from having to pay for those services.**

- 3) Build on our (especially Fr. Val's) current strength in welcoming new parishioners and returning Catholics in a systematic fashion, for example Remembering Church and Catholic Update Course.**

Other Ideas

- Dedicate one Mass per month to a particular culture/language
- More support from parish administration for self-start groups, vis-à-vis publicity, pulpit/bulletin announcements
- More extensive art and cultural programming in the parish and the school, especially with regard to music. Have more cultural events at the Cathedral. Suggestion to form a partnership with the Memphis College of Art to involve their students with ICCS. Make ICCS known for it opportunities for formation in the fine arts.
- Promote intergenerational involvements between retirees and ICCS students.
- Have a speaker series during Café Cathedral
- Raise more Consciousness about Catholic social teaching. Bulleting blurbs are good, but more diverse means of communication would be better.

Facilitator: Diane Canepa

Our top three priorities all concern ensuring that high quality instruction and activities for the children and youth of the parish be provided. We believe that their faith formation and catechesis are extremely important for the future of the parish. We propose that financial commitments be made to the following areas:

- 1) Strengthen our pre-school** by constructing a well designed pre-school building with classrooms as well as a large multi purpose room that can also serve other parish needs.
- 2) Increase teachers' salaries and retirement** as well as provide additional funds for their professional development.
- 3) Strengthen the youth** ministry by securing experienced, trained leadership, offering multiple opportunities for understanding and practicing Catholicism such as special liturgies, social activities, concerts, and other appropriate activities.

Other Ideas:

- Establish more ways for members to get to know each other. Start book clubs with discussion groups. Publish recommended spiritual reading lists.
- Continue small Scripture study groups.
- Acquire more land so that the school and church could expand.
- Upgrade elementary facility-especially the bathrooms.
- Ensure the survival of the schools with financial commitment secured by an endowment.
- Consider moving tabernacle to center of the altar.
- Continue to assist the Dorothy Day House, the Haiti Mission, and the St. Vincent de Paul Ministry.
- Continue publicizing opportunities for spiritual growth and faith formation.
- Invite community members to events and services at Cathedral.
- Develop curriculum and/or service options for high school students to expand enrollment.
- Develop a proposal to the diocese and other parishes to build a Catholic community center offering a wide range of activities that include indoor/outdoor swimming and fitness facilities for all age groups. This would also include space for social and cultural events including music and the visual arts, as well as summer camps for youth.

- **Facilitators: Gail Chambers & Lyda Laneville**

Top Three Priorities

- 1) Commitment to our School and Students**—The parish needs to feel that the school is one of its responsibilities. Some of the items included in this commitment should be:
 - + Financial support—perhaps a once a month Sunday collection
 - + Help in organizing student service hours—the service hours should consist of meaningful experiences. Perhaps time to serve at the Dorothy Day House, Manna House, or the Soup Kitchen.
 - + Summer Vacation Bible School—a week long religious experience for children ages 4 to 12. This could be used as service hours for the high school students
- 2) Adult Education Classes**—continue with the effort that is being made to provide adult religious education. Publicize the classes more.
- 3) Yearly Parish Mission**—four days in length beginning with a homily by the presenter at Sunday liturgy to set the tone for the mission. The mission would continue for three nights. In the day the presenter could provide a separate mission for the high/middle schools and the elementary school.

Other Ideas

- Weekly or Monthly Adoration—this does not have to be all night adoration. It could be every first Friday. There should be enough hours available so working parishioners could also participate.
- Ecumenical Dialog—do this with other churches in Midtown
- Parish Outreach Ministry Bulletin Board—used to alert the parish of social issues/ events in the Midtown area. For example: notification of when a Death Penalty Watch occurs; provide a description of the Midtown social ministries such as Dorothy Day House, Manna House, and the Soup Kitchen; provide contact persons for each of the social ministries so parishioners can sign up to help; provide a list of needs for Dorothy Day House, Manna House, and the Soup Kitchen.

Facilitator: Sister Carol Clagens

Top Three Priorities

1) Emphasis on Spirituality (learning to listen to prayer)

- + A Parish Mission
- + Holy Hours
- + More explanation of the Mass
- + Have spiritual reading available on Holy Spirit

2) Parish Nurse / Social Worker – either hired by parish or served by colunteer committee made up of nurses and social workers in the parish.

3) Outreach to Youth

- + Cooperate with Fr. Keith in promotion of vocations
- + Invitation and welcoming to all youth of area

Other Ideas

- Have one charitable collection to be distributed among Dorothy Day House, Saint Vincent de Paul and Haiti

Facilitator: Andrea Dahlman

Top Three Priorities

- 1) Desire for a cohesive coed group for all ages to increase fellowship.** Meetings/Events would incorporate Sunday evening prayer and benediction, (prayer and potluck as we did at the 153 kickoff, once a month). All agreed it would be a great way to pull the parish together.
- 2) Aspiration to conduct 1st Friday adoration, morning through evening, at I.C.,** (beginning the adoration after the school mass and ending the adoration prior to the Saturday Morning Mass). It was noted that we need to check on school mass schedule to make sure there isn't a conflict. There is a vast desire to have adoration available at our parish, so that individuals can have a special time, on the 1st Friday of each month, to give special adoration to our Lord, through worship and prayer.
- 3) Need for better marketing and communication of existing opportunities in the parish as well as community-wide.** Perhaps, the parish could have an available booklet listing contact information for charitable activities (St. Peter's Villa nursing home and Dorothy Day house were of special interest to our group in particular) and other groups in the parish and/or online directory with password.

Other Ideas

- We need available contact information for existing groups/activity chairs, so that the entire parish is aware of the designated points of contact for each group. For instance, do we have a Rosary chairs/committee? If so, when are the Rosary recitation sessions conducted and how do you become a member of that team?
- Our group greatly desires that the rosary be recited more frequently, before and after mass, considering that we are the Cathedral of the Immaculate Conception.
- We should have various fellowship groups for different ages, perhaps in a Sunday school format, with possible long weekend trips to St. Louis or Hot Springs.
- We need to allocate funding towards the facilitation of parish business on weekends, especially for working individuals. Perhaps, the parish could allocate resources for a secretary or designated person in the parish office between 9:00 a.m. and 1:00 p.m., every Sunday in case parishioners have a need to conduct business: schedule a sacrament, ask about a group meeting, etc. The implementation of a secretary or designated individual for conducting parish business, during hours outside the normal parish office hours, has been integrated into various parishes worldwide and has proved quite successful! All highly praised the idea!

Facilitator: Jeni Donlon

Top Three Priorities

1) Hire a full-time Youth Director who would...

- + coordinate the Youth Group for the parish and school, providing social and service opportunities for youth grades 6-12
- + establish/coordinate a Big Brother/Big Sister-type program for elementary aged students and parishioners, partnering them with older students/parishioners or students from CBHS and CBU
- + re-establish the Rainbow program for students/parishioners who have lost a loved one through death or divorce
- + establish/coordinate a College-Bound speaker series / leadership program, which would include a Career Day / Alumni Day in which professionals from the parish share their experiences with youth. Students and leaders would get matched up for some "contagious networking" to help build contacts for college applications, internships, etc.
- + establish Tutoring Ministry in which parishioners/parents could volunteer free tutoring services or would be willing to add their names to a Homework Hotline list to help students over the phone with homework questions in their subject of interest.

2) Substantially increase our Marketing and Recruiting budget and efforts to...

- + build a stronger relationship between the Cathedral parish and the school
- + work on branding, getting our name and accomplishments out in the public instead of hiding our light under a bushel
- + re-establish a yearly open house for prospective students for the elementary school
- + advertise in local publications touting achievements by IC grads and students
- + keep church and school Web sites up to date with easy-to-access information for prospective parishioners and students
- + give new parishioners welcome packets and with information on the parish and school, and give them tours of the school

3) Hire a part-time Assistant Athletic Director/Coach to...

- + help coordinate elementary/middle school-age sports for school and parish
- + help coordinate volunteer coaches from the parish
- + establish partnerships with other churches/schools or the city for use of fields/tracks
- + help coach certain sports
- + coordinate volunteer parishioners/parents to help youth with individual sports such as golf, tennis, track, cross-country

Other Ideas

- Purchase a **Shuttle Bus** similar to those at Lindenwood to be used for...
 - + offering rides to older parishioners for church services and functions
 - + Youth Group activities
 - + shuttling ICCS teams to games
 - + school field trips when there aren't enough parents to drive

Facilitator: Dawn Fichtel

Top 3 Priorities

1) Transportation Ministry

- + To and from Mass and/or special events (shuttle service by parishioners)

2) Family Life Ministry

- + Single Parent Aid & Support
- + Homebound Chores, etc.
- + Babysitting (Youth Ministry?)

3) Lazarus Ministry

- + Funeral luncheons
- + Meals (later)
- + Anniversary Follow-up

Facilitators: Sharon and Jerry Fleischut

Top Three Priorities

- 1) Have special event of events promoting adoration of the Blessed Sacrament such as 40 hours, perpetual adoration and Benediction.
- 2) A stronger emphasis on youth who do not attend Catholic Schools and young adults with at least a once a month liturgy with contemporary music, youth ministers and singles sections in the church in addition to greater emphasis on their religious education.
- 3) A more concentrated effort to welcome minority individuals with parish information and help with counselors or advisers.

Other ideas

- Divorce and bereavement groups
- Parish should recycle
- Keep an updated web site
- Singles groups
- Ongoing divorce support and “free” annulments
- More greeters at the doors (with BIG smiles)
- Yoga and/or exercise classes at the Cathedral
- Pipe organ and symphony music and/or classical recitals

Facilitator: Karen Gephart

Top Three Priorities

1) Reach out to our own parish through support groups such as a divorce group or taking care of older parents, and financial help (school tuition)

2) Form prayer groups

3) Reach out to the Memphis Area such as the Dorothy Day House and St. Vincent DePaul Ministry

Other Ideas

- Covering expenses for a parish retreat or other parish activities
- Creating a directory of the expertise of individuals who could help our parishioners, such as social services, nursing, counseling or finance
- Restructuring the PRE program
- Making a quilt to give to the newly baptized
- Inviting the children to surround the altar table during the Liturgy of the Children
- Introducing each other at the beginning of Mass

Facilitator: Jerri Garavelli

Top Three Priorities

Our Group decided that the Cathedral Parish should make Immaculate Conception Cathedral Schools a priority by:

- 1) Having a monthly collection to benefit ICCS for example every third Sunday the second collection could be for the school.**
- 2) Including a page in the Sunday bulletin** announcing, “What’s going on at ICCS this week?” This could include all sports activities, special events, and club meetings with an invitation to parishioners to attend functions.
- 3) Having a semi-annual “Day of Caring”** where ICCS students and parents with parish involvement help others in our community. For example, “clean up, paint, fix up” in Central Gardens, Cooper Young or Annesdale-Snowden neighborhoods.

Other ideas

- Inviting members of different ministries in the Church to speak monthly at ALL-Campus Masses, explaining the ministries’ purposes and how the school can get involved.
- Having parishioners work with First Communicants from ICCS to make Rosaries.
- Asking for volunteers from the church to join “Parish Partners” – example, parishioners who could help with tutoring, reading to, or listening to students.

Facilitators: Bob and Sally Greene

Top Three Priorities

1) Support and marketing for ICCS High School as the only parish-owned Catholic High School in the state. This addresses both inner and outer vitality in reaching out beyond the parish and evangelizing by example.

2) Outreach to Catholics of other cultures, especially Hispanic Catholics.

- + Mass in Spanish once a month with a social afterwards, which would provide some outreach to Hispanic families at St. Jude/Target House. Also to find a time that might address needs of workers who cannot get to a Sunday Mass celebrated in Spanish at a regular time.
- + Offer weekly Rosary in Spanish
- + Celebrate *Día de los Muertos*
- + Find out if there are needs of Polish, Vietnamese, African Catholics that are not being met elsewhere

Challenge: How can we as a parish be welcoming to Catholics of other cultures without stepping on the toes of other parishes that are also ministering to Catholics of different cultures?

3) Support for young mothers

- + Meet for coffee after 10 liturgy on Sundays
- + Exchange phone numbers and mutual support
- + Potential to have a Mother's Group where the children play and the moms visit
- + Could include new parents of both sexes

Facilitators: Scott and Amanda Harkins

Top Three Priorities

1) Youth Ministry

- + Hire Youth Minister
- + Coordinate service/outreach for youth
- + Coordinate with other churches
 - Benchmark with other churches for how to manage youth ministry
 - Invite others from various churches for events/outreach
 - Plan activities with youth ministries from other churches (cross denomination and/or cross diocese)

2) Leveraging our facilities for the best use for the school and parish

- + Full evaluation of facility needs and evaluation of what additional facilities are needed
- + Ensure looking at fully utilizing facilities we currently have – evaluate using some facilities for dual use
- + Consideration for potential additional facilities:
 - Family Life Center
 - School Library
 - Evaluate purchase of nearby land

3) Make IC be known for ‘Service’

- + Communication
 - Establish a director of communications for Service Outreach (perhaps tying into youth minister position)
 - Communicate to parish what opportunities exist to get involved in support of community outreach
 - Communicate externally what IC is doing/accomplishing
- + Establish a monthly or bi-monthly parish-wide service program that requires only volunteer time—no purchases or donations
- + Re-energize “IC a Need” / St. Vincent de Paul

Other Ideas

“Inner”

- Youth ministry-develop it more –do we lose families because there isn’t a developed program for the young people.
- Outreach within the community.
- Children not attending Catholic schools not involved other than PRE when they have to for First Communion and Reconciliation etc.
- Catechesis of Good Shepherd program and re-evaluating the PRE program.
- Small group meetings throughout the year would help develop a community.
- Leveraging our facilities for the best use for the school and parish.
- Pre-K – does everyone know about the program and other school curriculum at IC.
- Adult orientated parish socials.
- Programs for older parish members and single or newly married parishioners.
- Social ministries

“Outer”

- IC a need- re-energize this program and St. Vincent de Paul.
- Having a dedicated outreach monthly or service- not just giving money but time
- Pairing with other churches to have some programs together
- List of services that the community offers for programs or referrals for people
- More programs to offer to disadvantaged people

Facilitators: Vince and Barbara Higgins

Top Three Priorities

1) Cultivate “Cyber Church” community

- + Better utilize website through regularly updated calendar, bulletin & ministry information
- + Establish communications network with members to share ideas and fellowship, as well as to create new ministries.
- + Reach out to members who might otherwise be unable to participate via traditional methods
- + Link to other resources in the Catholic and Ecumenical Community of greater Memphis

2) Conduct ongoing “Needs Assessment”

- + Determine current needs of church members and foster parish ministries that are viable and applicable to address those needs
- + Eliminate duplication of services in the Parish Ministries
- + Enable continuation of the 153 momentum to allow greater input regarding distribution of church resources
- + Utilize cost effective surveys to make the assessments (i.e. written, e-mail or phone format)

3) Focus attention on the School’s needs

- + **Immediate Goal: Upgrade elementary and high school texts and computers**
- + **Long term Goal: Renovate existing Pre-K building/facilities**

Facilitators: Mike and Barbara Hember

Inspiration

As we look to the future, and we are future bound, to the months and years that lie before us, what kind of church shall we be? What kind of church do we want to be?

*One in union with the Vicar of Christ, one **dispensing the grace of God to all men**, one anointing sorrow with sympathy, one of love and human kindness, **a Good Samaritan on the banks of the Mississippi**.*

-The Most Reverend Carroll T. Dozier, D.D.; First Bishop of Memphis, 1971-1982

IC and ICCS—Our Identity

IC and ICCS: The Heart and Hands of Midtown

Build on our unique strengths of **community, diversity**, and physical location to significantly increase our mission of **service** to strengthen ties between the church, school, and community, increase visibility of our parish in the community as a source of Christian and social service; and, elevate our school to become a model educational institution with an emphasis on service and leadership.

Community

Establish a **funded position** to:

- Coordinate community service activities and resources that combine church and school.
- Increase IC and ICCS presence in the community via communications and outreach programs.
- Develop and foster alumni relationships with former students of grade school and high school graduates.

Diversity

Find ways to promote and celebrate diversity within our school and church as a way of life for all of our families.

Service

Outreach Programs:

- Strengthen the parish's existing ministries by combining church and school resources (i.e., people, programs, projects).
- Limit the services we originate at Cathedral so they are not watered down and link to other non-IC ministries/services.
- Design age appropriate service projects at every grade level for our children; expanding in scope as they grow, to create new "service leaders" for the world.

In-Reach Programs:

- Provide parenting education and support programs for ICCS families in need.
- Establish a short-term financial aid program to retain ICCS families suffering financial hardships.

Our Vision

- We want to people to call up a specific **positive image—an identity**—when they hear the name ICCS or the Cathedral Parish.
- IC/ICCS is a racially and economically **diverse** community dedicated to **service** to others.
- **IC—The Heart and Hands of Memphis**

Facilitators: Michael and Melinda Kauffman

The underlying concern for all ideas that were discussed required that the suggestions either be self-funding or operate under pre-funded monies. We discussed ways to get additional funding for our ideas and what the money could be used for. All of our ideas revolved around the IC School.

- 1) Consider an endowment to be managed by the Diocese to better assist all students.
 - a) Our teachers need a budget to use throughout the school year.
 - b) Text books are outdated and need to be replaced. 4th Grade science books discuss the fact that one day soon work may begin on a space station....
 - c) Additional funds need to be set aside for scholarships and tuition assistance.

- 2) We are losing enrollment due to the lack of commitment to our sports program.
 - a) Many of last year's 6th grade boys did not return this year due to the weak sports program at the school.
 - b) No basketball goals are available for the Charlie Brown League at our school
 - c) Team uniforms are either falling apart or not available for all students
 1. Other schools have commented that our uniforms look like they came from Goodwill.
 2. 5th and 6th grade girls are wearing uniforms that are not designed for young women
 3. The coach for the 5th and 6th grade boys was forced to raise funds for team uniforms. There were no shorts for the young men, and jerseys were falling apart.
 - d) New equipment is desperately needed for all sports.
 - e) A sports field off-campus should be considered. The field at Memphis Catholic High might be an option. We are losing money by not having a home location for some of the high school sporting events.
 - f) Funds may be necessary to get coaches for the grade school sports

Where will the money come from for new books, teacher's budgets and scholarships, and an increased commitment to the sports program at the school?

- a) Apply for grant money from the Assisi Foundation. One of our members has contacts and the ability to work on the application. We are willing to take on the task of applying for funds if the money can be managed by the Diocese.
- b) Encourage planned giving from the parish to assist the school.
- c) Reach out to the alumni as a tool for fundraising.

Facilitators: Chris and Lurene Kelley

Top Three Priorities

- 1) Ministry for Peace and Justice** - become a beacon for the city, possibly work with other churches to make Memphis a safer, more tolerant community
- 2) Adult Faith Formation** - "Catholics for Dummies" training for both Catholics and those of other Faiths, organized dinners to discuss faith much like 153 Initiative
- 3) Youth Ministry** - further emphasis on social activities for youth to get involved with the church

Other Ideas

- Ministry for a Cleaner Memphis - from neighborhood to entire city (trash pick-up, recycling, greener environment, etc.
- Family Volunteers - opportunities for families (especially those with smaller children) to volunteer together for church activities

Facilitators: Bill and Lynn Lifsey

Top Three Priorities

1) More Spirituality

- + Reverence: Adoration, Benediction, Rosary
- + School children attending Mass more.
- + More adult and child formation.

2) Increase identity as the Cathedral

- + Ask the Bishop to be more of a presence at Parish functions and liturgies.
- + Communications director to make all parishes aware of what is happening at the Cathedral that relates to the Diocese.

4) Youth Minister (Full Time)

- + Open the parish to the whole community
- + Answers directly to Rector not committees or administrators

Other Ideas

- Gift shop for religious items
- Expanded religious education for adults, children and youth
- Involve PRE children in children's choir
- Update nursery – make it something parents WANT to use
- Parish Mission – old time revival
- Invite young people to hear speakers to encourage them to develop their vocations in age appropriate groups
- Informational brochures in the Narthex on Sacraments, grief, etc.
- Establish transportation ministry through the Parish Council for the elderly or handicapped
- Re-establish full time youth minister to coordinate activities with ICCS and other schools
- 24 hour adoration
- Wider participation on committees
- Homily Q & A sessions
- Greater involvement for Catholics at the U of M; better communication
- Communications Director to better communicate Cathedral events to the U of M Campus; Helmsmen paper, etc.
- Communications director to get info to neighborhood publications
- Brochures from Church to neighborhoods to explain Cathedral activities
- Become more involved with Catholic Charities – have parish liason
- Upbeat music as well as traditional church hymns
- Preach the truth on difficult issues – the Catholic truth so we will know what is right
- Reach out to all parishioners so that all may be heard – not just special interest groups
- Expand the young adult group (20-35)

Facilitators: Chris and Carolyn Oldenburg

Top Three Priorities

- 1) Hire staff member to coordinate youth group and young adult ministries**
- 2) Spiritual Reading book club and library enhancement**
- 3) Full-Court Fellowship – Men's basketball league**

Facilitator: Elizabeth Paige

Top Three Priorities

- 1) A life center for the youth.** A place where the youth can come together or if they need a friend.
- 3) Making our church a center for all activities,** not just to come to church or for a church meeting. Have exercise classes for the elderly, or jazzercise or yoga for anyone interested.

Other Ideas

- Forming a health ministry to go along with #2.
- Forming a singles group
- Some type of class or program to get the retired people in our church an opportunity to form social networks as many retirees may live alone or would like to make new friends and learn new things.
- Maybe having family small groups. Entire families would meet 1-2 times per month for fellowship and prayer meeting.
- Many of us found that we have preconceived notions about some of the ministries and gatherings that are erroneous and this may be keeping us from participating. Discussing the ministries that IC has in more detail to give people a better idea of what is involved. the type of people involved. and what they would be doing would make it less intimidating. Also, letting everyone know that when you sign up you can do as little or as much as you want or can. Many people may be hesitant to make a long term commitment.
- Presenting stories during mass or in the bulletin about special people doing extraordinary things for our parish or in their own lives.
- Giving opportunities to get more involved in praying for those who have requested prayer by having a chain of "prayer warriors." Maybe parishioners could pick up the name of someone at the end of mass or join a group to be called to pray for a person for a certain length of time. Also, we could give a particular person the opportunity to share their experience and let everyone know what the prayers meant to them and how it helped them, etc. This would be a great motivator and improve your own spirituality by seeing something positive come from the power of prayer.
- Some discussed that the parish seemed unfriendly and not willing to meet new people. We would like to create a friendlier, open atmosphere at mass.
- Adopting a needy family for the holidays, not just a child. This would involve getting gifts, holiday decoration, food, etc. You would bring all of these things to the needy families' home. This would help our children see that not everyone has as much as others do. This would give opportunity to get everyone involved in giving and not just receiving.

The following are our top 3 ideas for increasing spirituality.

- 1)** Investing in our youth via a youth minister and creation of a place for the youth to meet and feel at home.
- 2)** Focusing on our seniors through a health ministry (exercise classes, screenings, flu shots, health seminars). Also prayer meetings, pot luck lunches and/or dinners, field trips to museums, exhibits, and special events would be a great way to increase fellowship.
- 3)** Learning more about the ministries available for us to participate in via a quarterly bulletin or quick description during mass. The quarterly bulletin could be the avenue to highlight individuals in our parish who are doing great things for the parish or in the community.

Facilitators: Aileen and Rusty Palmer

1) Engaging Children's and Youth Ministry that is faith forming, service oriented and social

- + Youth Group
 - Energizing youth group
 - Consistent
- + Paid employee
- + Host Diocesan wide youth activities – WE ARE THE CATHEDRAL
- + Special section in bulletin for children's and youth activities
- + Vacation Bible School
- + Strong PRE program through 8th grade every year
- + Liturgy of the Word for Children in the summer

2) Family Life Center

- + Will promote activities for youth at the Parish
- + Parishioners won't go to other Churches for functions or to workout
- + More meeting space

3) Provide assistance to Homebound Parishioners

- + Set up monthly visits
- + Set up yard cleaning schedule
- + Set up house cleaning schedule

Other ideas

- Parish and School budgets should be aligned, if Church is in the black money should go to school needs. More Parishioner support – financial and talent should be solicited.
- Improve summer attendance – half empty Church is not welcoming to visitors and makes you feel like Church isn't as important in the summer
 - + Reduce number of Masses
 - + Keep music
 - + Keep Liturgy of the Word for Children
 - + Keep fellowship – doughnuts and coffee
- Prayer Phone Line
- Email Prayer Chain
- Provide Service to local community
 - + Clothes closet
 - + Food
 - + Support existing ministries like Saint Vincent de Paul and Dorothy Day House

Facilitators: Kate Pera and Chandra Tuggle

- 1) Family Life Center** – start simple with yoga, aerobics, Pilates, jazzercise, etc. then build into a facility with equipment and an indoor track. This will be a multiuse facility that builds community within the parish as well as in Midtown. A healthy body will go hand in hand with a healthy soul.

- 2) Language Classes** – ESL (English as a second language) classes can be taught to enable people to enable themselves. But we also have the resources and talent to teach Spanish, French, Italian and other languages to native born Americans which will help them be more marketable in the workforce and better able to communicate with their fellow parishioners, neighbors and in the diverse workplace that Memphis has become. This will make us a better rounded community.

Facilitators: Bill and Marie Pettit

Based on discussions held at the home of Bill and Marie Pettit on October 14th and November 15th, we have identified three major priorities that should be addressed to ensure the continued growth and prosperity of our Cathedral Parish. Having carefully considered the intent of the 153 Initiative, we believe pursuit of the goals listed below would indeed help us more fully live our Baptism in Christ... both as a Parish community and as individuals... now and for generations to come.

Top Three Priorities

1) Improve our Parish's familiarity with Scripture.

Possible objectives:

- + Conduct regularly scheduled Bible study sessions facilitated by Parish leaders.
- + Promote ad hoc Bible study sessions facilitated by individual parishioners.
- + Evaluate school curricula (including children's portion of Sunday Mass) and integrate Scripture more fully, as needed.

Desired outcomes:

- + Grow closer to God through knowledge and understanding of his written Word.
- + Enhance ecumenical "common ground" with other Christian denominations whose members are typically more familiar with Scripture than many Catholics.
- + Develop ability to intelligently discuss/defend Catholic teachings by drawing upon Scripture-based arguments.

2) Cultivate a richer understanding of biblical and Church histories.

Possible objectives:

- + Provide educational "Did you know?" segment in Sunday bulletin, providing historical context for one or more Sunday readings.
- + Integrate relevant discussions of biblical and/or church history into Homily and other portions of Sunday liturgy, as applicable.
- + Offer educational workshop(s) focused on selected topics from our faith's history.
- + Evaluate school curricula (including children's portion of Sunday Mass) and, where needed, integrate our faith's historical context more fully.

Desired outcomes:

- + Gain further insight into the meaning of Scripture through understanding of its historical context.
- + Promote acceptance of Catholic teachings through understanding of its historical background and precedents.
- + Develop a greater appreciation for the "roots" of our Catholic faith.

3) Encourage youth involvement in Sunday Mass and Parish ministries.

Possible objectives:

- + Grant service hour credits to high school students who participate in the Sunday liturgy (e.g., as lectors, Eucharistic ministers, "children's church" facilitators, etc.).
- + Promote opportunities for I.C. grade school and high school children to participate in activities of the Parish, and vice versa.

- + Provide a Mass, on either a weekly or monthly basis, tailored specifically to the college age group (18-24), perhaps in cooperation with similar services offered at Christian Brothers University and the University of Memphis.
- + Continue to promote “Church on Tap” and other opportunities for young Parish members to interact socially and discuss the Catholic faith in a casual environment.

Desired outcomes:

- + Increase interaction among the various age groups within the Parish.
- + Foster in our youth a long-term commitment to the Cathedral Parish, mindful of the maxim “People support what they help to create.”

Facilitators: Dan and Stephanie Poje

Top Three Priorities

- 1) Increase opportunities for devotional and liturgical practices in the parish.** All else flows from the spiritual life. The group specifically mentioned Vespers. Vespers can be led by the laity and can be held monthly on Sunday evenings, prior to major feasts, or at the changes in the liturgical year. Group prayer of the Rosary should also be available at more convenient times.
- 2) Increase efforts to build a strong youth ministry program.** Hire someone with a deep Catholic commitment, strong experience, and excellent recommendations. This role is too important for the vitality of the Cathedral parish to be dependent on volunteers alone. Children's Choir (open to all children of the parish or perhaps diocese-wide) was also seen as a youth ministry the parish has neglected and is important to both the spiritual and community life.
- 3) Build a strong parish school program.** Our group was not sure if quality issues have improved and if so, is that information getting out? Does the school have the resources and the looks that attract parents? Fix-ups and volunteers are good, but does the physical plant need the help of professionals to make it attractive, comfortable, and competitive with other schools? How many prospective parents have been turned off by first impressions or word of mouth from others? Are the arts, including the musical arts, included in the curriculum of both the elementary and high school? Look to build retention of quality teachers by working toward salary parity with other private and public schools. Finally, parish should emphasize building an endowment for scholarships so that less well-to-do families can send their children to the school.
- 4) The group also wanted to bring forward a fourth item discussed during the meetings: an increase of pro-life activities in the parish.**

Other Ideas

- Adoration of the Blessed Sacrament
- Exposition of the Blessed Sacrament
- First Friday and First Saturday devotions
- Catechism of the Church classes
- Direct intercessory prayer ministry
- Support for working mothers including a day care center on the campus; speakers from American Life League; knitting groups for Birthright blankets
- Parish health ministry
- Money counters should be included in the ministries

Special note: Concern was expressed that it can be hard to come into existing ministries. Are existing members being "possessive," not giving others a chance to get involved?

Facilitators: Marvin and Sarah Stockwell

Top Three Priorities

- 1) **Small group faith formation for families with young children** - important to us that babies/little children be allowed to stay with or near adults; many of the current meetings are at bad times for little ones; cost prohibitive to hire sitters on a regular basis.

Note: we have gone on to meet as a small group for the 4 weeks of Advent, using Fr. Knight's Advent reflections.

- 2) **Better developed Welcome Ministry** - once individual/family commits to membership, they should receive packet of info about parish instead of just at quarterly breakfast; flashier designed, more in-depth Ministries brochure; phone calls of welcome from volunteers.

note: when we joined, some of us got postcards, some got packets, some received nothing)

- 3) **Basketball ministry** - fellowship for men who want to play basketball on a weekly/monthly basis, maybe even develop teams/league; could fulfill both "inner" and "outer" ministry.

Facilitator: Beth Trouy

Top Three Priorities

- 1) Catholic Ministry with Gay and Lesbian Persons**
- 2) Dorothy Day Ministry**
- 3) Youth Ministry**

Faciliators: Deacon Frank and Bambi Williams

Top Three Priorities

- 1) The Evangelization Ministry be strengthened** as the Cathedral's primary external outreach ministry.
- 2) A Volunteer Coordinator be hired full time** (perhaps sharing responsibility for the youth group) to help coordinate all of the parishioners who want to get involved in the parish.
- 3) The Cathedral Youth Group be strengthened** to serve as the beginning workings of a ministry to other youth.

Other Ideas

- Talents profile to match talents to ministries in the parish
- Better follow-up after stewardship drives
- Ongoing training for Masters of Ceremonies and Altar Servers
- Sign in sheets before mass of different ministers to "check-in" so that any shortages are noted and addressed before mass starts
- Liturgical minister's schedule set further in advance and better communication about it
- Bring back Ministry Fair
- More greeters
- Integrate Cathedral School's athletic programs as a ministry to those outside the parish
- More resources on "End of Life," (End of life decisions, Alzheimers, terminally ill, etc.)

Facilitators: Lowell and Ruby Winston

Top Three Priorities

INNER VITALITY

1) Acknowledge visitors at all Masses

- + Have all visitors stand up for recognition
- + Have a visitor's table in the Narthex (name cards or register, "Directory of Ministries, and a "Cathedral of the Immaculate Conception Brochure"
- + Greeters are to ensure that visitors are aware of the "Visitor's Table

2) Health and Wellness Center

- + A Comprehensive Health and Wellness Education Center
- + Have information available and offer Seminars and Classes on all aspects of health, diet and exercise including the anatomy of the body and its functions, diseases, medications, alternative healthcare, vitamins and herbal supplements
- + The goal is getting well and staying well for optimal health

OUTTER VITALITY

3) Be a Mentor to a single parent child/family or adopt a single parent family

Other Ideas

- Transportation for Seniors
- Acknowledge new transfer members who transfer to the Cathedral in a timelier manner. It was suggested the names of new members be placed in the Church Bulletin as soon as the names are put on the church roll. Transfer members should be acknowledged by being introduced and welcomed at a designated mass.
- A concern for the sick and homebound who are not able to receive Communion by mouth...Is there an alternative for giving communion such as a puree.
- Ushers – Collecting offerings could be better organized
- Sign Language at Masses
- Emergency Evacuation Plan (Church)
- First Aid Kit at Church (Blood Pressure Monitor, Thermometer, Etc.)
- If there are medical nurses and doctors in the parish, they need to be identified and available at each Mass in case of an emergency
- Professional Service Network of IC Members
- Liturgical Dancers
- Involve Children at Weekend Masses
- Ethnic Interaction – Cultural Fairs, Dress, Arts and Craft
- Prison Ministry
- Dress Modestly and Appropriately for "The House of the Lord"
- Manner's Class
- How can Catholics evangelize more effectively? What is the present method?

Facilitators: Deb Word and Julie Baloga

Top Three Priorities

- 1) Emphasis on School** - make the school a financial priority for parish. This includes paying a living wage for staff. Evaluate facility use and needs- thinking outside the box.
- 2) Support for Small groups**, with a Mentoring person on staff who helps set up and gives advice to help small groups stay in tact. Some groups served a need but faltered out of lack of direction such as the bereavement group. Additional small groups we would like to see listed below.
- 3) Try different music for different masses.** Something like Kevin Paige occasionally Simple music to fill in at the quiet place in mass (5, 8, 12), where the choir has special songs at 10 o'clock mass.

Other Ideas

- Stations of the cross all year long
- Rosary at a time when working folks can come
- Directed Bible Study
- Adult Ed on Sundays between masses
- Ministry Fair
- Spotlight on Small Groups newsletter
- Prayer group supporting special projects
- "mission"
- Cooking Class
- Evening exercise class in winter and summer walking groups in spring and fall.

Facilitators: Deb and Steve Word

Top Three Priorities

- 1) Veteran's ministry to provide assistance and information and support to veterans.
- 2) A paid, experienced Director of Communications whose responsibility would be to attend/track all parish/campus functions/meetings and provide a systematic notification system for all parishioners.
- 3) A Bible Study program, preferable taught by a person with experience in biblical exegesis, that would be on-going, and a steady program.

Other Ideas

- Hire a full-time, paid Youth Director, with oversight on several aspects of the parish's younger members ie. Monthly youth liturgy, revitalized Young Adult Ministry, Girl Scouts/Brownies to name a few.
- Classes on Bible Exegesis (study the Bible in depth with a trained exegete)
- Ministry to connect with Veterans (provide information on services available to vets and minister to them)
- Formal training program to provide school age altar servers for the daily Masses
- An evening prayer group for those who work during the day and can only attend in the evening (to supplement the daytime group)
- Revive/reintroduce Youth and Young Adult Ministries
- Communications-hire a full-time, experienced PR person who would be responsible for maintaining contact with all Parish organizations on a regular basis, setting up a calendar, and disseminating information to the Parish.
- Twice a year, hold a Name Tag Sunday, where everyone wears a name tag at Sunday Mass, and all parishioners/attendees make a point to get to know each other by name.
- Hold a monthly Youth liturgy, maybe Sunday evening.
- Adjust the Mass Schedule on Sunday to a two Mass format with a Sunday School/Scripture Study session in the middle. (e.g., 8 or 9am Mass, 10 or 10:30am Bible study, and 12pm Mass)
- Start a Girl Scout and Brownies group, to correspond to the Boy Scout/Cub group that is already functioning.
- Hire a Coordinator for Volunteer/Ministry Outreach
- Try to get more interaction at the Sunday Masses as far as music is concerned. (e.g., have the congregation sing the Gloria; have more lively music; have fewer songs that are sung only by the choir and/or the cantor.)

Facilitators: Susan Yates and Danny Jennings

Top Three Priorities

- 1) A more welcoming presence when people walk into Mass on Sunday Mornings.
Ushers/greeters that say hello and try to learn your name. Adult education for theology/policies/doctrines that have changed since Vatican II for those coming back into the church separate from RCIA and ILS.
- 2) More diversity in the music chosen for liturgy
- 3) One special collection that goes to three or four different ministries i.e. Haiti, Dorothy Day House, etc. Too many special envelopes are confusing.