

LIVING OUR FAITH in the 21ST CENTURY

SUMMARY OF GENERAL RECOMMENDATIONS

GROWTH IN HOLINESS ⇨ STRENGTHEN PARISHES ⇨ FOSTER VOCATIONS ⇨ STRENGTHEN EDUCATION ⇨ JUSTICE & CHARITY ⇨ STEWARDSHIP



PRIORITY: GROWTH IN HOLINESS- SEEK FIRST THE KINGDOM

RE: Alternate Pastoral Leadership Models

We encourage you to ask the Priests' Placement Board to

- a) Design a plan and to implement options allowed by c.517.2 of the Code of Canon Law, utilizing the charisms of our ordained ministers and lay ecclesial ministers to strengthen ministry and faith communities throughout the archdiocese.
- b) Educate priests and the faithful about the role of a parish director.

From the Code of Canon Law, c. 517§2

If, because of a lack of priests, the diocesan bishop has decided that participation in the pastoral care of a parish is to be entrusted to a deacon, to another person who is not a priest, or to a community of persons, he is to appoint some priest who, provided with the powers and faculties of a pastor, is to direct the pastoral care.

RE: Catholic Presence

Continue to establish Catholic Centers, e.g., physical buildings or internet websites, where people can feel welcome to converse, study, pray and share God's love.

RE: Mission-driven Initiatives

Encourage mission-driven initiatives that cross district lines e.g., retreat programs, youth ministry, adult religious education, and social ministry. In short, encourage parishes and clusters to provide needed services that might welcome people to the Catholic community, e.g., childcare, neighborhood projects, or sports activities. We also recommend that an accent be placed on attracting youth and young adults.

PRIORITY: STRENGTHEN PARISHES

RE: Keeping Pace with Changing Demographics

As we consider the demographic shifts and mobility of our members at the beginning of the 21st century, we recommend that you:

1. Direct every parish in the archdiocese to up-date their census data no later than December 31, 2010. To advance this process we further suggest that appropriate archdiocesan staff or commission (e.g. BAAM) examine and recommend a process and common software to help our parishes achieve success in this endeavor.
2. With assistance from the Deans:
 - a. Identify parishes where the worshipping community is not able to carry on the basic mission expectations of a parish (quality ministries of Word, Worship and Service); cannot support a full-or part-time pastor/parish director or meet other expenses apart from grants or rental income.
 - b. Identify parishes that, because of their history or location, hold presence and therefore evangelizing value for the church, in spite of their perceived

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GROWTH IN HOLINESS ⇨ STRENGTHEN PARISHES ⇨ FOSTER VOCATIONS ⇨ STRENGTHEN EDUCATION ⇨ JUSTICE & CHARITY ⇨ STEWARDSHIP



limitations. Ease these parishioners into a neighboring parish community while reducing the church building status to a chapel or oratory.

RE: **Assigning Newly Ordained Priests**

Some parishes should be designated to regularly receive a newly ordained priest. These parishes should be in a variety of settings throughout the archdiocese and provide the pastoral experiences and living conditions necessary for the newly ordained priest to make a good transition into his new ministry.

RE: **Hispanic Ministry across Diocesan Boundaries**

We recommend that there be a discussion among the bishops of the Milwaukee Archdiocese and neighboring dioceses (Chicago, Rockford, Madison and Green Bay) regarding the opportunities and challenges to collaborative inter-diocesan Hispanic Ministry and other mutually important planning and pastoral issues. Diocesan staff throughout the province of Wisconsin who are members of the Conference for Pastoral Planning and Council Development might be called on to arrange such a meeting.

RE: **Priesthood in Our Multi-cultural Diocese**

Because ours is a culturally diverse archdiocese, we encourage men preparing for priesthood and the diaconate, to the extent that they are able, be trained to celebrate Mass and the other sacraments in English and other languages (e.g. Spanish, Hmong, Polish, Sign, Vietnamese, Korean, etc.)

RE: **Ending Racism through Education, Appreciation and Action**

Encourage the Coordinator of Intercultural Ministries and others to work with Catholic Charities staff to:

- o Plan and provide an archdiocesan-wide process to address the issue of segregation and the threats of poverty and racism to the common good. The document from Catholic Charities USA: Poverty and Racism- Overlapping Threats to the Common Good is a valuable recent resource authored by one of our own priests; and
- o Provide cultural awareness training for parish leadership and all full-time ministry personnel in parishes, schools, archdiocesan offices and agencies.

PRIORITY: FOSTER VOCATIONS

RE: **Prayer for Vocations**

Require every parish to develop programs to foster all vocations, especially to ordained ministry and religious life.

RE: **Assigning Clergy within the Context of Teams**

Ministerial assignments of clergy and hiring of lay ecclesial ministers should reflect the trend toward more collaborative team ministries.

LIVING OUR FAITH in the 21ST CENTURY

SUMMARY OF GENERAL RECOMMENDATIONS

GROWTH IN HOLINESS ⇨ STRENGTHEN PARISHES ⇨ FOSTER VOCATIONS ⇨ STRENGTHEN EDUCATION ⇨ JUSTICE & CHARITY ⇨ STEWARDSHIP



RE: Training for Ministerial Teams

We urge you to ask the Director of On-going Priestly Formation to plan for and initiate a program designed for all pastoral ministers on the value of, skills for and best practices in team ministry.

RE: Assigning Senior Priests

In an effort to provide assistance where it is most needed, the liturgical help-out provided by senior priests, and other help-out priests too, should be coordinated.

RE: Connecting Newly Ordained with Youth Ministry

Include in the appointment of associate pastors a special ministry to our high school youth, not only through parish programs, but as a regular presence in Catholic and public high schools in their assignment area.

RE: Permanent Deacons

We urge you, Archbishop, to promote ministerial planning as it relates to deacons so that a clearer vision and ample resources and stronger program of formation and recruitment will ensure that a steady stream of well prepared deacons is available to the Church of southeastern Wisconsin well into the future.

We further recommend that a fund be established to assist potential deacon aspirants in pursuing formal studies toward ministry.

RE: Support for Lay Ecclesial Ministry Training

We ask that research be done by an appropriate person or group to discover financial support available to lay students pursuing advanced degrees in theology, including the master of divinity.

RE: Expanding Lay Ministry to Dying

In preparation for those situations where a dying person has already celebrated the Sacraments of Penance and Anointing of the Sick, thus not requiring the ministry of a priest, and where no permanent deacon is present, we recommend that pastors invite, train and commission lay ministers to celebrate the Commendation of the Dying and Viaticum in nursing homes and hospitals. (Refer to Pastoral Care of the Sick par. #213 from the USCCB Committee on the Liturgy).

RE: Recruitment and Training of Parish Directors

We recommend that you, Archbishop, direct your staff and all the faithful to renew our efforts to identify, invite, discern with and properly train deacons, men and women religious and lay persons to serve as parish directors.

RE: Preparation of a Parish to Receive a Parish Director

When a parish is assigned a parish director, both parishioners and staff must be formed and adequately prepared for such a change in leadership.

LIVING OUR FAITH in the 21ST CENTURY

SUMMARY OF GENERAL RECOMMENDATIONS

GROWTH IN HOLINESS ⇨ STRENGTHEN PARISHES ⇨ FOSTER VOCATIONS ⇨ STRENGTHEN EDUCATION ⇨ JUSTICE & CHARITY ⇨ STEWARDSHIP



RE: Preaching by a Lay Parish Director

We join with those who participated in the National Ministry Summit who suggested that the leadership of the Church pursue obtaining an exception or indult from the Holy See to allow those persons who are not deacons and who are authorized to be the spiritual leader of a parish according to c. 517, § 2 of the Code of Canon Law to preach following the Gospel at Eucharist.

Re: Commitment of Religious to Archdiocesan Ministry and Vision 21st Century

The bishops meet with the provincials of the religious orders serving in the archdiocese twice a year. For the sake of communication and shared vision, we ask the bishops to share the Vision 21st Century plans and invite their dialogue and involvement.

We strongly encourage the leadership of parishes served by religious order priests to initiate talks with their neighboring parish leaders to discuss and plan meaningful ways of collaborating if it is not currently underway.

RE: Welcome and Orientation of International Priests

Efforts must be taken to assure that these international priests are welcomed and properly prepared for service within the archdiocese, and that their parishioners and staff are also offered training in their cultural customs.

PRIORITY: STRENGTHEN CATHOLIC EDUCATION

RE: Forming Catholic Christians, A Parental and Parish Partnership

Insofar as religious education is provided to children and youth, our parishes have a responsibility to both provide faith formation and to assist and support parents who bear the primary responsibility of raising their children in the faith. Indeed, we want to teach the children and youth while also helping the parents to teach their children. This assistance is to be equally directed toward the well-being of the students and their parents, regardless if the student attends a Catholic school or a public school or is home schooled. Moreover, assistance should go beyond formal instruction to include a variety of support services e.g., activities, equipment, supplies, meals, and events.

RE: Faith in Our Future Campaign

We encourage all our parishes to promote the *Faith in Our Future* Capital Campaign. This campaign promises to help us expand and enhance Catholic education and faith formation in our parishes and throughout the archdiocese.

RE: The Plan for Catholic Schools

LIVING OUR FAITH in the 21ST CENTURY

SUMMARY OF GENERAL RECOMMENDATIONS

GROWTH IN HOLINESS ⇨ STRENGTHEN PARISHES ⇨ FOSTER VOCATIONS ⇨ STRENGTHEN EDUCATION ⇨ JUSTICE & CHARITY ⇨ STEWARDSHIP



We encourage those leading the schools planning initiative to share its goals widely to obtain support from the larger community and business sector.

RE: Parish Support of Local Catholic Schools

We further ask you to direct every parish that does not operate a Catholic parish school to enter into planning with your district or cluster to ensure their fuller support of this vital Catholic ministry. Although most parishes without schools offer tuition assistance to their members who attend other Catholic schools, or make voluntary donations to nearby Catholic schools, it is important to quantify that support in dollars, determine what percentage of the parish budget and the recipient school's budget that parish support actually is/will be, and discern whether that level of support is just or needs to be increased.

RE: Building Young Adult Ministry

Pastoral ministers must take time to assess the resources within and needs of this group and help them find meaningful ways to connect with one another and put their faith to work for the good of their parishes. This is a ministry best served collaboratively for the benefit of young adults: single and married couples.

PRIORITY: JUSTICE AND CHARITY

RE: Collaborative Ministry of Justice and Charity

We encourage all our Church leaders to continue or even expand their willingness to provide powerful examples of lived justice and charity.

RE: Renewing our Archdiocesan Commitment to Protect All God's Children

We must never waiver in our commitment to protect children and ensure a safe environment in our parishes, schools, central offices and agencies; and to help victim/survivors of sexual abuse by clergy.

PRIORITY: STEWARDSHIP

RE: Stewardship as a Way of Life

Encourage the faithful to embrace and build on the practices of stewardship fostered by *the Faith in Our Future* campaign, where parishioners:

- Reflect on the gifts God has given them.
- Consider prayerfully the return they will make of time, talent and treasure.
- Stand motivated by a love for God and a generosity of heart to serve the common good.
- Each parish must:
 - Keep their membership census current.

LIVING OUR FAITH in the 21ST CENTURY

SUMMARY OF GENERAL RECOMMENDATIONS

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- Maintain a comprehensive inventory and evaluation of all church buildings and property to facilitate the careful administration of the temporal goods of the Church.
- Hold an annual parish meeting for the purpose of reporting the financial status of the congregation, and to remain transparent in our use of resources.
- Maintain strong and effective parish councils that foster the Mission of Christ and His Church.
- The archdiocese must continue to provide an annual financial report to the membership of the archdiocese.

RE: Sharing Resources

It would be wise for archdiocesan staff to bring together those parishes in the “top 20%” and those in the “bottom 20%” as soon as feasible, to talk with one another about how to best direct their combined efforts to meet the most urgent needs, and how they would most benefit from both assistance and mutual sharing.

RE: Twinning Partnerships

With our archdiocesan twinning relationship with *Sagrada La Familia* as an example, encourage parishes and clusters of parishes to discover the joy of building twinning partnerships.

ACCOUNTABILITY FOR IMPLEMENTATION

RE: Commitment to On-going Planning

Committed to on-going planning, we ask you to direct the District Dean and District APC member to plan and carry out at least two annual gatherings of the presbyterate and parish director(s) with APC district assembly members, permanent deacons, parish council officers, and pastoral staff members of your district. The purpose of this meeting is to review these directives and future goals together, to assess the state of the Mission of the Church in your area, support one another by setting district-wide goals, sharing best practices in ministry, to promote archdiocesan initiatives and improve communication.

RE: Reduction in the Number of Districts

In the last twenty years, the number of parishes in District 11 has been reduced from fifteen parishes to eight. The District Dean and parish priests and lay leaders find this a hardship and have offered a Solution: Incorporating the parishes east of I-43 into District 13 and the parishes west of I-43 into District 12. We support this change and encourage the receiving districts to welcome the addition of these parishes to their ranks, and the expansion of membership in district priests meetings and APC assemblies.

Re: Accountability for Implementation of this Plan

Accountability for the implementation of pastoral plans ultimately rests with the people of each parish, cluster and district working in a collegial fashion. We

LIVING OUR FAITH in the 21ST CENTURY

SUMMARY OF GENERAL RECOMMENDATIONS

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recommend that each district make a semiannual report to you, Archbishop, about their progress, needs and recommend solutions to ensure best practices at every level of the archdiocese in terms of Mission.

RE: **Facilitation of the Accountability Process**

To facilitate this reporting consider calling for a semiannual Archdiocesan Leadership Assembly to include the Archdiocesan Pastoral Council, Archdiocesan Council of Priests, Archdiocesan Council of Deacons, and the Archdiocesan Lay Ecclesial Ministers Council. The purpose of that Assembly would be to receive district and cluster reports and to discern God's work in and through us, recommending appropriate "next steps" to grow the Mission of Christ in southeastern Wisconsin.

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