



Operations Plan, October to December 2026

Warriors Mass · A Fathered initiative

Draft for review · September 2026

Overview

Scope: the two pilot Masses (Oct 16, Nov 20) through the Advent test (Dec 1-22) and the review that follows. Every date in this plan is proposed until Father approves it.

Format: confession from 5:00 a.m., Mass at 5:15 or 5:30 (set by when the men who sign up need to be at work), 15 minutes, the full rite, a short homily.

The app handles scheduling, reminders, cancellations, and tracking. A team of AI agents builds and tests it in parallel, so it can keep pace with this schedule. That leaves leaders free to spend their time with men instead of paperwork.

Roles

ROLE	RESPONSIBILITIES
Chris	Overall owner. Runs outreach to Father, Deacon Tim, and the allies group. Reports attendance and sign-ups back to Father after every Mass, per the proposal.
Founding leaders (5-6, recruited from the allies group)	Personal outreach and follow-up, open to men and women. See the engagement model below.
Hospitality lead + team (2-3 people to start)	Coffee, breakfast, setup, cleanup, open to men and women.
Priest rota	One celebrant and one named backup per date. Father assigns for the pilot. For the Advent test, the rota is the pastor and the assistant pastor, with one extra priest from the area who can cover on short notice. The app sends each priest his schedule and reminders, and carries any request to swap or cover a date.

The Mass itself is for everyone. Personally inviting men is aimed at men, because it's often harder to bring men to Mass, and this early, trades-focused hour is built around a man's own schedule. Every woman is welcome, and there's no limit on what role a woman takes on the team.

Open Decisions Still Needed

These come straight from the open questions in the Warriors Mass Vision document. Each blocks a specific date below. Resolve by the date shown, or that milestone slips.

DECISION	OWNER	NEEDED BY
Which parish hosts the pilot, and who unlocks the building at 5:00 a.m.	Chris + Father	Oct 4
Celebrant and backup for Oct 16	Father	Oct 4
What the Archbishop needs, if anything, for a new weekday Mass time and for confession here. Father will advise.	Father + the RCAF Chancery	Nov 1 (before asking for the Advent-test rota)
Whether "Warriors Mass" is the public name	Chris + Deacon Tim	Before the site goes public (week of Sep 28)
Which 5-6 men from the allies group commit as founding leaders	Chris	Oct 4
Confirming volunteer screening follows RCAF's safe-environment policy (Policy #431)	Chris + parish office	Before the hospitality team starts, Oct 11
Food safety and insurance for the hospitality team	Chris + parish office	Before the hospitality team starts, Oct 11

Gating Table: What Must Be True Before Any Mass Happens

Run this check the Wednesday before every date on the calendar below.

GATE	REQUIREMENT	WHO CONFIRMS	IF NOT MET
Celebrant	A priest is confirmed for this date	Father / rota coordinator	Move to backup
Backup celebrant	A named backup is confirmed	Father / rota coordinator	If both fail, cancel and the app texts everyone subscribed
Building access	Someone is confirmed to unlock the church by 5:00 a.m.	Chris	Cancel
Confession	Only offered if a priest can hear it from 5:00 a.m.	Celebrant	Mass runs without confession (drops to Level 1 for that date)
Hospitality	Team assigned and confirmed for this date	Hospitality lead	Mass runs without hospitality (drops to Level 1)
Setup/readers/servers	Lay team of 6-8 confirmed	Chris	Reduce roles. Do not cancel over this alone.
Mass time set	Start-time sign-up data reviewed, time locked at 5:15 or 5:30	Chris	Default to 5:30 until enough data exists
Signage	Entrance and door signs with QR codes (sign-up, check-in, share) are printed and posted	Chris	Post as soon as possible; don't cancel over this alone
Notification ready	The app can text every subscriber if the Mass is cancelled	Chris	Leaders call their own lists as backup
Approval on record	Pastor/diocese approval covers this specific date	Father	Cancel

Signage at the Church

A sign goes at the church entrance and another on the door, both up before Oct 16.

Each carries three QR codes:

Sign Up

Sign up for reminder and cancellation texts, since a Mass may occasionally be cancelled.

Check In

Check in to record your own attendance.

Share

Share the Mass on social media to help spread the word.

Chris designs and orders the signs during the week of Sep 28-Oct 4, so they're printed and posted before Pilot Mass #1. This is on the gating checklist above.

Leader Engagement Model

A founding leader commits to:

- Building a personal list of men to invite, starting with his own circle: coworkers, parish contacts, fellow tradesmen.
- Logging every invite and its status (contacted, interested, signed up) in the app, where he can see his own list and reminders to follow up.
- Following up weekly with anyone who hasn't responded.
- Texting or calling any man on his list who the app shows missed a Mass he signed up for.
- Showing up to the Masses himself.

Weekly Rhythm

1. **Monday.** Leaders see their follow-ups in the app and reach out to men who haven't responded.
2. **Midweek.** The app sends a reminder text to everyone subscribed to the coming Mass. Leaders check in personally with the men on their own list.
3. **Mass morning.** Be present, greet men by name.
4. **After the Mass.** Check-in by QR code records attendance. Leaders review it in the app and follow up with anyone who missed.

Outreach is tracked in the app: each leader sees his own list, and organizers see a dashboard of men reached, signed up, and attended, by leader and by Mass. See Metrics.

October 2026

Target: Friday, Oct 16, with Friday, Oct 23 as the make-up date. Any date in October works once Father approves it.

WEEK	OUTREACH	LEADERS	PRIEST / PARISH / APPROVALS	HOSPITALITY	MILESTONE
Sep 28-Oct 4	Chris sends the proposal to Father for sign-off; briefs Deacon Tim and the allies group on the Oct 16 date	Chris asks the allies group for 5-6 founding leaders; answers due Oct 4	Father confirms celebrant + backup for Oct 16 and who unlocks the church	Chris lines up 2-3 hospitality volunteers	The site (sign-up, leader interest form, feedback form) is already built and live, so outreach has somewhere to send men
Oct 5-11	Leaders start personal outreach: text/call their own circles, share the sign-up link	Leaders build a list of 10-20 men each, logged in the app	Confirm confession for Oct 16 (drop it if no priest can offer it)	Hospitality lead confirms coffee/food source and budget	First sign-ups start landing on the site
Oct 12-18	The app sends a reminder to everyone subscribed; leaders follow up personally with anyone who hasn't responded. Chris confirms final headcount with Father	Leaders follow up with non-responders	Run the full gating check by Wed Oct 14	Dry run Thursday; setup morning-of	Oct 16, Fri: Pilot Mass #1
Oct 19-25	Chris pulls attendance and sign-up numbers from the app and debriefs with Father: what worked	Leaders review their numbers in the app and report back: men reached, signed up	Confirm celebrant + backup for Nov 20	Hospitality debrief	Oct 23 is the backup date if Oct 16 didn't happen
Oct 26-Nov 1	Short recap goes to the allies group; ask Father about a bulletin announcement to widen reach	Leaders start round 2 for Nov 20	Open a conversation with 1-2 more parishes about hosting a Warriors Mass after the pilot	—	—

November 2026

WEEK	OUTREACH	LEADERS	PRIEST / PARISH / APPROVALS	HOSPITALITY	MILESTONE
Nov 2-8	Widen past personal circles: bulletin announcement, Deacon Tim shares with Archdiocese contacts	Leaders keep logging invites in the app; Chris reviews the numbers with Father	Lock Nov 20 celebrant + backup; confirm the Advent rota with Father: the pastor and assistant pastor, plus one extra area priest as backup	Hospitality confirmed for Nov 20	—
Nov 9-15	The app sends reminders; leaders follow up personally with anyone who hasn't responded	—	Confirm with Father whether Advent runs once or twice a week	—	—
Nov 16-22	The app sends a final reminder before Nov 20	—	Full gating check by Wed Nov 18	Setup Thursday, morning-of	Nov 20, Fri: Pilot Mass #2
Nov 23-29	Leaders keep reaching out; Chris reviews sign-up numbers with Father and Deacon Tim	Leaders make final calls; the app rolls up each leader's totals	Confirm the Advent rota for Dec 1-22: the pastor and assistant pastor on each date, with the extra area priest as backup	Confirm hospitality coverage across all the Advent-test dates (or scale back where it can't)	Nov 29 (first Sunday of Advent): Father and Chris review the numbers together and decide whether the Advent test runs. See Metrics.

December 2026: Advent Test

At St. Francis de Sales Parish. If Father approves twice a week, that's seven Masses, Tuesdays and Fridays: Dec 1, 4, 8, 11, 15, 18, 22. If Father prefers once a week, it's whichever four of those dates he picks. The Advent rota is the pastor and the assistant pastor, with one extra priest from the area who can cover on short notice. Every date below is proposed until Father approves it.

WEEK	OUTREACH	LEADERS	PRIEST / PARISH	HOSPITALITY	MILESTONE
Nov 30-Dec 6	Announce the Advent schedule to everyone signed up	Leaders confirm which of their men attend which dates	Full gating check for Dec 1 and Dec 4	Hospitality setup for both dates	Dec 1, Tue · Dec 4, Fri
Dec 7-13	Leaders check in with men who attended, invite them back	Track attendance vs. sign-up per leader	Confirm rota holds; use the app's swap-and-cover request if a priest can't make a date	Hospitality running each date	Dec 8, Tue · Dec 11, Fri
Dec 14-20	Keep momentum into the week before Christmas	—	Confirm rota for the final two dates	—	Dec 15, Tue · Dec 18, Fri
Dec 21-27	—	—	—	—	Dec 22, Tue: final Advent-test Mass

Post-Advent Review

Last week of December / first week of January

Father and Chris review the numbers together, per the proposal's review point. Leaders submit final feedback through the feedback form, which is already built and live. Decide, with Father and Deacon Tim: go weekly with more parishes in 2027, hold at monthly, or stop.

The decision rests on what the numbers show about attendance, priest and hospitality capacity, and leader follow-up. There is no fixed count to hit. See Metrics for the full breakdown.

Chris Dwan

Organizer, Warriors Mass