

The Iron Hill Deanery Pastoral Plan *Pentecost Sunday, May 19, 2024*

Vision # 1: The Iron Hill Deanery will develop an inviting and rewarding environment for the youth and young adults in our parish communities.

Goal: To raise participation in youth and young adult participation by 20% by the end of the 2027 fiscal year.

Strategy—The activity required to achieve the goal (who, when, where, and how).

1. Explore best practices and starting points for each of these ministries. Begin by consulting the Director of Youth Ministry for the Diocese of Wilmington (Mr. Dan Pin). Fall 2024.
2. To form a youth / young adult advisory working group with representation from as many parishes in the deanery as possible with the task to do research among their peers about ways to engage them and to recommend a path forward. Fall 2024
3. Identify centers and individuals for each of these specific ministries by end of 2024 fiscal year.
 - a. Primary Faith Formation – All Parishes (Leader: Director and Coordinators of Primary Faith Formation).
 - b. Youth Ministry—Elizabeth Ann Seton, Holy Angels, and Immaculate Conception
 - c. College Campus Ministry—St. Thomas More Oratory: Leader: William Hamant
 - d. Young Adult Ministry—St. Margaret of Scotland and Holy Angels
4. Identify parishes in the deanery that can share resources and collaborate with each other for Primary Faith Formation by the end of the 2025 fiscal year.
 - a. Gather together all pastors, all leaders of Primary Faith Formation, and the Director of Religious Education for the Diocese (Dr. MaryAnn Whelan) and explore common guidelines for all parishes in the deanery.
 - b. St. Margaret of Scotland and Immaculate Conception
 - c. Resurrection and Holy Family
 - d. Summer Faith Formation – St. Joseph (Middletown)
 - e. Vacation Bible School
5. As youth and young adult ministry grows, explore the possibility of a shared Youth Minister for several parishes in the deanery by the end of the 2026 fiscal year.
6. Create a Marketing Plan to advertise / communicate these youth programs and events in the deanery utilizing the deanery website, social media, Flocknotes, etc. by January 2025.

Vision # 2: The Iron Hill Deanery will strive towards more vibrant parishes by focusing on the spiritual maturity of its members, including on-going catechesis for all members to deepen understanding and love of the Lord.

Goal: To raise church participation by 20% in ministries and small group ongoing faith formation by the end of the 2027 fiscal year.

Strategy—The activity required to achieve the goal (who, when, where, and how).

1. Explore best practices where small groups have been successful in recent years during the Fall 2024.
2. Create intentional small groups to grow in their ongoing faith formation by Advent 2024.
 - a. Identify specific small groups in each parish.
Ex. Men's group, Women's group, Bible Study, Bereavement Group, Young Parent Group, Book Clubs, Advent and Lent Small Groups, etc.
3. Plan and host an Annual Deanery Lenten Mission by 2025.
4. Host annual ministry fairs to empower parishioners to get involved in the various ministries of the parish.
5. Review the mass time offerings (weekday masses, vigil masses, and Sunday masses) throughout the deanery to identify where there is duplication and excessive offerings by the end of the fiscal year 2025.
 - a. Are there places that masses can be consolidated to enhance presence and better support the well-being of the clergy?
 - b. How can we make our confession times diverse and collaborative?
6. Explore opportunities for collaboration among parishes in the deanery by the end of the 2026 fiscal year.
 - a. Beyond programs and events, are there areas where parishes could share personnel? Examples: A business manager, a director of music and liturgy, a facilities director, a communications director, etc.
7. Encourage parishioners to reach out and invite one neighbor who has left the Church to come back to church as part of our mission of Evangelization by the end of Lent 2027.
8. Create a Marketing Plan to advertise / communicate ministry programs and small group opportunities in the deanery utilizing the deanery website, social media, Flocknotes, etc by January 2025.