



The 3 Pillars of Mission, Community and Witness
A shared commitment across the entire Diocese

<p>Pillar One: Mission Mt. 28: 16-20 (19)</p>	<p>Pillar Two: Community 1 Cor. 12: 27-31</p>	<p>Pillar Three: Witness Mt. 25: 31- 46</p>
<p>➤ Missionary Discipleship</p> <p>Jesus Christ is calling each of us to a personal relationship, conversion and salvation, through His Church, Word, Sacraments and service. And to invite others within our parish membership and parish boundaries and beyond to a true encounter and lifelong relationship with Him as His disciples in His Church. This call flows from our Baptism and Confirmation.</p> <p>Fostering evangelization efforts to enable us to identify new, outward-reaching ways to bring the Good News of Jesus Christ to the world given significant societal shifts over the past decades.</p> <p>➤ Universal Call to Holiness</p> <p>Fostering prayer and worship opportunities, we may more closely configure our lives to that of Jesus in perfect charity and service.</p> <p>➤ Vocations as a Shared Ministry</p> <p>Fostering vocations by actively helping people recognize and respond to the calling of Jesus Christ to the vocation that God gives them, whether that is to the priesthood, diaconate, consecrated life, the sacrament of marriage, or the dedicated single life. We accompany each other in the Church to deepen our lives in Christ and to live out our faith in the world.</p>	<p>➤ Parish Vitality and Vibrancy</p> <p>Fostering parish and school vitality through adequate and quality resources of all types, including sufficient finances and physical facilities, as well as capable leadership.</p> <p>Our renewal efforts must focus on new ways to create vibrant parish life, which would foster the seven signs of parish vitality. This includes a deliberate planning and discernment process that addresses needs of the community, supporting pastoral initiatives through sharing best practices, and helping support sustainable operations.</p> <p>➤ School Vitality and Vibrancy</p> <p>Ensuring our Catholic schools achieve strong school mission vitality by focusing on their Catholic identity, as well as engaging today’s youth, enhancing the academic offerings, and promoting the ongoing development of school leaders.</p> <p>➤ Leadership Vitality and Vibrancy</p> <p>Providing lifelong training and development for priests, as well as providing ongoing professional development for staff and lay leaders to be good stewards of our parishes.</p>	<p>➤ Witness and Solidarity</p> <p>The Holy Spirit is urging all of us to be witnesses to the mercy of God and our redemption in Jesus Christ. We must come together in solidarity and bring the light and hope of Christ to a world in need, in the way we reach out to those on the margins, in our own families and in our local communities.</p> <p>➤ Faith in Action</p> <p>Putting our faith in action by helping those in need and building solidarity and peace among all.</p> <p>➤ Society Engagement</p> <p>Increasing engagement with the broader society in order to foster justice and peace, and so to bring Jesus Christ to the world.</p>



Uniting in Heart 2030 Draft
Guided by the Holy Spirit, and grounded in prayer and formation through our 3 Pillars,
by 2030 we will be...

The Diocese of Lafayette-in-Indiana is a community faced with the reality that we are in a “post-Christian” culture requiring us to adapt and adjust in the midst of this new reality. As a community we realize that Catholics no longer live in the neighborhood where the church building is located thus requiring us as a community of faith to reach out and be present to where our brothers and sisters are.

Thus we are a unified community of faithful that is experienced as **welcoming, caring, and engaged evangelists** accompanying people on their faith journey towards Jesus Christ and His Church. We invite, form, engage, and immerse those new or fallen away to and in a vibrant, relevant and real Catholic faith.

We are a Catholic people that **witness God’s presence and saving grace** in the local community and world with ownership of our faith and leadership in the parishes and communities in which we serve.

We are **engaged in a wide variety of ministries and services** in our local communities through strong, stable, and sustainable parishes, missions, and schools. Our parishes partner in sharing our resources and ministries in a clear “All for All in Christ” approach creating a strong whole “fabric of faith” across the entire diocese. Our parishes and schools are centers of both Catholics and communities as a critical part of people’s lives and faith.

We are **increasing our collaboration and decreasing our isolation**. We are increasing our priests’ capacities and time to focus on faith, liturgy, sacraments, and people while building the leadership capacity of the laity, and delegating the management and development of our financial, human, and physical resources.

Our Catholic institutions and services are **robust and thriving** across the diocese and our partnerships are growing in providing needed services and ministry, and true encounters with the person of Jesus.



Uniting in Heart 2030 DRAFT Diocesan Pastoral Plan

GUIDING CHANGE Document

<p>The Current Reality The “<i>WHY</i>”</p>	<p>The Results The “<i>WHAT</i>”</p>	<p>The Unacceptable Means The “<i>NOT HOW</i>”</p>
<ul style="list-style-type: none"> • The Diocese is at a crossroads of the potential that lies before us and maintaining the way things have always been until we become extinct • Increasing diversity in our Catholic populations • Increasing aging of our traditional Catholic populations • Decreasing attendance in most, but not all, of our parishes • Broad and healthy Catholic school system with slightly decreasing enrollment, increasing costs, and increasing pressure on parish finances • Too many Sunday liturgies, in too many places, too sparsely attended • Dramatic reduction in availability of priests at the parish level due mostly to retirements, even with an average of 1 ordination annually • Parish culture and practices of both collaboration and competition, of operating in abundance and scarcity 	<p>A. Healthy and Vibrant Diocese</p> <ul style="list-style-type: none"> ○ Increasing clarity of Catholic identity and beliefs ○ Increasing vocations to priesthood and diaconate grounded in pastoral planning ○ Financial stability and growth ○ Uniting in Heart 2030 Diocesan Pastoral Plan with a 10 Year Comprehensive Financial Model <p>B. Healthy & Vibrant Parishes & Schools</p> <ul style="list-style-type: none"> ○ Minimum of 500 people attending weekend Mass per pastorate in order to better evangelize ○ Increasing registered households ○ > than 50 % of households attending Sunday liturgy ○ > than 80 % of households engaging in stewardship ○ Robust and energized evangelization as a result of pastorate model and stronger leadership ○ Robust and vibrant parish ministry ○ Financial and facilities health and stability ○ 3 Year Parish Pastoral Plans within a 10 Year Comprehensive Financial Model ○ 3 Year Catholic School Strategic Plans within a 10 Year Comprehensive Financial Model in collaboration with the Office of Catholic Schools <p>C. Healthy & Vibrant Priests, Deacons & Lay Leaders</p> <ul style="list-style-type: none"> ○ Maximizing our priests’ strengths by placing them in better roles ○ Building stronger priestly fraternity ○ Co-responsibility – Parish team leadership models led by our strongest pastors ○ Leverage the role of the Pastorate Director of Operations ○ Moderate to high level of match of sacramental and pastoral loading to priest strengths ○ Average work week of 55 hours with delegation, not abdication, of management responsibilities ○ Engaged in daily prayer, reflection, and spiritual health and development ○ Annual professional growth in capacities and skills ○ Pastor and leadership formation with monthly check points over the first 2 years 	<ul style="list-style-type: none"> • To knowingly and willing violate Canon or civil law, Diocesan policy and protocols • To develop Parish Pastoral Plans with more than 3 Sunday Liturgies per priest • To ignore or discount the data, research and analysis • To privately or publicly speak or act in opposition to the Uniting in Heart 2030 Diocesan Pastoral Plan • To not engage in civil and substantive consultation to the Bishop on the Uniting in Heart 2030 Diocesan Pastoral Plan, including ideas and options for improvement • To operate in isolation from other priests and parish leadership groups



Change Readiness Phase <i>Second Half of 2019</i>	Change Management Phase <i>First Half of 2020</i>	Ongoing Practice Phase
<ul style="list-style-type: none"> • Formation of a Diocesan Transition Team • Formation of Parish Transition Teams • Assess change readiness for ordained and parish leaders • Evangelization Assessment • Stewardship Assessment • Financial Assessment • Human Resources Assessment • School Assessment • Technology Assessment • Safe & Sacred Assessment • Safe Facility Assessments • Facilities Condition Assessment and Inventory of Sacred and Secular Goods 	<ul style="list-style-type: none"> • Leading from a Team • Implementing new Pastorate structures • Learning to lead as a team; change management capacity and skills development • Creation of a Parish Pastoral Plan based on data and consistent with the Uniting in Heart 2030 Pastoral Plan that envisions the next 10 years for the parish • Implementing the 3 Pillars through prayer and formation as the foundation of all we do <ul style="list-style-type: none"> ○ Mission (Evangelization, Missionary Discipleship) <ul style="list-style-type: none"> ▪ Entry level encounter w/ Jesus, (ALPHA), discipleship groups, connect groups (Ascension Press products, ...) ▪ Vocations ▪ Stewardship ○ Community <ul style="list-style-type: none"> ▪ Renewal in the Holy Spirit through ways to create vibrant parishes ▪ 7 signs of parish vitality <ol style="list-style-type: none"> 1. Culture of Evangelization 2. Ongoing Formation and Discipleship 3. Prayerful and Vibrant Worship 4. Meaningful Community Life 5. Commitment to Service 6. Passion for Vocations 7. Faithful Stewardship ○ Witness <ul style="list-style-type: none"> ▪ Faith in action ▪ Society engagement and bringing Jesus to the world 	<ul style="list-style-type: none"> • Annual Parish Pastoral Plan refinement and extension for 3 years • Continuous monitoring and refinement of ministries and management • Coaching • Mentoring • Implement Called & Gifted Charisms, Temperaments, or Personality Traits (Myers-Briggs) of team members • Leadership training