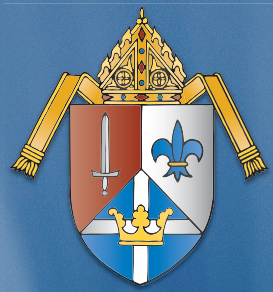


A COMMUNITY OF MISSIONARY DISCIPLES

A PASTORAL PLAN FOR
THE DIOCESE OF LEXINGTON





PROLOGUE

“We declare to you what we have seen and heard so that you also may have fellowship with us; and truly our fellowship is with the Father and with his Son Jesus Christ. We are writing these things so that our joy may be complete.”

1 John 1:3-4, NRSV.

A Community of Missionary Disciples: A Pastoral Plan for the Diocese of Lexington is put forward on the Day of Pentecost, a day that recalls the Holy Spirit coming upon the apostles and Mary and propelling them forth from the tightly knit community they had become into a world hungry for the Good News of Jesus Christ’s victory over sin and death.

The disciples were huddled together, poring over the texts of Scripture, awaiting their empowerment from on high, when the Spirit came in the form of a strong wind and descended upon them as tongues of fire above their heads. I pray that the same Spirit of the Risen Jesus will blow through our local Church, breaking us out of our small and comfortable settings with the light and power to proclaim the Word of Life to a society just as hungry for the word of salvation.

Pentecost reveals two essential aspects of the Church’s nature: community and mission. The Church is a community, a communion to which we invite others and which strives to mirror the Divine Community of Father, Son and Holy Spirit. This community shares in the very salvific mission of Jesus Christ. We have been sent to the fifty counties of central and eastern Kentucky to bring that Word of Life and offer Communion in Christ to transform people and society. In a time of great division in society and a deeply entrenched individualism, we are called to form a life-giving community that recognizes its diversity but comes together in unity around the table of God’s Word and the table of the life-giving presence of Jesus in the Eucharist.

At Pentecost, the newly empowered apostles discovered a people who shared one faith but spoke a variety of languages and came from diverse parts of the world. The Church of the Diocese of Lexington likewise recognizes this diversity in the people of God. The kingdom that Jesus preached is all-inclusive, it is available to everyone and it requires conversion on the part of everyone to be able to enter. This kingdom transcends all of the divisions that we manage to create in our world; in the visions recounted in the Book of Revelation, John describes “a great multitude, which no one could count, from every nation, race, people and tongue” (Revelation 7:9, NAB). It is that vision of the Kingdom that the Church is journeying towards as a pilgrim people of God. That is manifestly true right here at home.

Our local Church must transcend divisions between Bluegrass and Mountain parts of the Church and must find the way to fully engage the immigrant and refugee membership of our Church. We must accept the call to create one Body and continue to nurture the unity that Christ calls for within the Church to be able to extend our desire for community beyond ourselves.

Pope Francis, since his election as Universal Shepherd in 2013, has invited us to rediscover the joy of the Gospel and to share that joy with the world. He has challenged local Churches throughout the world to place mission above maintenance, to not be satisfied with the way things have always been done, to engage young people fully in the mission of the Church and to reveal the mercy of God in all that we say and do. Pope Francis has invited us to an encounter with the Risen Christ by

going to the peripheries and working to include those who have been excluded. Whether in the inner city or the rural and mountainous parts of our diocese, we do not have to go far to find the peripheries. It is where Christ ministered and where the Church must minister. The peripheries may include the economically disadvantaged, may include racial minorities, may include people of other faith traditions and no faith, may include people with differing sexual orientations- the peripheries are those who are overlooked, who are excluded, whose voices are under-represented. They must be included in our vision of community and in our pursuit of a genuine encounter with Christ.

This Pastoral Plan is inspired by Pope Francis' first apostolic exhortation, "The Joy of the Gospel" and his subsequent exhortations which share that same missionary impulse expressed in joy. It is my hope and fervent prayer that our local Church will embrace this vision and commit to the transformation of society that is at the heart of the Gospel call to conversion.

"An evangelizing community gets involved by word and deed in people's daily lives; it bridges distances, it is willing to abase itself as necessary, and it embraces human life, touching the suffering flesh of Christ in others. Evangelizers thus take on the 'smell of the sheep' and the sheep are willing to hear their voice. An evangelizing community is also supportive, standing by people at every step of the way, no matter how difficult or how lengthy this may prove to be. It is familiar with patient expectation and apostolic endurance. Evangelization consists mostly of patience and disregard for the constraints of time. Faithful to the Lord's gift, it also bears fruit. (*Joy of the Gospel* #24).

The Catholic Committee of Appalachia's 2015 People's Pastoral Letter quotes a phrase from the Kentucky poet Wendell Barry which succinctly captures our mission, "practicing resurrection in places of crucifixion." I see this happening Sunday after Sunday in places as different from each other as the communities of Saint Peter Claver in Lexington and of Resurrection in Lynch and all throughout the diocese. Worship that leads us to service and service that points out our need for worship go on throughout our entire diocese. Let us work together to free the evangelizing power inherent in our location. Let us work to incarnate the Body of Christ here where we are to truly be life for the world.

WHAT THE PASTORAL PLAN CALLS US TO

A pastoral plan is an attempt to help the local Church walk together towards the Kingdom of God. It sets forth priorities that are interrelated and directs the use of our energy and resources as a diocesan community. It is aspirational, it calls us to want to be more faithful to the Gospel message and include more people in our proclamation of the living Word of God. This also means that it calls us to ongoing conversion, the conversion that places Christ at the center of our lives. It is incarnational, that is it takes into account the real women and men of our local Church: their backgrounds, histories, locality, social circumstances, and sees all of these as gifts to be placed at the service of the Church. This also means that it is realistic and rooted in this moment of our history.

This pastoral plan is not about closing churches or missions. It is not about giving uniform direction and structure to every parish or institution of the diocese. It is not about re-structuring or starting anew. The plan recognizes that God's Spirit is already active in our midst and is calling us to ever greater faithfulness in response to God's initiative. We recognize that many of our communities are small in size and some cannot support all of the services and ministries that larger

parishes offer. The plan envisions greater cooperation among parishes and within deaneries, and among the deaneries, to share their gifts and complement each other.

The plan is focused on five Mission Priorities, which are centered around Community and Unity. Each is essential to the Church's mission and inter-related to the others. The image of interlocking gears tries to capture how they work together for the functioning of the Church. These priorities as well as the goals and strategies for implementing them came from the various sessions that took place at parish and deanery meetings through the course of the planning process. The diocesan planning commission has listened, has reflected on and prayed with, has processed and refined all of the responses and comments that came from the parishes, missions and deaneries of the diocese and has organized them with a unifying vision towards the creation of this plan.

IMPLEMENTING THE PLAN

The plan provides the broad direction for the diocese. Implementation will happen at three levels: at the level of the parish or mission, at the level of the deanery with the hope of promoting greater collaboration among parishes and missions, and at the diocesan level as the diocesan offices, commissions and councils strive to provide the support necessary for making the pastoral plan come to life.

Deaneries are to discuss the plan and its implementation, focusing on one or more mission priorities each year (the year for pastoral purposes usually begins with the school year). After five years of working with the plan, there will be a process for evaluation of the implementation.

STRUCTURE OF THE PLAN: MISSION PRIORITIES, GOALS AND STRATEGIES

The Pastoral Plan is organized around **Mission Priorities**. These Mission Priorities are interlocking and the diagram of interlocking gears tries to capture: they touch on each other and help each other to function. In the plan, the Mission Priorities are organized around the central priority of Unity and Communion. In the midst of a diverse population where Catholics are the religious minority, we wish to promote Unity among Christians and throughout society while internally we strive to replicate the Communion that exists among the Divine Persons of the Holy Trinity. The word Communion, for us, has an obvious sacramental connotation and this priority follows immediately after the Sacramental Ministry priority. Each of the five Mission Priorities contains a commitment in mission.

The **GOALS** express what it is we want to be or become as a local church within each of these Mission Priorities, helping to concretize the commitment expressed. Each of these goals is to be achieved at the diocesan level, at the deanery level and at the parish or mission level. For each of the goals there are **STRATEGIES** proposed. Some of these strategies can be worked on immediately at the parish or mission level, some will require collaboration beyond the parish or mission in order to begin. Many of the Strategies are followed by bullet points, which describe action steps towards the completion of the Strategy. Those Strategies without bullet points will require the creativity of the parish/mission or deanery to direct the steps towards completing the strategy.

GRATITUDE FOR THE PLANNING PROCESS

Every parish and mission deanery of the diocese held listening sessions and reflected upon the current strengths of their parish/mission and to identify areas where they hoped to grow or improve. Each deanery met to hear the strengths and weaknesses of the various parishes and missions and to suggest how they might help and support each other and to suggest what areas needed support from the diocese. There was great affirmation of the life of the Church in our diocese and great hopes expressed about how we might be more faithful to the mission entrusted to us by the risen Christ. We are grateful to everyone who participated in all of these sessions.

We are thankful to leaders and those who hosted sessions and provided hospitality at each site. We are especially grateful to those who helped facilitate sessions, especially Julie George of Saint Elizabeth Ann Seton Parish who helped devise a process to organize and interpret what we were hearing in deanery sessions. Similarly, we are grateful to Sister Robbie Pentecost, OSF, for facilitating the Pastoral Planning Commission and helping to create a process. Other entities provided background material for our planning, especially Glenmary Home Missioners Office of Pastoral Ministry and Services through Lucy Putnam, Lorraine Vancamp and Liz Dudas.

Of course we give thanks to Jesus Christ, who reveals the Father to us and sends the Holy Spirit to empower us in ministry. And we are thankful to the priestly people of God in the fifty counties of our diocese who will implement this plan as we journey forward together.

DIOCESAN PLANNING COMMISSION

Father Miguel Alvizures- Saint Leo Parish, Versailles

Sister Patricia Cataldi, CPS- Saint Jude Parish, Louisa

Mrs. Jane Chiles- Cathedral of Christ the King, Lexington

Deacon John Coe- Maryknoll Missioners, Mary Queen of the Holy Rosary Parish, Lexington

Mr. Doug Culp- Secretariat for Pastoral Life, Bishop's Delegate for Administration

Deacon Bob Joice- Saint Elizabeth Ann Seton Parish, Lexington

Sister Susan Marie Pleiss, OSF- Good Shepherd Mission, Campton

Bishop John Stowe, OFM Conv.- Bishop of Lexington

Deacon James and Christine Weathers- Saint Peter Claver Parish, Lexington

Sister Kathleen Weigand, OSB- Mount Tabor Monastery, Saint Martha, Prestonsburg

MISSION PRIORITY ONE: EVANGELIZATION

We will proclaim and witness Christ everywhere and at all times for the conversion of individuals and the transformation of society, by:

Goal 1: Engaging youth and young adults more effectively in the life of the Church.

Strategy 1: Work with representatives from each Deanery to effectively address Youth and Young Adult ministry across parish boundaries.

- Identify the number of youth involved in each parish or mission throughout the diocese.
- Identify barriers that prevent youth from participation (e.g. language, socio-economic, gender issues).
- Identify potential parish collaborative efforts in youth ministry.
- Name a youth representative for the Deanery.

Strategy 2: Build a local formation program for potential youth ministers.

- The diocese will offer a youth ministry internship program for those interested and qualified.
- Parishes or groups of parishes will offer opportunities to shadow, mentor, and companion their youth minister with the intention of forming newly trained youth ministers.

Strategy 3: Offer training opportunities for clergy and laity.

- The deaneries will annually utilize training for clergy and laity promoting best practices for engaging our youth and young adults and understanding the culture of youth.
- The diocese will continue to require the implementation of Safe Environment Policies.

Strategy 4: Include youth and young adult voices.

- Encourage each parish council include youth and young adult representatives.
- At the diocesan level, form a Council of Young Adults who will be able to express and identify needs and how as a diocese we can respond.
- The Offices of Family Life and Youth and Young Adult Ministries will work with deaneries to identify effective strategies for facilitating the acceptance of transgender and other at-risk youth by their peers and will share these strategies with focused groups at individual parishes.

Strategy 5: Increase youth participation in national gatherings of Catholic youth (e.g. NCYC in Indianapolis)

1. How can we implement this goal on a deanery level?

2. How can we implement this goal on a parish level?

Lead diocesan resources: Office of Youth and Young Adult Ministry, Secretariat for Catholic Schools

MISSION PRIORITY ONE: EVANGELIZATION

We will proclaim and witness Christ everywhere and at all times for the conversion of individuals and the transformation of society, by:

Goal 2: Fostering mutual respect through dialogue, learning to become a listening Church.

Strategy 1: Offer trainings and resources in how to listen and dialogue.

- Diocese will create a Dialogue Task Force to be responsible for identifying resources (e.g. Les Schmidt with Catholic Committee of the South) and planning these events.
- There will be multiple dialogue trainings at the deanery level. Each deanery is responsible for identifying persons who would be willing to attend trainings and to bring these resources back to the local (parishes or groups of parishes) level.
- As a Diocese we are committed to practicing mutual respect and dialogue in all of our gatherings and meetings.

Strategy 2: Apply the dialogue training.

- Seek creative ways to engage: non-believers, non-practicing Catholics, and “nones” (those who are religiously unaffiliated, roughly one-third of whom are under 30).
- Increase opportunities for: ecumenical dialogue, interfaith dialogue, and cross-cultural dialogue.

1. How can we implement this goal on a deanery level?

2. How can we implement this goal on a parish level?

Lead diocesan resources: Office of Evangelization and Dialogue Task Force

MISSION PRIORITY ONE: EVANGELIZATION

We will proclaim and witness Christ everywhere and at all times for the conversion of individuals and the transformation of society, by:

Goal 3: Collaborating with our ecumenical family to strengthen Christian public witness.

Strategy 1: The Bishop will create a Peace and Justice Commission to offer leadership and coordination on behalf of the diocese with the larger ecumenical community.

Strategy 2: Collaborate with other Christian groups in our charitable works whenever possible.

Strategy 3: Continue efforts to extend the services and programs of Catholic Charities beyond Fayette County.

Strategy 4: Encourage each parish to be involved in their local Ministerial Association as well as civic and other Peace and Justice organizations.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Secretariat for Pastoral Life and the Peace and Justice Commission

MISSION PRIORITY TWO: SACRAMENTAL MINISTRY

We will ensure Eucharistic-centered communities who draw their identity and mission from the sacramental life of the church, by:

Goal 1: Strengthening ministerial and communal relationships throughout the diocese to ensure that priests and the Church's sacraments are available to the faithful everywhere.

Strategy 1: Identify service gaps. Publish demographic/census data annually.

- Each deanery conducts a survey regarding the availability of: the sacrament of reconciliation, the sacrament of the sick, and communion to the homebound; access to a priest when needed for last rites, needs for mass and other sacraments in Spanish, Swahili, Korean and/or other languages. Dean shares the information with the Vicar for Priests.
- Each deanery identifies pastoral care needs, to include prisons, hospitals and nursing homes, and other institutions and shares these needs with their Dean.
- Each deanery creates resource lists of people prepared to offer retreats, spiritual direction, assistance and formation of music ministers, RCIA team building, catechetical assistance, adult formation, liturgical ministry formation, prison ministry, etc. and sends this information to the Chancellor.
- Recruit candidates for the permanent diaconate from under represented communities, reflecting the diversity of the diocese. Share the efforts and the results with the Office of the Permanent Diaconate.

Strategy 2: Allocate ministry resources across the diocese.

- Prepare and publish plan for regular mass and confessions in Spanish in each deanery and who will be responsible. Work to increase frequency of Spanish mass, catechetical and other ministries.
- Create an Office of Prison Ministry Coordination in the Diocese to ensure there is a plan for offering the mass, confession and pastoral care in each federal and state facility. Office ensures that local jails know who to contact if Catholic inmates request pastoral care. Office will also recruit, prepare, and coordinate lay ministers for pastoral care in detention facilities.
- The Priest, Deacon, and Parish Life Director Personnel Boards create proposed models of collaboration for cluster parishes/missions and parishes sharing one priest.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Priest, Deacon, and Parish Life Director Personnel Boards, Office of Hispanic Ministry

MISSION PRIORITY TWO: SACRAMENTAL MINISTRY

We will ensure Eucharistic-centered communities who draw their identity and mission from the sacramental life of the church, by:

Goal 2: Strengthening liturgical practices, sacramental practices, and prayer life to give glory to God and be welcoming to all God's people.

Strategy 1: Improve preaching.

- Require ongoing preaching formation (e.g. workshops, study groups, academies, on-line services) for all preachers.
- Offer model for homiletic evaluation.
- Provide ongoing accent acquisition programs for priests/deacons preaching in non-native languages.
- The diocese will form teams of mobile preachers and promote pulpit swapping.

Strategy 2: Share music resources and offer training in music ministry.

- Provide training for bilingual or multilingual liturgies, devotions, and activities integrated with music reflecting our diverse backgrounds and stages of life.

Strategy 3: Increase sacramental literacy.

- Preach and teach the nature and importance of the sacraments.

Strategy 4: Share best devotional and prayer practices across the diocese.

- Provide lists of Spirituality Resources that includes the variety of devotional and spiritual practices around the diocese: charismatic movement, Divine Mercy devotions and annual celebration, Eucharistic adoration opportunities, scheduled rosaries and Marian devotions, pilgrimages, annual directory of Way of the Cross and Passion Play schedules, workshops on prayer methods, locations offering retreat spaces, etc. Office of Worship will compile lists with assistance from each deanery.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Director of Ongoing Formation for Priests, Office of Worship, Office of the Permanent Diaconate, Vicar for Priests

MISSION PRIORITY TWO: SACRAMENTAL MINISTRY

We will ensure Eucharistic-centered communities who draw their identity and mission from the sacramental life of the church, by:

Goal 3: Recruiting and developing a new generation of ministerial servant leaders.

Strategy 1: Attend to Succession Planning.

- Each parish life director and pastoral associate where there is no resident pastor, as part of their annual ministerial review, is to assess how many more years they anticipate being in their present ministry and work with the HR office to post job descriptions for near and long-term opportunities.
- The Secretariat for Pastoral Life will create proactive relationships with schools of theology who train lay ministers (CTU, GTU, Notre Dame, Lexington Theological Seminary, etc.) so that they are aware of opportunities for ministry and internships in the Lexington Diocese.
- The Secretariat for Pastoral Life will identify and launch lay ministry/lay leadership formation programs in English and Spanish that are geared and accessible to our diverse diocesan population.
- The Secretariat for Pastoral Life will provide direction for those seeking certification as lay ecclesial ministers.

Strategy 2: Gather ministerial leaders annually.

- The Secretariat for Pastoral Life will provide regular opportunities for social, spiritual and formative gatherings for parish life directors and pastoral associates, along with MBA, secretarial staff, maintenance personnel, etc.
- The Chancery will provide regular opportunities for updating/improving Safe Environment Policies.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Secretariat for Pastoral Life, Human Resources Office, Chancery

MISSION PRIORITY THREE: UNITY/COMMUNION

We will promote within our parishes and diocese a culture that fosters our unity and experience of communion, mirroring the Trinity, by:

Goal 1: Cultivating unity that mirrors the communion within the Trinity.

Strategy 1: Cultivate family unity.

- Parishes will provide resources that promote mutual respect/dialogue within the family as way to witness unity.
- The needs of single adults must be especially emphasized by identifying barriers to unity among our single, elderly and disabled parishioners.
- Parishes will promote efforts aimed towards greater unity throughout the Church family.
- Parishes and schools will endeavor to be a local witness for unity.

Strategy 2: Look to be a prophetic voice for unity in the Church and society.

- Priests and deacons will preach and teach the church's role as an agent of reconciliation, a proponent of restorative justice, a minister to the marginalized, and a healer where there is division.
- Pray with other Christian churches for unity.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Office for Marriage and Family Life, Peace and Justice Commission, Secretariat for Catholic Schools

MISSION PRIORITY THREE: UNITY/COMMUNION

We will promote within our parishes and diocese a culture that fosters our unity and experience of communion, mirroring the Trinity, by:

Goal 2: Discovering the gift of diversity and celebrating it.

Strategy 1: Acknowledge our diversity.

- Deaneries and parishes will identify the diverse groups that compose our diocese so that we can promote a culture of encounter.
- Diocese regularly highlights the different cultural practices, celebrations, rituals, and devotions practiced in our diocese.

Strategy 2: Provide opportunities for encounter.

- Parishes and deaneries to provide opportunities for encounter with diverse groups in the community (e.g., divorced, elderly, singles, African-Americans, Hispanics, Congolese, Filipinos, Koreans, Indians, Nigerians, young adults, newly married, young families, youth, “nones”, those with different socio-economic status, LGBTQ+, those with disabilities, those struggling with mental illness or addictions, etc.)
- The Office of Hispanic Ministry will provide resources for improved ministry to Hispanic populations in each deanery.
- Deaneries to coordinate celebratory activities such as festivals and picnics to encourage new experiences of encounter, taking care to effectively communicate that these celebrations are meant for everyone.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Secretariat for Pastoral Life, Office of Hispanic Ministry

MISSION PRIORITY THREE: UNITY/COMMUNION

We will promote within our parishes and diocese a culture that fosters our unity and experience of communion, mirroring the Trinity, by:

Goal 3: Forming inclusive and welcoming parish communities.

Strategy 1: Develop training to share best practices for promoting intercultural unity.

- Diocese to research inclusive and welcoming best practices in other dioceses and share the information through the deaneries.
- Diocese to work with Mary Queen of the Holy Rosary parish to develop exportable training based on their experience working with a multi-cultural community to include one-on-one discussions and joint activities, with a focus on creating label-free environments.
- Diocese to work with Saint Paul's parish to develop an exportable workshop on welcoming LGBTQ+ parishioners.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

MISSION PRIORITY THREE: UNITY/COMMUNION

We will promote within our parishes and diocese a culture that fosters our unity and experience of communion, mirroring the Trinity, by:

Goal 4: Strengthening relationships, nurturing collaboration, and improving communication among urban/Bluegrass parishes, rural/mountain parishes, and our various immigrant and refugee communities.

Strategy 1: Encourage a culture of mutuality in relationships.

- Deans and secretariats will coordinate strategy of introducing urban/rural pairing/twinning, which considers all parishes and missions, within their biannual meeting structure.
- Diocese to encourage parishes to offer classes in English and Spanish as second languages as a ministry of mutual encounter.
- Diocese to encourage parishes to share activities such as liturgies, choir practices, workshops, talks and youth events.
- Parishes with schools will make efforts toward mutuality in ministry and minimizing any divisions.

Strategy 2: Provide opportunities for encounter at diocesan events.

- Diocese will exercise flexibility in scheduling major diocesan celebrations outside the Cathedral of Christ the King.
- Diocese will encourage training and formation activities to be scheduled outside Lexington (e.g. *Evangelii Gaudium* workshops in Jackson).

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Deans and Secretariat Leaders

MISSION PRIORITY FOUR: FAITH FORMATION

We will awaken, foster, and empower communities of missionary disciples to discern and more fully embody their baptismal identity and vocation, by:

Goal 1: Creating a culture of individual and communal discernment of the universal vocation to discipleship.

Strategy 1: Articulate a broader understanding of vocation and intentionally integrate this understanding into diocesan, parish, school level programming, and preaching.

Strategy 2: Develop and strengthen programs designed to call forth believers to participation, leadership, and mission, and to teach vocational discernment.

Strategy 3: Establish and support parish/deanery/regional level Vocation Days aimed at introducing and exploring the various vocational calls.

Strategy 4: Establish parish/deanery/regional level Days of Reflection and on-going faith formation which promote the *universal call to holiness* for those already committed to a vocation.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Vocation Office, Secretariat for Pastoral Life, and Secretariat for Catholic Schools

MISSION PRIORITY FOUR: FAITH FORMATION

We will awaken, foster, and empower communities of missionary disciples to discern and more fully embody their baptismal identity and vocation, by:

Goal 2: Fostering a life-long journey of discipleship.

Strategy 1: Identify or develop programs/opportunities that are capable of forming communities of disciples by focusing on integral human growth and spiritual formation at the various stages of life.

- Examples include, but are not limited to, men's and women's spirituality groups such as ACTS and CRHP programs, Engagement and Marriage Encounter, Cursillo, and Discípulos Misioneros.
- Examples include, but are not limited to, demographic groups such as middle and high school students, college students, young parents, singles, special needs individuals, and seniors.

Strategy 2: Promote participation in service grounded in the corporal and spiritual works of mercy and Catholic social teaching.

Strategy 3: Broaden the use of the online Catechist Formation program with relevant and expanded content for widespread adult faith formation.

Strategy 4: Establish an annual deanery/regional program for faith formation leaders to meet and share about programs, initiatives, and challenges specific to their area.

Strategy 5: Create a Diocesan Faith Formation Advisory Committee to give input on faith formation needs and topics for ongoing catechist formation.

Strategy 6: Revise sacrament preparation guidelines to more effectively prepare individuals for lifelong discipleship.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Secretariat for Pastoral Life, Secretariat for Catholic Schools, and Peace and Justice Commission.

MISSION PRIORITY FOUR: FAITH FORMATION

We will awaken, foster, and empower communities of missionary disciples to discern and more fully embody their baptismal identity and vocation, by:

Goal 3: Promoting and strengthening the handing on of faith in families and within our parish families.

Strategy 1: Provide support at all stages of family life, beginning with outreach to the newly married and new parents. Include parents in the sacramental preparation of their children, and follow-up programs after reception of the sacraments, especially in the long gap after baptism.

Strategy 2: Develop opportunities for whole community and intergenerational catechesis.

Strategy 3: Engage multilingual families in their language and cultural needs for faith formation.

Strategy 4: Provide opportunities to safely explore sensitive, contemporary issues from a faith perspective.

Strategy 5: Provide guidance in the development of critical judgment in the use of online resources, particularly those that claim Catholic authority.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resource: Secretariat for Pastoral Life

MISSION PRIORITY FIVE: STEWARDSHIP

We will exercise faithful stewardship in the care of creation and the use of diocesan resources, by:

Goal 1: Promoting a spirituality of the care of creation.

Strategy 1: Teach the *Laudato Si* Encyclical broadly.

- Develop and broadly use faith formation activities to show the importance of energy conservation and other ecological strategies as a thoroughly Catholic spirituality.
- Offer *Laudato Si* as a spiritual guide during Lent for addressing overconsumption (e.g. energy use, food choices, packaging materials, transportation, clothing, etc.).
- Celebrate the Season of Creation (Sept. 1 to Oct. 4). Emphasize integral ecology aspects of *Laudato Si* during this season.

Strategy 2: Encourage each deanery to have an annual action on or around Earth Day (April 22nd) or during the Season of Creation (Sept. 1 to Oct. 4).

- Possible actions: a speaker or program, waterway or public lands cleanup, recycling promotion, tree planting, or wildflower walk.
- Provide prayer resources so annual events are celebrated as ritual actions of our care for creation.

Strategy 3: Encourage pastors and pastoral councils in mid-sized to large parishes to establish Green Teams to systematically assess parish facilities, programs, and practices. Provide resources and ongoing support (e.g. samples of green audits, lists of local resources, sharing best practices around the diocese, online resources, etc.).

- Celebrate successes across the diocese with an annual *Laudato Si* award.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

MISSION PRIORITY FIVE: STEWARDSHIP

We will exercise faithful stewardship in the care of creation and the use of diocesan resources, by:

Goal 2: Ensuring a vibrant Catholic presence throughout the diocese via effective and sustainable ministry.

Strategy 1: Organize comprehensive development efforts to support the ministries of the diocese and all its communities by establishing a Diocesan Office of Development.

Strategy 2: Create a culture of stewardship.

- Provide homily helps for priests and deacons on stewardship as a way of life.
- Teach children the value of being generous.

Strategy 3: Encourage collaboration.

- Conduct regular diocesan gatherings of pastors with schools and principals of those schools, for the purpose of building relationships and trust, sharing prayer, and discussing common issues and concerns.
- Continue to improve the relationship between diocesan finance staff and parishes, advising on transparent accounting, proper debt management and other best financial practices for parishes.
- Encourage each deanery to examine possibilities for ministry collaboration and economy of sharing personnel and material resources.
- Identify ways that Secretariat for Stewardship and the Office of Human Resources can offer specific assistance in how to handle shared expenses in parish budgets (e.g. regional accountants).

Strategy 4: Implement diocesan practice of reducing travel miles by utilizing teleconferencing for meetings whenever possible.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Development Office, Secretariat for Stewardship, Secretariat for Pastoral Life, and Secretariat for Catholic Schools

MISSION PRIORITY FIVE: STEWARDSHIP

We will exercise faithful stewardship in the care of creation and the use of diocesan resources, by:

Goal 3: Identifying critical areas of demographic change to ensure provision and maintenance of adequate facilities for liturgy and ministry.

Strategy 1: Utilize demographic reports on Hispanic and other immigrant community growth occurring in every county to help parishes and diocesan offices better serve the needs of immigrants.

Strategy 2: Develop workshop to identify data, sources of information, and processes to help parishes and deaneries secure useful census data for analysis at the parish level.

Strategy 3: Ensure proper maintenance of facilities.

- Conduct annual diocesan gathering of Green Teams and Parish Facility Managers to share best practices for reducing utility expenses and dealing with aging structures.

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Secretariat for Stewardship, Secretariat for Pastoral Life, and Office of Hispanic Ministry

MISSION PRIORITY FIVE: STEWARDSHIP

We will exercise faithful stewardship in the care of creation and the use of diocesan resources, by:

Goal 4: Evaluating and updating deanery operations for greater effectiveness.

Strategy 1: Clarify purposes for deanery structure.

- Purposes may include: inter-parish communication within a deanery, priest and parish staff mutual support, and communication/coordination with the diocese for some formal processes.
- Identify new purposes such as responsibilities to follow through on portions of this plan.
- Identify purposes common to all deaneries, but also purposes unique to individual deaneries.

Strategy 2: Evaluate deanery effectiveness.

- Develop and conduct survey that covers quantitative and qualitative elements and anticipated potential to achieve the purposes identified above.

Strategy 3: Make recommendation to the bishop of potential changes.

- Changes may include: minimum organizational requirements or responsibilities, changes in deanery boundaries, changes in parish or mission assignments to deaneries, participants to be involved in deanery meetings, and inter-deanery relationship guidelines.
- Consider the role of a regional structure (e.g. Bluegrass Region, Mountain Region).

How can we implement this goal on a deanery level?

How can we implement this goal on a parish level?

Lead diocesan resources: Ad Hoc committee of Deanery and Chancery representatives

MISSION PRIORITY ONE: EVANGELIZATION

We will proclaim and witness Christ everywhere and at all times for the conversion of individuals and the transformation of society, by:

1. Engaging youth and young adults more effectively in the life of the Church.
2. Fostering mutual respect through dialogue, learning to become a listening Church.
3. Collaborating with our ecumenical family to strengthen Christian public witness.

MISSION PRIORITY TWO: SACRAMENTAL MINISTRY

We will ensure Eucharistic-centered communities who draw their identity and mission from the sacramental life of the church, by:

1. Strengthening ministerial and communal relationships throughout the diocese to ensure that priests and the Church's sacraments are available to the faithful everywhere.
2. Strengthening liturgical practices, sacramental practices, and prayer life to give glory to God and be welcoming to all God's people.
3. Recruiting and developing a new generation of ministerial servant leaders.

MISSION PRIORITY THREE: UNITY/COMMUNION

We will promote within our parishes and diocese a culture that fosters our unity and experience of communion, mirroring the Trinity, by:

1. Cultivating unity that mirrors the communion within the Trinity.
2. Discovering the gift of diversity and celebrating it.
3. Forming inclusive and welcoming parish communities.
4. Strengthening relationships, nurturing collaboration, and improving communication among urban/Bluegrass parishes, rural/mountain parishes, and our various immigrant and refugee communities.

MISSION PRIORITY FOUR: FAITH FORMATION

We will awaken, foster, and empower communities of missionary disciples to discern and more fully embody their baptismal identity and vocation, by:

1. Creating a culture of individual and communal discernment of the universal vocation to discipleship.
2. Fostering a life-long journey of discipleship.
3. Promoting and strengthening the handing on of faith in families and within our parish families.

MISSION PRIORITY FIVE: STEWARDSHIP

We will exercise faithful stewardship in the care of creation and the use of diocesan resources, by:

1. Promoting a spirituality of the care of creation.
2. Ensuring a vibrant Catholic presence throughout the diocese via effective and sustainable ministry.
3. Identifying critical areas of demographic change to ensure provision and maintenance of adequate – facilities for liturgy and ministry.
4. Evaluating and updating deanery operations for greater effectiveness.