



# Diocese of Sioux Falls Pastoral Plan | GUIDING CHANGE

## CURRENT REALITY: THE WHY

1. We have a rich history of faithful and resilient Catholic people committed to the Church, their faith, their families, and the local parish.
2. Strong financial position in most of our parishes with a culture of good stewardship and a need for facility maintenance.
3. As a diocese, we have all been invited to enter a life of missionary discipleship where we are healthy, happy, holy, and hard-working faithful Catholics developing “fires” — pockets of missionary discipleship being practiced by the clergy and faithful.
4. A clear need to invigorate the spiritual, pastoral, and sacramental life of parishes and parishioners across the diocese and to disrupt a decade of downward trends in Mass attendance, reception of sacraments, and Catholic school enrollment.
5. A need for parishes to welcome, integrate, and evangelize all peoples and cultures.
6. There is a decline in active participation from laity in the local ministry of the church.
7. There is a need to develop local parish culture and identity independent of the priest or pastor serving.
8. A structure of our priests serving alone with a focus on administration over pastoral ministry is not healthy nor sustainable.
9. We acknowledge our need to organize our parish structures in ways that provide stability over at least 10 years.
10. Secularism in our world today is diminishing God’s presence and importance in our lives and is supported by our government’s efforts to supplant the role of the family and limit the presence of faith in our society.
11. As numbers of priests have declined, sufficient practical experience gained during time as an associate has been limited due to priests being asked to take on roles as pastors sooner to fill assignments that would otherwise have been left open.
12. There is duplication of ministry, services, staffing, and resources across parishes within reasonable drive times.

## DESIRED OUTCOMES: THE WHAT

1. A new chapter of our rich tradition with new structures, a new call, new energy, and a focus toward growth rather than decline.
2. Missionary discipleship, which needs to be clear, nurtured, supported, and guided, is the compelling vision for the life of the Church.
3. Healthy, happy, holy, and hard-working priests and parishioners engaged in a personal relationship with Jesus Christ as missionary disciples.
4. Use parish and pastorate ministry and evangelization to reset the Catholic parish as a center of life for the faithful and the community.
5. Engaging, welcoming, and impactful liturgies prayed in churches filled with people.
6. Engage the local faithful who are most impacted by pastoral planning and know the parish best.
7. Increase in sacramental vocations: priesthood, the diaconate, consecrated life, and marriage.
8. Reduce duplication of ministry, services, staffing, and resources where reasonable through collaboration and delegation so priests can focus on pastoral ministry.
9. Intentional development of newly ordained priests and the cultivation of assignments well-suited for their ongoing formation.

## WE WILL NOT DO: THE NOT HOW

1. Knowingly or willingly violate Canon or civil laws or diocesan policy.
2. Leave clergy, staff, and lay faithful feeling unsupported or without development or resources.
3. Use technology to replace full, active participation of the faithful in the celebration of the Mass.
4. Protect the status quo in one area while ignoring clear facts and trends, or use influence or reputation to protect another area from making necessary changes that are asked of all.
5. Exceed three weekend Masses per priest, not including funerals and weddings.

