



Uniting in Heart 2030 Diocesan Pastoral Plan

GUIDING CHANGE Document

<p>The Current Reality The “WHY”</p>	<p>The Results The “WHAT”</p>	<p>How we succeed The “HOW”</p>
<ul style="list-style-type: none"> • To more effectively proclaim the Gospel for the salvation of souls. • The Diocese is at a crossroads of the potential that lies before us or maintaining the way things have always been until we become extinct • Increased diversity in our Catholic populations • 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 reveal both collaboration and competition, of operating in abundance and scarcity 	<p>A. Healthy & 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 & Religious Education</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 better effected by pastorate model and stronger leadership ○ Robust and vibrant parish ministry by both clergy and laity ○ 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 ○ Encourage collaboration in pastoral planning process for Greater Lafayette area and Hamilton/Boone Counties <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 ○ Ongoing professional growth in capacities and skills ○ Pastor and leadership formation with monthly check points ○ Ongoing clergy formation 	<ul style="list-style-type: none"> • We journey into the Uniting in Heart 2030 Pastoral Plan by disposing ourselves to being united in the Heart of Jesus Christ so that we might grow stronger in our discipleship • We honor and live by Canon or civil law, diocesan policy and protocols • To develop Parish Pastoral Plans with no more than 3 Sunday Liturgies per priest • We make decisions based upon data, research and analysis • We commit ourselves to the Uniting in Heart 2030 Pastoral Plan rather than working to undermine or weaken the Bishop’s Pastoral Plan • We seek to unite with each other in the Heart of Jesus Christ rather than to stand in isolation from other priests and parish leadership groups