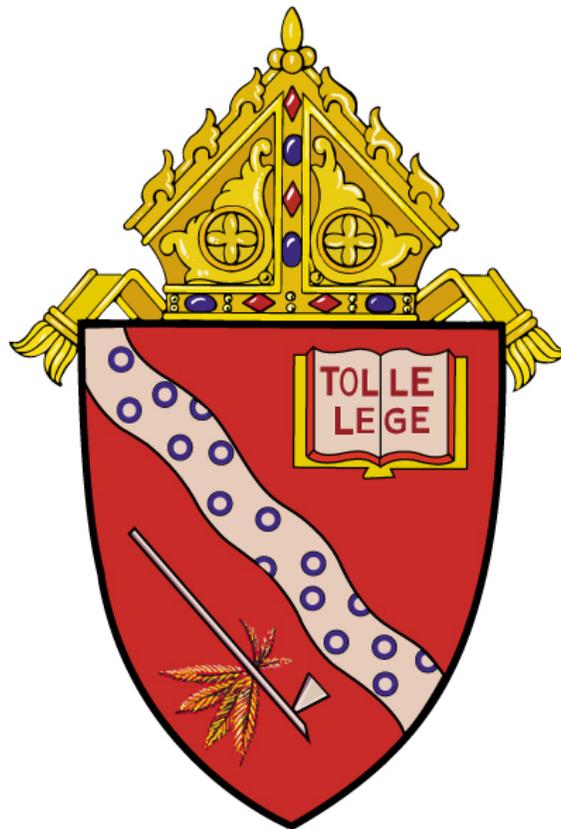


DIOCESE OF KALAMAZOO

Hope-filled Future



Diocese of Kalamazoo

Hope-filled Future

Renew Faith, Build Communion, Inspire Hope

Purpose

Our sacred purpose as the Diocese of Kalamazoo is joyfully to live our Catholic faith, which is rooted in Jesus Christ and Teachings of His Church, so as to welcome all, speak the Truth in love, and lead all people in our nine counties into the promise of Eternal Life.

Values

Commitment to Christ and His Church: Guided by the Holy Spirit and embracing the love of the Father through Jesus Christ, we will faithfully follow the teachings of the Roman Catholic Church and generously serve the needs of others.

Eucharistic Centered: Realizing all grace and mercy flows to us through the Cross of Christ and lived in the reality of the Eucharistic celebration, we will center our actions on receiving grace from the Eucharistic sacrifice, and realizing that it is in receiving those graces and worshipping God that motivates us to go out and do all that we do in service and charity.

Collaboration and Consultation: We will proactively seek wisdom and counsel on all major initiatives impacting the life and ministry of our diocese from the appropriate consultative groups.

Good Ordering: We will model discipleship, professionalism, generosity of spirit and pastoral care as we steward our spiritual and temporal gifts.

Hope: Our decisions, actions, and ministries will be rooted in prayer and joyfully carried out with competence, care, and confidence in God's promise of salvation.

Priorities

- *Fostering Priestly Vocations
- *Accompanying Families Toward Holiness
- *Activating Missionary Disciples

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Fostering Priestly Vocations

Currently there are no ordinations to the priesthood scheduled for the next two years. The Diocese has had difficulty recruiting, training, and retaining quality candidates for the priesthood. At the same time our current priests are being asked to do more, they are being stretched as they are asked to pastor more parishes. There is a need to both support our current priests with prayer and sacrifice, and also provide tools for them to grow spiritually, administratively, and in leadership. There is also a need to grow a spiritual foundation for future vocations, increase the awareness of the priesthood as a positive vocation, and recruit and support seminarians throughout their discernment process. Each parish has the opportunity in this process to take ownership in fostering priestly vocations, with hope that each parish can produce a priestly vocation as a sign of vitality within the parish.

1. Implement a comprehensive plan presenting an awareness of the priesthood as a positive vocation resulting in an increase in the number of inquiries in the vocations office by 25% by December 31, 2020
2. Create a resource and support needs assessment survey for priests by February 15, 2018, resulting in a three-year formational plan, to increase the continued fostering of the priestly vocation in order to pass the joy of the vocation onto future priests, created by April 30, 2018
3. Develop a diocesan-wide dedicated prayer campaign for vocations and priestly ministry by January 31, 2018, with 80% parish collaborative participation by October 31, 2018

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Accompanying Families toward Holiness

Today families encounter a multitude and increasing number of diversions, issues, temptations, and struggles. It is becoming more difficult to live out the family as a holy and fruitful Domestic Church. This in turn influences the faithful's ability to understand Church. There is a need to support and strengthen every family within the nine counties of the Diocese of Kalamazoo, to bring them into the centrality of Eucharistic grace, and to help them to reach the holiness God calls them to. There is a need to help educate families on the centrality of who they are, and what God plans for them. There is also a need to accompany and walk with families who are going through struggles and difficulties.

1. Develop Diocesan guidelines for parental/family involvement in infant baptism preparation by May 31, 2018, and utilized within 60% of parish collaboratives by March 31, 2020
 - Evaluate current preparatory practices throughout the Diocese
 - Create an Advisory committee to establish guidelines
 - Integrate Kerygma and evangelization of parents into guidelines
 - Train and implement guidelines throughout the Diocese
2. Implement a Diocesan training program designed for “like to like” mentor ministry and implemented by December 31, 2018, with “like to like” mentor ministry being utilized in 50% of parish collaboratives by August 31, 2020
 - Determine needs throughout the diocese for mentor relationships to be developed
 - Evaluate training opportunities that currently exist throughout the country
 - Develop trainings programs that can be used for mentorship
 - Implement trainings throughout the diocese

3. Increase the use of Theology of the Body education and curricula in parish religious education and Catholic schools by 25%, by May 31, 2020
 - Evaluate the current use of Theology of the Body within our schools and parishes
 - Provide trainings for catechists and teachers in Theology of the Body studies to equip them to teach
 - Implement Theology of the Body trainings within the catechist certification tracks
 - Create new Theology of the Body curriculum guidelines and standards to be added to the existing parish and school theology curriculum
4. Encourage understanding of Theology of the Body materials for adults by providing video/DVD/online resources for home use for parents, and for parents use with children by December 31, 2018
 - Obtain most recent Theology of the Body copyrighted materials (published in last 5 years) for review and evaluation
 - Create list of available Theology of the Body materials
 - Develop a communication plan to be shared with schools and parishes that explains what these resources are and how to use them
 - Encourage the use of these materials and the sharing of them among parishes and schools

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Activating Missionary Disciples

According to the latest US Census 65% of the population within the boundaries of the Diocese of Kalamazoo consider themselves no religion. Our numbers of those being received into the Church and attending the Rite of Election have steadily dropped, and there are a growing number of parishes that are declining in population, resources, and stewardship. There is a need to strengthen the lay faithful's understanding of their baptismal call to missionary discipleship. There is also a need to increase the missional understanding of service and living out the call by parish leaders and volunteers. Parishes are in need of assistance in becoming having more stewardship minded parishioners. Training needs to happen to reach out to "nones" and others in inviting them into the faith and walking with them through an RCIA process.

1. Increase the lay faithful's understanding of their baptismal call to be missionary disciples by utilizing all diocesan communications and providing new catechetical and formation resources by May, 2018
 - Reach out to those who are living the call as missionary disciples to share their stories
 - Utilize language that embraces missionary discipleship in diocesan communication
 - Leverage social media to increase curiosity about missionary discipleship
 - offer trainings and resources about building up missionary discipleship within parishes
2. Create comprehensive trainings for volunteers in lay liturgical roles to understand their ministry roles and live out their baptismal vocation, then implement in 60% of parish collaboratives by December 31, 2020
 - Evaluate the current processes and opportunities for liturgical ministry trainings

- Develop common theological content and evangelization opportunities for trainings
 - Create a common platform for training theological content
 - Implement trainings throughout the Diocese
3. Implement trainings of parish leaders that is focused on spiritual development and mission orientation with a 50% parish collaborative involvement by June 30, 2020
- Conduct individual meetings with all parish finance councils and include the pastor at each meeting
 - Reform guidelines for Parish Finance Councils
 - Assess the needs of parishes in establishing parish councils meeting with parish collaboratives individually
 - Reform guidelines for Parish Pastoral Councils
 - Assess what other parish leadership consists of
 - Provide workshops and resources for parish leaders that evangelizes and increases awareness of mission orientation and the need for spiritual development
4. Develop a stewardship educational program that results in an increase in financial giving and number of parish volunteers by 3%, by June 30, 2020
- Create a diocesan wide stewardship advisory committee leading toward stewardship chairpersons in each Parish
 - Develop Stewardship resources for Parishes, i.e. stewardship guides, presentations
 - Implement training opportunities for clergy, stewardship leader, and parishes
 - Enhance the diocesan web page by adding stewardship links leading to stewardship information
 - Plan and implement stewardship education campaign for fall of 2018

- Create and distribute survey to capture number of volunteers/volunteer hours worked
5. Provide RCIA and outreach trainings resulting in the increase of catechumens and candidates participating in the Rite of Election by 10%, by April 30, 2020
- Find and evaluate available opportunities
 - Establish network within the Diocese for RCIA teams
 - Provide ongoing trainings in areas of hospitality and outreach
 - Establish means to increase inquiry throughout the Diocese

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Champions

FPV- Inquiries to vocations office - **Fr. Tom McNally**

FPV- Formational plan for priests- **Monsignor Osborn & Fr. Robert Creagan**

FPV- Prayer campaign- **Vicki Cessna**

AFTH- Infant Baptismal Prep - **Jamin Herold**

AFTH- Like to Like - **Jamin Herold**

AFTH- TOB Curricula - **George Dragan**

AFTH- TOB Resources - **Margaret Erich**

AMD- Baptismal call communication - **Vicki Cessna & Jamin Herold**

AMD- Trainings Liturgical roles - **Mike Emmons & Jamin Herold**

AMD- Trainings Parish Leaders - **Ed Carey**

AMD- Stewardship - **Tom Dowdall**

AMD- RCIA - **Jamin Herold**