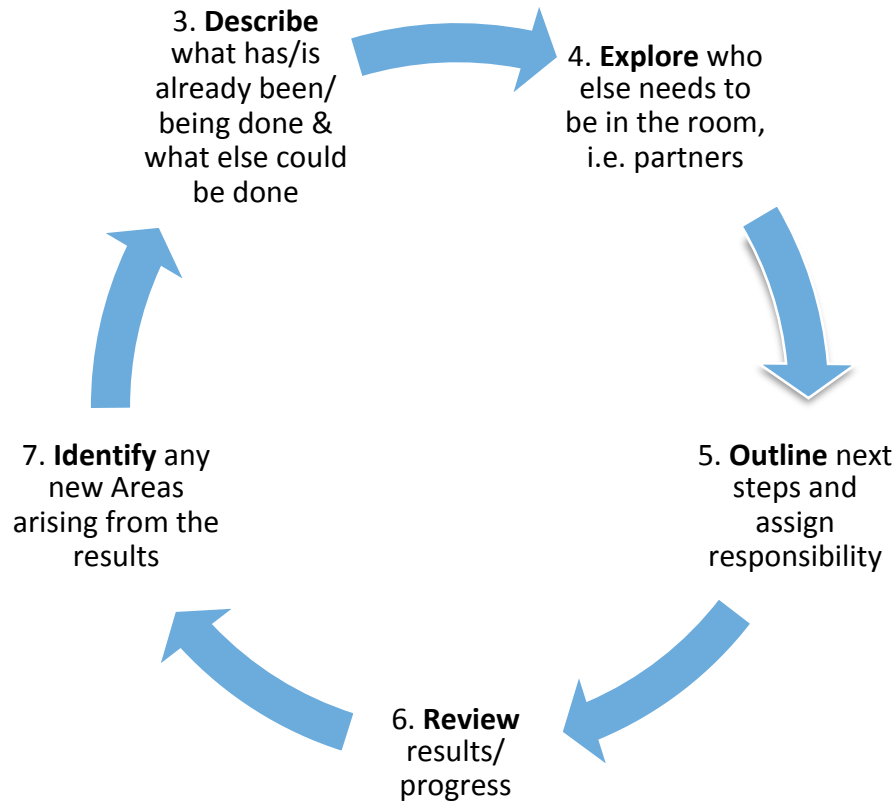


REALIZING 'A COMMUNITY OF MISSIONARY DISCIPLES'

A TOOL FOR IMPLEMENTATION
OF THE PASTORAL PLAN OF
THE DIOCESE OF LEXINGTON

Diocese of Lexington Pastoral Planning Process

1. **Articulate** Areas of Challenge/Opportunity
2. **Prioritize** Areas of Challenge/Opportunity



1. **Articulate** Areas of Challenge/Opportunity

Consider an examination of each of the five mission priorities and the goals for each identified in the Pastoral Plan: Evangelization, Sacramental Ministry, Unity/Communion, Faith Formation, & Stewardship.

a) For each priority and goal, identify areas of challenge or crucifixion. Is there atrophy in this area? Have there been obstacles (within the parish, within the local community, etc.) to parish/deanery efforts to progress in the area? Are there underserved segments of the community with regard to the area?

b) Next, identify areas of opportunity for each priority and goal. Are there untapped talent and resources in the parish or deanery? Is there an opportunity to expand ministry efforts in a given area?

2. Prioritize Areas of Challenge/Opportunity

Review the data and rank challenges and opportunities. Consider the following:

- a) Which items have the biggest impact on the parish and deanery?
- b) On which items can the parish/deanery make the biggest impact?
- c) Based on the ranking of challenges and opportunities, decide the order in which the parish/deanery will address the Pastoral Plan priorities.
- d) Once the priority with its accompanying goals is selected as the focus for the year, identify the top challenges and opportunities the parish/deanery will concentrate on for the year.

3. Describe what (has/is) already (been/being) done and what else could be done

Examine each prioritized challenge and opportunity and compile a list of what (has/is) already (been/being) done and of what else could be done. How can the Church practice Resurrection in the areas of challenge, crucifixion and opportunity?

4. Explore who else needs to be in the room, i.e. partners in mission

It is critical that an effort be made to identify those people and/or groups that need to be included in effectively identifying all that can be done for a given challenge or opportunity. What partners, insights, perspectives are needed to help the parish/deanery see the full picture and/or respond most fully?

5. Outline next steps and assign responsibility

The old adage, “Plan your work and work your plan,” applies here. Clear next steps must be outlined and responsibility must be assigned for each next step with a timeframe for completion if the parish/deanery pastoral planning is to bear fruit.

6. Review results/progress

The planning process must be actively managed. This means follow-up and ongoing monitoring/evaluation of pastoral planning efforts. Were assigned steps completed? If not, why not? If an event, program, or training was a next step, how many people attended and/or trained? While numbers are not the sole indicator of the success of an initiative, it is an important data point. What went well and what could be improved? After the review, adjustments to strategy and initiatives should be made as warranted.

7. Identify any new areas of challenge/opportunity arising from the review of results/progress

As a parish/deanery works a plan, new areas of challenge and opportunity may arise. These should be identified and the planning process should be repeated for those challenges/opportunities labeled a priority.

Planning Process Example (Stage 1-4):

In 2017, the Office for Hispanic Ministry adopted this planning process to clarify and organize its efforts to move Hispanic Ministry forward proactively. What follows is the result of the first meeting employing the planning process:

Articulate Areas of Crucifixion

- Violations of Human Dignity (in areas of work, health, family, and education)
- Cruel Enforcement of Immigration Law
- Suppression of the Spiritual Expression of the Hispanic Community by Parish Leadership
- Deprivation of Sacraments and the Mass in Spanish
- Threats to the Domestic Church (alcoholism, domestic abuse, poverty, gang activity)
- Imprisonment

Articulate Areas of Challenge

- Education level of the community is low
- Identifying and empowering leadership within the community
- Balance in pastoral leadership rather than two extremes of dominating or a hands-off approach
- Ministry to youth and young adult
- Prison ministry
- Enrollment in Catholic schools
- Mass scheduling (too often Mass scheduled at a time that conflicts with work schedules)
- Access to the Sacraments, sacramental preparation, and the Mass
- Access to social services
- Two parishes mentality especially in terms of resource allocation
- Ministry to the elderly and those with special needs
- Ministry to households/families/domestic church
- Community organizing (difficult because of fear)

Prioritize Areas of Challenge/Crucifixion

#1 Priority = Examining the Area of “Cruel Enforcement of Immigration Law”

What has been our response?

- Partnership with Global Lex
 - This has led to the Bishop issuing in partnership with other religious leaders a joint public statement and
 - The Bishop’s appearance and deliverance of a report at a meeting of the Lexington Fayette Urban County Government on immigration (3/16/2017)
- Bishop’s Pastoral Message (on www.cdlex.org and in Cross Roads)
- Know Your Rights
 - Presentations at Mary Queen of the Holy Rosary (approx. attendance was 600)
 - Presentations at Discipulos Misioneros on 3/11/2017
 - Email blast with resources for parishes to distribute to the community
 - Know Your Rights business cards in English and Spanish (2000 distributed to parishes)

- Currently, compiling list of attorneys for distribution
- Upcoming event in partnership with Maxwell Street Legal Clinic to assist the community with Power of Attorney paperwork
- MQHR has compiled a list of parishioners offering assistance to families negatively impacted by the cruel enforcement of immigration law
- Attendance at a press conference for immigration in Frankfort, KY at the Capitol
- Provided assistance to a parishioner in Berea negatively impacted by enforcement

What else do we need to do? How can we practice Resurrection in this area?

- Collect funds to help families with legal expenses
- Identify pro bono attorneys
- Address how we can empower the community during this time of stress and fear
- Offer opportunities for the community to share their heart and for us to listen
- Construct network of support groups
- Develop effective internal communication network
- **DOCUMENT** the stories, experiences, events

Who else needs to be in the room?

- Maxwell Street Legal Clinic
- Kentucky Refugee Ministry
- Global Lex
- Village Branch Librarian
- Catholic Charities
- Diocesan Peace & Justice Office
- Lay Leadership from within the community
- Law Enforcement

At this point, several next steps were outlined and assigned to participants in the meeting. At each subsequent meeting, time was allotted to review results/progress and to discuss any new areas that had arose. The fruit of this process have been substantial. From parish level education sessions and the establishment of a community support coalition to two annual visits by both the Mexican and Guatemalan Consulates on a weekend with additional health, financial, and legal services offered by numerous organizations through the coordination of the Office for Hispanic Ministry (a model the Mexican Consulate would like to see adopted nationally).

Opportunities were also discussed at a later meeting and resulted in the launching of a Lay Leadership Formation program in Spanish. This program is a collaborative effort between the Office for Religious Education, the Office for Hispanic Ministry, and the McGrath Institute for Church Life at the University of Notre Dame. The program is up and running and has been a success so far.