



Prayer for Set Ablaze

Heavenly Father,

Send forth your Holy Spirit! Set our hearts, minds and wills ablaze with the re of your Divine Love. Help us to receive your love, delight in that love, and then share it with others.

Renew us and our diocese through a great outpouring of your Holy Spirit as we seek to know and embrace your holy will. As we share our ideas for the future of our diocese, guide our thoughts, words and actions so they are a reflection of your goodness in all things.

May we trust and rely more fully upon You, so that your holy will is accomplished in and through each of us as your beloved sons and daughters.

May we be filled with faith, hope and charity as we discern new ways to live as Catholics. Inspire us to live as dynamic Lifelong Catholic Missionary Disciples, so we can assist You in passing on our beloved Catholic faith to present and future generations.

Amen.

Thank You!!

Find All the Things

setablazesf.org/planningresources

This is going to be a lot

Think of it as in-depth introduction to the Pastoral Planning Handbookyour guide for the work of the next 8 months

You will have questions as you go forward

The diocesan offices are totally available to help you with the questions and situations that arise

Ask early, ask often! Please!

Three parts of our time together

- Big vision overview and context (Where we are)
- What does a proposal to Bishop look like (Where we are going)
- Parameters (Some guidelines for getting there)

Big Vision Overview and Context:
Where we are...

God is on the Move

- New Bishop
- Vision
- From Christendom to Apostolic Mission
- Synod on Synodality
- Eucharistic Revival
- Set Ablaze

Why Set Ablaze?

- a. To prioritize and align our resources, gifts and talents, clergy, and energy towards a focused, sustained and intentional effort to build a culture of Lifelong Catholic Missionary Discipleship Through God's Love.
- b. To maximize the complementarity of priestly gifts to best advance our diocesan vision.
- c. To scale resources so each pastorate may be appropriately staffed and equipped for this effort.
- d. To promote the proper co-responsibility of the lay faithful in the Church's mission.

What is the Vision Again?

Lifelong Catholic Missionary Discipleship Through God's Love

Everything in Set Ablaze is meant to build THIS

The Role of the Planning Committee

- A steering committee for the Pastoral Planning efforts of the pastorate
- To be "ambassadors" for the process.
 - The most effective engagement is person to person
- To assist the Pastor as a discerning body
 – seeking to recognize,
 receive and respond to the inspirations, gifts and blessings that God is
 raising up

Key Mindsets for the Planning Process

- Prayerful, Inspired, Aspirational Goal Setting- Dependance on God
- Innovation- Laboratories of Missionary Discipleship
 - Need to try new things to try to disrupt the trends of decline
 - Freedom to fail
 - Need to measure effect of our initiatives
- Maximize Engagement
- Good Shepherds
 - Receive God's gifts with gratitude
 - Tend them with care
 - Share them generously
 - Return them to God with increase
- Focused, intentional, sustained effort to disrupt trends of decline

Decline?

- Mass attendance in our diocese has declined 26% in last twelve years, while the population grew 12%
- Rise of the "nones"

Boomers- 17%
 Gen X- 23%
 Millennials- 36%
 Gen Z- 48%

Average age a person reports "losing" their Catholic faith? 12 y.o.

We are paddling against the current.

Focused, intentional, sustained efforts are needed to disrupt accelerating trends of decline

Prayerful, Inspired, Aspirational Goals

- God desires renewal,
- God knows how to bring it about.
- God is powerful to accomplish it.
- God has a plan for your pastorate
- We need you, trust you, and are praying for you.

Ideas for Large Group Engagement

- Facilitators
- Spiritual Conversation Method
- Lottery Method
- The "Six Hats" (Maybe four or five of the hats)
- Roundtable Brainstorming

Engagement Ideas

- Always involve prayer
- Holy Hours (Thematic/ Targeted)
- Individual conversation by Planning Committee member (Pastoral Planning is full-contact)
- Surveys
- Focus groups
 - o Families w Children under 6
 - Teens
 - Empty nesters
 - o Converts
- Town Hall in person- or online
- Host a webinar- have them register.
- "Office Hours"
- Stay after Mass for conversation, Q&A
- Presentation/ reaction
- Phone Tree
- Social Media Influencers
- How do you use already existing things
 - Use your coffee and donuts time
 - While Religious Ed is going on...

We want to set you up to succeed!

- Ask questions early and often
- VG/ Dean/ Pastor support structure
- Diocesan office support

Think:

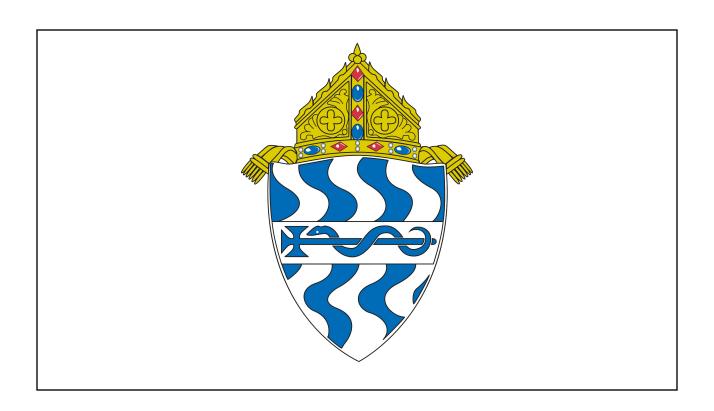
Start, Stop, Do More of...

This is a good filter for each section of your proposal

Strategize for

- "Hobby Horsers"
- Doomsdayers and nay-sayers
- Those who cannot look at the Pastorate as a whole
- Well-poisoners
- People who are afraid
- People who are angry
- People who are sad

.... To help them experience being seen, heard and cared for.



Phase 1:

Prayerful, Inspired, Well Discerned, Aspirational Visioning in 4 (+1) key areas:

Worship
Discipleship and Evangelization
Service
Community
Schools



Aspirational Questions

- These questions are meant as an aid to foster engagement and conversation, which focus intentionally on advancing these aspects of Church life in the service of building Lifelong Catholic Missionary Discipleship Through God's Love.
- Pastoral Planning Committees may certainly adapt or develop additional questions along these lines.
- It is not envisioned that the Pastoral Plan will address every question from the <u>list</u>. They are a brainstormed list to assist Pastoral Planning Committees develop strategies to <u>elicit constructive</u> and aspirational engagement from parishioners throughout the <u>pastoral planning</u> process in a variety of settings.

Aspirational Questions

Discipleship:

- Who are the people in our pastorate?
- Where are they at in their relationship with God? (Pathway of Discipleship)
- What are the principal ways people can encounter God in our pastorate?
- How can we help the people of our pastorate grow in their relationship with God through personal prayer?
- How can we enhance these encounters so people experience God's goodness, truth and beauty more fully and fruitfully?
- How well do we understand the Pathway of Discipleship? How can we create a more favorable environment?
- How might we form young people to wonder what do you want to do when you grow up?"
- What are the special circumstances of individuals and families across our pastorate communities that encourage or hinder a response to God's love and grace?
- How do we actively foster good discernment and exploration of the consecrated vocations, diaconate and priesthood?

Aspirational Questions

Missionary

- What outlets do we have for people to share their faith with others?
- How might we identify what spiritual and natural gifts are present in our pastorate, and so they can be better used to help others meet, love and follow Jesus?
- Are there stumbling blocks that discourage, hinder or prevent us from sharing our faith with others?
- How might we experience Mass specifically, and our parish life more generally, as the place where we are empowered by God's grace to make disciples of each person? How might that improve?
- How might we draw non-practicing Catholics and Mass?
- How might we equip the people of our pastorate in practical skills of relational evangelization?

Aspirational Questions (Discipleship)

Catholic

- How might our parishioners know the Word of God better and more fruitfully?
- How might our parishioners benefit from the witness of the saints, to grow in their relationship with God and evangelize others?
- How might our parishioners grow in a sacramental and liturgical imagination in the organizing of their daily, weekly and seasonal life?
- How might our parishioners come to treasure Confession as an indispensable gift for flourishing in their life and vocation (the living and sharing of their faith)?
- How might our parishioners grow in knowledge and understanding of the teachings of the Church and of the relevance of those teachings to their daily lives?

Aspirational Questions

Lifelong

- What are the strengths and weaknesses in our parishes of helping various age groups encounter God, grow in love for him, choose to follow him and help others do the same?
- What opportunities do we have for near-peer mentoring in relationship with God?
- What opportunities can we provide to help our parishioners deepen their "human formation," that is, their self-awareness, maturity, ability to relate to others, and so on?
- Are there age groups or life situations that are, to one degree or another, excluded from engaging in missionary discipleship in our pastorate? How might that improve?

Through God's Love

- How might we better appreciate, uphold and witness to the goodness, truth and beauty of Catholic belief?
- Are there major/chronic experiences of unlove in our communities that we can address with Christ's love?

Aspirational Questions for the 4 pillars +1

Additional Questions

- 1. The stewardship questions:
 - a. What gifts has God given our pastorate in this area? How do we express gratitude for them?
 - b. How can we intentionally cultivate those gifts and resources with care?
 - c. How can we share those gifts generously with others?
 - d. What will be signs of the "returning to the Lord with increase?" the gifts he has given (what are the measures of fruitfulness or success)?
- Of those who attend Mass, how many experience a lived relationship with Jesus?
- 3. Who are key evangelists already in our pastorate?
- What are we doing to help advance people along the discipleship pathway?
 - a. How are we winning?
 - b. How are we building?
 - c. How are we sending?
- How can we help people know their natural and supernatural gifts?
- 6. Who is missing from our community?
 - a. Who do we know who should be here and isn't?
 - b. Who do we never reach out to?
 - c. How can that improve/change?
- 7. How have we borne fruit in vocations in the past, and how can we do better in the future?
- 8. What do families want, to help them live their faith more deeply?



What Does a Proposal to Bishop Look Like?



Worship - Inspiration

CCC 2084

God's first call and just demand is that man accept him and worship him.

CCC 2097

The worship of the one God sets man free from turning in on himself, from the slavery of sin and the idolatry of the world.

CCC 2114

The commandment to worship the Lord alone integrates man and saves him from an endless disintegration.

CCC 2176

The celebration of Sunday observes the moral commandment inscribed by nature in the human heart to render to God an outward, visible, public, and regular worship "as a sign of his universal beneficence to all."

Vision of the National Eucharistic Revival:

To inspire a movement of Catholics across the United States who are healed, converted, formed, and unified by an encounter with Jesus in the Eucharist—and who are then sent out on mission "for the life of the world.

Worship - Where We Are

- These are the specific aspects/elements of our current experience of worship that we especially value and are grateful for:
- We recognize with gratitude that God has blessed our pastorate with these particular gifts and resources for our worship:

Worship - Where We Want to Go

- We recognize these opportunities to intentionally invest in and cultivate those gifts:
- As we discussed opportunities to elevate our experience of worship, the following themes emerged in our conversations and consultations:
- These are the specific aspects/elements of our worship experience that we would like to develop/enhance in the future:

Worship - 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:
- 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)

Worship - 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 elevating our experience of worship:

Examples of 1st Year initiatives = Our Roadmap for getting there (1/4)

- 1. Initiate an annual 3-day parish family retreat/ campout
 - a. Visit with Saint Lambert parish who has been doing this for years
 - b. Identify possible dates/ location
 - c. Plan the schedule/ presentation content
 - d. Create & execute a marketing plan
 - e. Arrange registrations/ volunteer sign ups

Examples of 1st Year initiatives

Our Roadmap for getting there (2/4)

- 1. Encourage parishioners to know and pray the Liturgy of the Hours
 - During Fall 2023 identify opportunities to teach on what LOH is and why it's important.
 - b. Immediately begin promoting awareness of "iBreviary" app and "Praystation Portable Podcast"
 - c. During Lent 2024 start offering Solemn Vespers on Sunday evenings in the Pastorate
 - d. Identify the best times and locations to target for regular celebration of Morning or Evening Prayer
 - e. Train lay leaders to be able to lead the Hours

Examples of 1st Year initiatives

=

Our Roadmap for getting there (3/4)

- 1. Increase School enrollment by 15%
 - a. Identify the top 5 reasons fam<mark>ilies</mark> who participate in the school value that commitment
 - Develop a communications campaign highlighting these strengths
 - b. Identify the top 3 reasons non-participants do not choose to participate
 - i. Strategize ways to mitigate those obstacles
 - c. Offer ½ off tuition for a year for any family who successfully recruits a non-participating family to send a child after pre-school

Examples of 1st Year initiatives

=

Our Roadmap for getting there (1/4)

- 1. Prepare to launch Catechesis of the Good Shepherd in our pastorate in Fall 2025
 - a. By fall '24 visit other parishes who have begun CGS to learn what to do and what to avoid & to see an atrium in action
 - b. Educate parishioners during the '23-'24 academic year about what CGS is and why we want to have it in our pastorate
 - c. Identify adults who desire to be trained to lead CGS level 1 by fall '24
 - d. Line up Level 1 training for summer 2025
 - e. Identify an atrium space and create/purchase atrium materials

Parameters

Worship

Goal: Develop a prioritized plan to elevate/enhance/cultivate our experience of worship as an expression of Lifelong Catholic Missionary Discipleship Through God's Love.

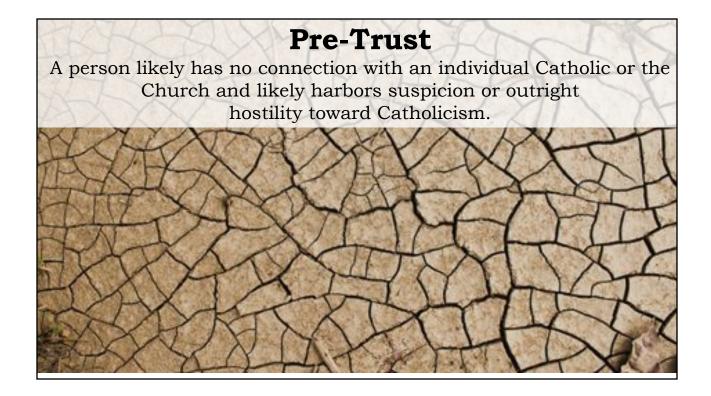
- Priests may celebrate up to three Masses on the weekend
 - Saturday daily Mass, weddings and funerals are not included in this total
 - Saturday vigil Mass is included in this total
 - Sunday or Saturday vigil Masses celebrated in languages other than English are included in this total
- 3. The revised Mass schedule in the proposal will be according to the numbers of priests assigned to the pastorate, seating capacities, number of households etc, as indicated in the Set Ablaze Structural Plan (as opposed to the current number of priests assigned.)
- 4. While Mass schedules may vary by season within a pastorate, a church location that does not warrant a weekend Mass every weekend will not have regularly scheduled weekend Masses. (i.e. the proposal "St. Stanislaus will have Mass on the 3rd sunday of the month will not be accepted)
- The diocesan policy on Communion services on Sundays remains in effect. These are permitted only in exceedingly
 rare cases when a priest suddenly becomes unavailable to preside at Mass. Only deacons may lead the Communion
 service.
- Masses will be scheduled at times and locations that will promote a "full church." Multiplication of Masses for convenience in a way that underutilizes seating capacity will be avoided.

Worship

- 7. Every parish will continue weekly Mass counts as a key data point to assess the impact of pastoral planning efforts.
- 8. Catholic schools will have at least one regularly scheduled Mass per week.
- 9. Parishes will celebrate the liturgy in accord with the liturgical norms of the Church.
- 10. Confession times will be coordinated to maximize availability and convenience for the faithful. They will be established with a published and stable schedule of availability.
- 11. Pastorates in close proximity should prayerfully discern having a variety of mass time options to reduce duplication of mass times and provide more mass time options for the faithful where parishes are in close proximity.







Trust

A person has a positive association with Jesus, the Church (Catholic schools), or a Catholic. This is not the same as active personal faith.



Curiosity

A person is intrigued by or desires to know more about Jesus or his teachings. This is passive interest, and the person is not yet open to change.



Openness

A person admits to a general need or desire for personal and spiritual change. This is not the same as a commitment to specific changes.



Seeking

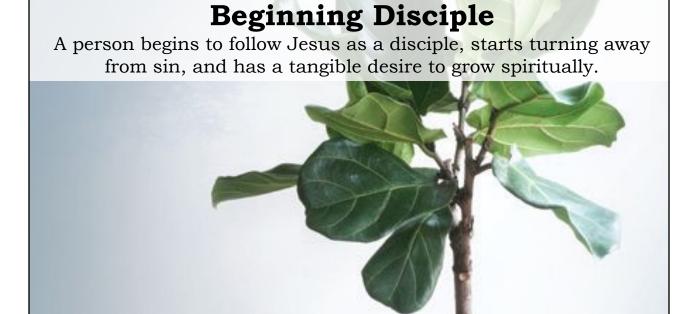
A person moves from being passive to actively seeking to know the God who is calling him or her. The seeker is engaged in a spiritual quest.





Decision

The decision, in faith, to follow Jesus as an obedient disciple in the midst of the Church, which brings about new life.



Growing Disciple

A person develops a heart for God, makes any sacrifice in order to personally grow, and lives habits of the Christian life.



Commissioned Disciple

A person has decided to personally answer the call to take part in the mission of the Church by sharing the Good News.



Disciple-Maker

A person has helped another to commit their life to Jesus as a disciple and makes any sacrifice to help another person to grow spiritually.



Spiritual Multiplier

A person is fully equipped for lifelong Catholic mission and one who has produced a strong 3rd generation of disciples.



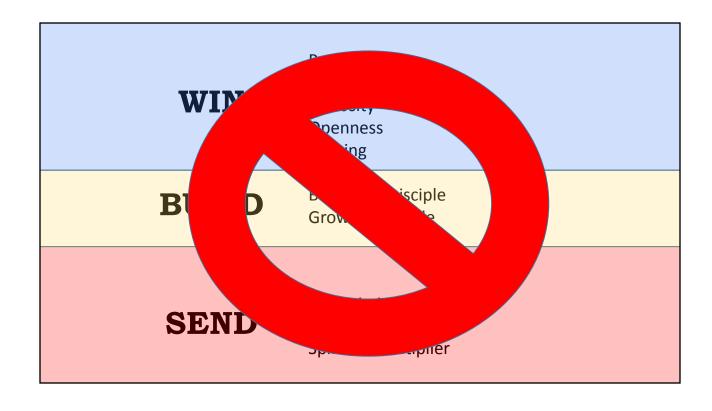
WIN

Pre-Trust
Trust
Curiosity
Openness
Seeking

Decision to follow Christ in the Church

BUILD

Beginning Disciple
Growing Disciple
Growing Disciple
Disciple Maker
Spiritual Multiplier



Why Thresholds Matter

(We are swimming upstream)

Discipleship & Evangelization - Where We Are

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

Discipleship & Evangelization - Where We Want to Go

- We recognize these opportunities to intentionally invest in and cultivate those gifts:
- 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:
- These are the specific aspects/elements of our discipleship and evangelization efforts that we would like to develop/enhance in the future:

D&E - 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:
- 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):

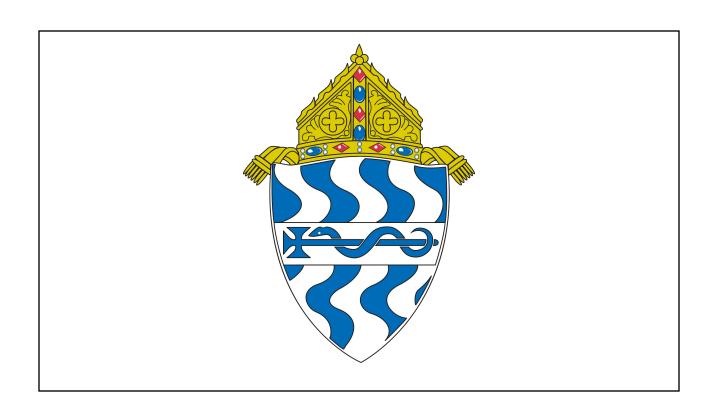
D&E - How We Will Know We Are Succeeding

 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:

Discipleship and Evangelization

Goal: To make our efforts of discipleship and evangelization more intentional, consistent and fruitful. To build a culture of Lifelong Catholic Missionary Discipleship Through God's Love.

12. Each pastorate will propose specific initiatives to build a culture of *Lifelong Catholic Missionary Discipleship Through God's Love* in the communities and families of the pastorate.





Service-Inspiration

Goal: To build Lifelong Catholic Missionary Discipleship Through God's Love by intentional, sustained and growing efforts of Christian service in the pastorate

- The Son of Man came to serve, not to be served and to give his life as a ransom for many (Matthew 20:20-28)
- What you do to the least of these you do to me (Matthew 25:31-46)
- Saint Paul, in his hymn to charity (cf. 1 Cor 13), teaches us that it is always more than activity alone: "If I give away all I have, and if I deliver my body to be burned, but do not have love, I gain nothing" (v. 3). This hymn must be the Magna Carta of all ecclesial service; it sums up all the reflections on love which I have offered throughout this Encyclical Letter. Practical activity will always be insufficient, unless it visibly expresses a love for man, a love nourished by an encounter with Christ. My deep personal sharing in the needs and sufferings of others becomes a sharing of my very self with them: if my gift is not to prove a source of humiliation, I must give to others not only something that is my own, but my very self; I must be personally present in my gift. -Pope Benedict XVI, Deus Caritas Est n. 34

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

Service - Where We Want to Go

- We recognize these opportunities to intentionally invest in service of our neighbors:
- As we discussed opportunities to develop our habits of service, the following themes emerged in our conversations and consultations:
- These are the specific aspects/elements of Christian service that we would like to develop/enhance in the future:

Service - 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:
- 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):

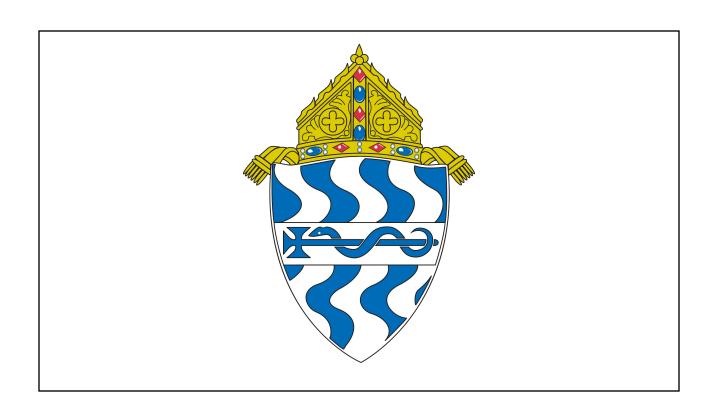
Service - How We Will Know We Are Succeeding

 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:

Service

Goal: To build Lifelong Catholic Missionary Discipleship Through God's Love by intentional, sustained and growing efforts of Christian service in the pastorate

13. Each pastorate will propose a plan to identify needs in the communities and strategize ways to meet those needs with Christian service.





Community-Inspiration

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

- "I give you a new commandment: † love one another. As I have loved you, so you also should love one another. This is how all will know that you are my disciples, if you have love for one another." **John 13:34-35**
- "I pray not only for them, but also for those who will believe in me through their word, ²¹ so that they may all be one, as you, Father, are in me and I in you, that they also may be in us, that the world may believe that you sent me. **John 17:20–21**

Community-Inspiration

"By reason of their special vocation it **belongs to the laity** to seek the kingdom of God by engaging in temporal affairs and directing them according to God's will.... It **pertains to them in a special way so as to illuminate and order all temporal things** with which they are closely associated that these may always be affected and grow according to Christ and may be to the glory of the Creator and Redeemer."

The initiative of lay Christians is necessary **especially when the matter involves discovering or inventing the means for permeating social, political, and economic realities with the demands of Christian doctrine and life. This initiative is a <u>normal element of the life of the Church:</u>**

. . .

Since, like all the faithful, lay Christians are entrusted by God with the apostolate by virtue of their Baptism and Confirmation, they have the right and duty, individually or grouped in associations, to work so that the divine message of salvation may be known and accepted by all men throughout the earth. This duty is the more pressing when it is only through them that men can hear the Gospel and know Christ. Their activity in ecclesial communities is so necessary that, for the most part, the apostolate of the pastors cannot be fully effective without it." (CCC 898-900)

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

Community - Where We Want to Go

- We recognize these opportunities to intentionally invest in these gifts in pursuit of a greater community:
- As we discussed opportunities to develop our habits of Christian community, the following themes emerged in our conversations and consultations:
- These are the aspects/elements of Christian community that we would like to develop/enhance in the future:

Community - 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:
- 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):

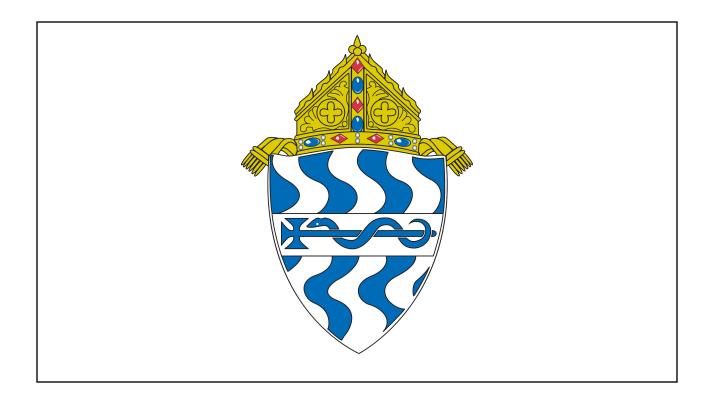
Community - How We Will Know We Are Succeeding

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

Community

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

14. Each pastorate will propose specific initiatives to build up authentic Christian community among families, parishes and towns/neighborhoods of the pastorate.





Schools

Goal: For Pastorates with one or more schools, to ensure that Set Ablaze Pastoral Planning seamlessly integrates the aspirations, needs and realities of the school(s) with the Pastorate Pastoral Plan. Discussion should follow the same pattern of where we are, where we want to go, our roadmap for getting there, and how we will know we are succeeding. How are our aspirations for building Lifelong Catholic Missionary Discipleship Through God's Love by enhancing our Worship, Discipleship and Evangelization, Service and Community expressed in the life of the school as a significant apostolate of our Pastorate?

Schools - Where We Are

- We recognize with gratitude that God has blessed our pastorate school(s) with these particular gifts and resources.
- These are the specific aspects/elements of our Catholic School that we especially value and are grateful for:

Schools - Where We Want to Go

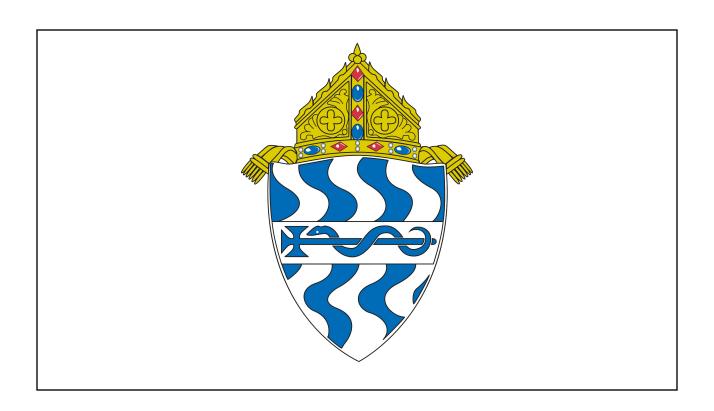
- We recognize these opportunities to intentionally invest in these gifts in our Catholic school(s) to more effectively build a culture of lifelong Catholic missionary discipleship through God's love
- As we discussed opportunities to develop our Catholic school(s) role in forming lifelong Catholic missionary disciples through God's love, the following themes emerged in our conversations and consultations:
- These are the aspects/elements of our Catholic school(s) mission that we would like to develop/enhance in the future:

Schools - 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 Catholic school(s) mission.
- 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):

Schools - 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 the mission of our Catholic school(s)



Practical Implementation

Corporate and Canonical Structure of Parishes in Pastorate

- The parishes in our pastorate are:
- We propose the following restructuring of those parishes:
- This proposed structure achieves the following advantages regarding:
 - An efficient use of time, energy and resources in the mission field of our pastorate to advance Lifelong Catholic Missionary Discipleship Through God's Love
 - An elimination of duplicated roles, pastorate
 - Promotion of a healthy, happy, and holy pattern of life for our priests
 - Greater and intentional engagement of gifts, skills, and expertise of the lay faithful in the mission of the pastorate
 - Strategic stewardship of facilities

Corporate and Canonical Structure of Parishes in Pastorate (continued)

- Here are key challenges we anticipate with this proposed structure:
- Here are concrete steps we desire to take to leverage our gifts and resources to mitigate those challenges and maximize those advantages:
- If any church will no longer be having regular celebration of the sacraments, here is our proposal for the buildings and property at that location:

Corporate and Canonical Structure of Parishes in Pastorate (1/3)

Goal: To develop a proposal for the canonical restructuring of the parishes within the pastorate that is ordered to foster the aims of the pastorate's pastoral plan and advancing the diocesan vision.

- 17. There is no change in the canonical or corporate structure of any parish as new assignments take effect on **July 5**, **2023**.
- 18. Any changes to canonical/corporate structure of parishes will be proposed for Bishop's review and approval as part of the Pastoral Planning Proposal.
- 19. Each pastorate will submit a proposal for the canonical/corporate restructuring of the parishes.
 - This proposal may involve the merging of all, some, or none of the parishes in the pastorate.
 - A timeline for implementation of this restructuring will be included in the proposal, together with a narrative explaining the reasons for the proposed structure and timeline.

Corporate and Canonical Structure of Parishes in Pastorate (2/3)

Corporate and Canonical Structure of Parishes in Pastorate (2/3)

- 20. If the restructuring proposes merging some or all of the parishes into a single parish:
 - The resulting parish will adopt a new name and will not adopt the name of one of the existing parishes.
 - o If the merging of parishes also entails no longer having regular celebration of the Sacraments at an existing parish location, the plan will propose:
 - xx. A plan for the **use and** proper upkeep of the church building and grounds xxi. Or a plan and timeline for the reduction of the property to secular use.
 - Any endowments or restricted gifts that have been received or established will
 continue to be used for the purposes for which they are established according to the
 provisions of the endowment and canon law.
 - The resulting structure will reflect a much greater and more intentional collaboration among the parishes of the pastorate (as a unified mission field) in contrast to what we are familiar with in our current system of "linked parishes" served by the same pastor.

Corporate and Canonical Structure of Parishes in Pastorate (3/3)

Corporate and Canonical Structure of Parishes in Pastorate (3/3)

- 21. Every pastorate will establish a joint Pastorate Level Pastoral Council with representation from each community in the Pastorate (Community here means a group of people who regularly came together for Sunday Masses at a particular church location as of March 2023.)
- 22. Each parish will have a Finance Council, in keeping with *Canon 537*. Planning committees should consider this when proposing the canonical restructuring of parishes in the Pastorate, so as to avoid an unnecessary and unsustainable duplication of meetings.

Pastorate Leadership Team

- These are the members of our Pastorate Leadership Team:
- These are key steps we will take to be well formed and set up for success in our work as a leadership team:

Training Possibilities

Pastorate Leadership Team

Goal: Between July 5, 2023 and May 1, 2024, each <u>pastor</u> will make a priority of identifying and inviting 4-6 members of the pastorate to serve as his Pastorate Leadership Team

- 23. Each pastor will establish a Pastorate Leadership Team.
- 24. Parochial vicars, employees and non-employees may be part of the Pastorate Leadership Team at the discretion of the pastor, cognizant that the Pastor will also have weekly meetings with the clergy of the pastorate and regular staff meetings as well.
- 25. Members of the Pastoral Planning Committee can be considered for a role on the Pastorate Leadership Team.
- 26. Membership on the Pastorate Leadership Team is open ended, as its success depends on building intentional and trusting relationships among the team members.
- 27. Membership will be reviewed at least annually as circumstances of the individual members and needs of the pastor and pastorate may change in time.

Pastoral Level Positions, Parish Staffing, Office Locations

- This is our staffing proposal (pastorate and parish level) position, person, location:
- If not already filled, this is our plan and timeline to fill the pastorate-level positions of Director of Discipleship and Evangelization, Business Manager and Facilities Manager:

Pastorate Level Staff Positions, additional staff and office locations (1/4)

Goal: To fill (or propose concrete plan and timeline to fill) the pastorate-level positions of director of discipleship and evangelization, business manager and facilities manager. To determine additional staffing roles at the parish level.

Pastorate Level Staff Positions, additional staff and office locations (2/4)

- 28. Every pastorate will fill the indicated pastorate-level positions (director of discipleship and evangelization, business manager and facilities manager).
 - The individuals serve under the direction of the pastor and report directly to the pastor.
 - The individuals appointed by the pastor to serve in these capacities shall be fully capable based on formal education and/or professional experience. They shall be Catholics in good standing and live their lives as missionary disciples.
 - Each of these roles can be fulfilled by an ordained deacon, a religious, and/or a lay person.
 - The roles can be fulfilled on an employed basis or on a voluntary basis.
 - Whether paid or volunteer, the individual serving in the capacity is to enjoy designation by the pastor via formal title and announcement to parishioners.
 - Local considerations and circumstances will determine how each of the roles are to be fulfilled.
 - Individuals serving in designated administrative roles for one pastorate may concurrently serve in similar roles in another pastorate(s).

Pastorate Level Staff Positions, additional staff and office locations (3/4)

- 29. While avoiding unnecessary duplication, these positions **do not preclude** additional staffing at the pastorate or parish level.
 - Local considerations and circumstances will determine which other staff roles, employed and volunteer, will be needed in order to see to the proper care of buildings, the orderly handling of all business affairs, and the offering of religious education ministries and/or liturgical ministries.
 - Positions may include but not be limited to:
 - i. parish liaisons
 - ii. administrative assistants
 - iii. custodians
 - iv. liturgy coordinators/music directors
 - v. accountants/bookkeepers (for example, pastorates with larger parishes or physical plants at multiple locations may have additional bookkeepers or maintenance people).
 - The idea is that those additional employees/volunteers would be supervised by the pastorate-level position and work together as a team with that position.

Pastorate Level Staff Positions, additional staff and office locations (4/4)

30. The Pastoral Planning Proposal will take careful note of communities where no volunteer or paid staff are present. They will make specific plans for persons in those communities to be in contact with the pastorate staff by means of a parish liaison or other well-understood channels so as to not feel disconnected or overlooked from the life of their parish and pastorate.

Pastorate Name and Communication Strategy

- This is what has gone well from a communications standpoint in the parishes of our pastorate:
- This is what we have learned about various ages and groups in our pastorate about what types of communication they prefer:
- This is the name we have adopted for our pastorate:
- Here are the key communication priorities, strategies, and methods we will focus on to help keep all members of our pastorate informed and engaged:

Pastorate Name and Communication Strategy

Goal: To decide on a name for the pastorate, as a whole, for use in pastorate-wide communications, social media, website, etc. and to develop effective communication strategies for each parish, town, and for various demographic groups and constituencies within the pastorate

- 31. Each pastorate will strategize for effective communications within the pastorate. It should strategize a "branding effort" for **building a coordinated mission field** where communities of the pastorate are striving together to build *Lifelong Catholic Missionary Discipleship Through God's Love*.
- 32. Each pastorate will adopt a name for the pastorate. Proposed names will follow the guidelines for naming Catholic parishes. The name can be:
 - the name of the Trinity, or a name for Christ, invoked in the liturgy,
 - or a mystery of his life,
 - or the name of the Holy Spirit,
 - or a name for Mary, invoked under a title for her used in the liturgy,
 - or the name of a holy angel,
 - or the name of a canonized saint, as it appears in the Roman martyrology (or appendix),
 - or the name of a Blessed.

Discipleship/Catechetical and Sacramental Prep Programs

- This is what is working well with our discipleship/catechetical and sacramental prep efforts:
- These are particular gifts, resources, opportunities we have in our pastorate to be fruitful in our discipleship/catechetical and sacramental prep efforts:
- Here is what we would like to be true about each person who participates in our discipleship/catechetical and sacramental prep programs:
- Metrics: This is how we will know we are succeeding in Baptism prep, prep for First Communion, prep for Reconciliation, prep for Confirmation, youth catechesis, marriage prep, vocations promotion, OCIA

Discipleship/Catechetical and Sacramental Prep Programs

Goal: To identify (name) the desired outcome of a person who participates in our discipleship/ catechetical and sacramental preparation programs.

- What do they look like, what do we want to be able to affirm of them?
- What is the desired result of these efforts of formation?
- To assess the fruits of current and past religious ed efforts, and
- to develop a strategy for achieving the desired outcomes in the future.
- 33. Each pastorate will develop a strategy for catechetical, sacramental prep and discipleship programs.

Priest Living Arrangements, Fraternity and Collaboration in Mission

- These are the keys we have identified to foster clarity and good coordination in the priestly care of the people of the pastorate:
- This is the living arrangements we have decided on and the principal advantages we see for this arrangement:
- If any rectories will be going unused, here is our plan for those buildings and properties, with a proposed timeline:

Priest Living Arrangements, Fraternity and Collaboration in Mission (1/2)

Goal: To determine the living arrangements of the priests assigned to the pastorate. To consider how:

- this arrangement will promote the health, happiness and holiness of the priests,
- will facilitate good priestly fraternity,
- will allow for maximum availability for specifically priestly ministry to the people of the pastorate.
- 34. Each pastorate will propose a plan for the living arrangements of the priests assigned to the pastorate.
 - All rectories located within the pastorate may be considered for a priest's residence.
 - Priests may or may not live together in the same rectory.
 - Parochial vicars who are more recently ordained may be assigned to live with the pastor or another parochial vicar in an intentional effort to continue their formation as a priest. This determination will be made by the bishop per his appointment of the priest in consultation with the local pastor.
 - Priest living arrangements are finalized through the assignment process. All assignments are a function of the bishop.

Priest Living Arrangements, Fraternity and Collaboration in Mission (2/2)

- 35. If existing rectories are going unused, the proposal will include a plan for the proper upkeep of those structures and their property, a repurposing of those buildings and property, or a timeline for other needs in the pastorate or for the alienation of that building and property.
- 36. The Pastoral Plan Proposal will indicate priorities and means adopted by the priests involved to foster priestly fraternity and well-coordinated collaboration in the priestly care of the people in the pastorate.
- 37. Clergy of the pastorate should meet at least weekly.
- 38. Matters such as: days off, vacation, retreat, sabbatical, clergy remuneration, etc. continue to be determined by diocesan policy as usual. Priests in the pastorate will coordinate with the pastor in planning for these aspects of their week, month and year.

Financial Arrangements

- Here is the budget for the fiscal year beginning July 1, 2024, which reflects the priorities of our Pastorate Pastoral Plan:
- Here is what has been going well in the financial stewardship and administration of the parishes of our pastorate:
- These are the finance related concerns we have for the parishes of our pastorate:
- Here are key ways we hope to grow in financial stewardship in our pastorate:

Parameters

Financial Arrangements

Goal: Each pastorate will determine a plan for budgeting, financial processes and record keeping for the pastorate

- 39. Budgets will reflect the priorities for building Lifelong Catholic Missionary Discipleship Through God's Love.
- 40. Proposals will outline a plan for the equitable sharing of pastorate-level expenses (clergy remuneration, pastorate-level positions, etc.).
- 41. Each parish must keep its own financial records.
- 42. Each parish must use internal controls per diocesan policy for financial accountability. (See Appendix 10)
- 43. Each parish must have its own Finance Council. Diocesan Policy indicates Finance councils should have at least 3 members and meet quarterly at a minimum
- 44. Pastorates will propose a mechanism for handling collections when a person is attending Mass in the pastorate but away from their parish.

Mass and Confession Schedule

- Here is our permanent Mass and Confession schedule proposal, which meets the parameters of the 10-year forecast of the Set Ablaze Structural Plan:
- The people (demographic, community...) most impacted by this plan are:
- Their main concerns are:
- This is our strategy to help address the concerns of those most affected:

Mass and Confession Schedule

Goal: To create the permanent Mass and Confession schedule for the parishes of the pastorate

- 45. The permanent schedule will be according to the numbers of priests assigned to the **pastorate**, indicated in the Set Ablaze Structural Plan (as opposed to the current number of priests assigned).
 - This is to assure the 10-year stability of the Mass schedule and to precipitate a truly strategic plan, going beyond the pragmatic possibilities of the present moment.
 - The idea is that if present "extra" priests assigned to the pastorate retire, get ill or are required for other ministry in the diocese, the Pastorate Pastoral Plan will not be undermined.
- 46. Ordinarily each priest assigned to the Pastorate should celebrate a public daily Mass. (With the exception of days off, vacation, retreat etc.) Times and locations of those Masses should take into consideration the good of the faithful, the well being of priests, efficient use of time and resources etc.
- 47. See all the parameters under "Worship" above (pg. 54).



Parameters Some guidelines for getting there...

Parameters

Parameters are designed:

- A. to help foster conditions in which these sustainable structures might be fully achieved all across the diocese:
- B. to develop a uniform way of erecting governance and administrative structures meant for creating and sustaining impactful ministry within the new structures;
- C. to be flexible where local circumstances and resourcing demand that they need be (subsidiarity); and
- D. to be firm in other areas so as to promote unity in our diocesan pursuit of a shared vision, for what we hope to create in ministry through an outpouring of the Holy Spirit (solidarity).

Parameters

General

1. All Pastoral Planning proposals will be in accord with Catholic teaching and canon law



You Are a Steering Committee

I urge you to think about sub-committees— get many many more people involved

Divide and conquer according to areas of passion, experience and needed gifts

Think- Start, Stop, Do More of...

This is a good filter for each section of your proposal

Think- Principles of Stewardship

- Receive God's gifts with gratitude
- Cultivate them with care
- Share them generously
- Return them to God with increase



What is the Vision Again?

Lifelong Catholic Missionary Discipleship Through God's Love

Everything in Set Ablaze is meant to build THIS

Prayerful, Inspired, Aspirational Goals

- God desires renewal, knows how to bring it about, and is powerful to accomplish it.
- God has a plan for your pastorate
- We need you, trust you, and are praying for you!

THANK YOU!