

**DIOCESE OF ROCHESTER**  
**DIOCESAN PASTORAL PLANNING COUNCIL MEETING**  
**APRIL 8 & 9, 2005**  
**Verbatim Recordings**

**BACKGROUND**

**Mission and Purpose of Diocesan Pastoral Planning Council (DPPC)**

The mission of the DPPC is to provide informed reaction and advice to the Bishop of Rochester on policies and issues he identifies as important to the pastoral care he exercises for the Diocese. Along with the Priests Council and the Stewardship Council, it participates with the Bishop in expression of his pastoral care for the Diocese. The Council will advise the Bishop with regard to both the process and the substantive issues of pastoral planning. It provides a perspective informed by parish and planning group pastoral planning and by the diversity of the parishes and faith communities of the Diocese. It is an important vehicle for lay people to participate in the pastoral leadership of the Church.

**Meeting Design and Facilitation**

The Diocese of Rochester has contracted with The Reid Group, a national consulting firm, to assist the diocese in the development of its next five year strategic plan. The session was designed and facilitated by Tom Reid, Cleo Molina and Bruce Gardiner of The Reid Group.

**DPPC Meeting Composite Verbatim Recordings**

On April 8-9, 2005, Bishop Clark convened the Diocesan Pastoral Planning Council (DPPC) in order to seek further consultation to the Strategic Planning Process.

Approximately 67 members of the DPPC were in attendance at the Friday afternoon and Saturday sessions. Each of eight tables had a recorder who took notes of their table's discussion.

The information that follows is the complete record of individual table and full group discussion. The only comments left out are the Saturday morning check-in and participants' closing comments. To see participants' evaluations of the meeting, go to **(LINK)**

**A. Hopes – This meeting will be a success if...** (LINK)

As the session opened DPPC members were asked to respond to the statement, "This meeting will be a success if..."

**B. Prophetic Planning – "10 Times Bolder" and "Great & Graced" (LINK)**

DPPC participants were asked to think prophetically in responding to two statements:

"If the Diocese of Rochester were 10 times bolder, we would..."

"Imagining that it is 2012, the last 7 years have been great and graced because..."

**C. Critical Issues - The Issue Wheel**

DPPC participants reviewed critical issues, determined which they felt were most important, and articulated additional issues.

**D. DPPC Initial Formulation of Mission, Values and Vision (LINK)**

The DPPC broke into three self-selected groups to review and provide input to the Mission, Values, and Vision. Updates were presented to the full DPPC on Saturday morning and table groups provided feedback.

**E. DPPC Final Thoughts on Mission, Values and Vision (LINK)**

After the full group's comments, three writing groups of 3 to 5 people continued work on further refinement of the Mission, Values and Vision, which were later presented for full-group comment.

**F. Goals**

Table Groups first commented on draft Goals statements. Then each of the DPPC members indicated the importance of each goal through a voting process where each person had twenty-five votes that could be spread across all the goal statements. Finally self-selected groups began the process of refining the goal statements and thinking about the objectives and actions required to implement the goals

**G. Participants' Evaluations (LINK)**

(NOTE: this is a separate file)

**A. Hopes – “This Meeting will be a success if...”**

At the beginning of the April 8-9, 2005 meeting, DPPC members were asked about their hopes for the meeting. After a brief table discussion, the following success factors were reported out to the full group:

- If we could do 2-3 items we actually define/do
- Need for good follow through
- Goals that are realistic – achievable
- Not being afraid to change
- Synod successful experience
- 4 goals – realistic, workable
- Youth – generation gap
- Young adults
- Be respectful and daring
- Need to strengthen schools
- More specific and limited better chance of success
- Rallying around common mission
- Overall clear, shared mission
- Various parish groups empowered to meet unique needs
- Each of us would have an experience of church
- Collaborative discussion of ideas
- Resulting in a consensus based plan with specific OBJ/time line
- Who does what, by when
- Identify needs
- Need for groups to feel heard and be heard
- Candor and consensus
- Heart felt listening as we brainstorm
- Collaborative process
- Be concrete, expressed in wise ways, shareable carried out as ambassadors of hope
- New insights
- Timelines for action steps
- Allow time to get to actions steps
- Shared responsibility between parishes and diocese.

**B. Prophetic Planning - Ten Times Bolder (From participants' note cards)**

DPPC participants were asked to think prophetically in responding to the statement: “If the Diocese of Rochester were 10 times bolder, we would...”

- Faith communities would be more diverse in ways of living the gospel – less need for diocese structure – less need for budget in the larger sense.
- We would be totally open to the Holy Spirit

- Increase the Youth participation on all levels of the church – i.e. sitting on the planning groups & DPPC
- We would have completed what needs to be done preparing our church for the future =- “NEED TO EXECUTE THE PLAN”
- We would be the leader in social justice and eliminating the barriers that prevent people from realizing their God – given potential.
- The youth would be here
- We would fully embrace all into Catholic Church
- Chance to accept the changing world
- We would recognize that the Eucharist, to be Eucharist, must be celebrated in communities, which are real, relational and supportive and inclusive, and that delegating this to the availability of ordained clergy is unfortunate
- Could use models of poorer countries to have church communities but not Eucharist every week – Latin America, Chili etc.
- Church does not need priest at each place
- Hold priests accountable to canon law with respect to the number of weekend Masses they say.
- We would put our particularity in perspective and see our best benefit as being a church with more visible signs of communion with our sister churches.
- All people would be more trusting of one another and willing to assume/share/be mutually responsible to leadership needs.
- Get rid of all of our buildings and properties and focus on ministry to those most in need.
- Establish and support an intensive program within each planning group that reaches out to youth by way of education, social and faith formation. Program involves active support and involvement by our laity.
- Create and implement a faith formation program that integrates elementary, high school, college levels and adults.
- We would prioritize ministries to determine where and if resources should and can be invested. Can we be all things to all people?
- Middle age and older adults not having expectations of our youth. Exceptive them for who they are.
- I think if we were 10 times bolder that we would really live the gospel regardless what it cost us if we were really a diocese.
- To expand on what was said earlier. I believe that we would be more evangelistic
- And we would preach internally and externally of the Catholic Church. We really do a good job in teaching and helping how to live the Christian life, but in order to do that we have to go back to our first love, which is Jesus and people have to have a personal relationship with Jesus in order to go along in a Christian way.
- We would get beyond parishes and regions and the diocese would be a community.
- Dialogue and implement what the successful techniques have done. Not using the right dialogue and techniques.
- If we were 10 times bolder, we would pool all our resources. Have outreach ministries and have an inclusive ministry.
- Be a portrait. Get rid of unutilized and underutilized buildings.

- Need to have strong community churches. Have Eucharist in different ways.
- Get back into the family and a prayerful state. Stress spirituality. If we did that, have more vocations coming out of the families. Seeing older adults, children dropping out of population.
- Rochester/Monroe County has to bite the bullet that rural parishes have done. Too many parishes in Rochester.
- Doesn't make sense to have Catholic Church on every corner in city
- Sacramental renaissance if we were 10 times bolder.
- Use the successful practices of Evangelicals to increase passion for Jesus Christ.
- Preach more family-oriented (give the real how to's (not ideas) to parents!)
- Teach people how to be/live as prophets
- Pool all the churches resources
- Outreach ministry
- Smaller communities
- Evangelization
- More inclusive communities
- We would be more evangelistic
- We would have more evangelists that would truly proclaim salvation through Jesus
- We do well on how to love the Christian life but people need to personally know Jesus.
- We have become a poor church; under utilized buildings have been shed, strengthening and focusing communities on mission rather than maintenance.
- We would keep churches open in rural communities
- We would encourage all to live the gospel, and set the example, regardless of the cost, individually and collectively.
- The DOR would strive to bring more men and women into ministry
- Strengthen a vocation plan
- Make vocations a desirable life and gift
- Preliminary work would be to stress growth in spirituality of our youth.
- Parishes would be linked in city/suburb/rural partnerships for resource support (beyond regions). There would be real commitment to one another.
- The diocese would exercise its responsibility through collegial leadership at all times & call local parishes to do the same.
- Would be God centered and truly pray that we reach all people. That we become an evangelizing diocese.
- The job of the church is not to change to the world but to change the world.
- 50% fewer parishes & 50% more active Catholics and 100% more lay ministers
- Close all the current elementary Catholic Schools and open new schools by district and need-supported by all parishes.
- Allow married priests & women to perform duties of priests and risk the wrath of the Vatican
- Move our catholic identity beyond parish boundaries to the greater church

- All out effort on education about Catholic tradition and faith. Follow up with newly married couples who are the future trainers of our children and youth Put more resources into the above and less in traditional education
- drop all parish and institutional names and speak and act as the “church of Rochester” to bring Christ to the world
- Establish a leadership academic for girls to inspire and educate them to assume ordained and non-ordained roles in church and society.
- Begin as if everything was lost, so to build new relationships and structures imagine no parish no schools how would we restructure the local church (diocese)
- have catholic schools as a top priority have Sunday celebration without a priest where there are parishes which will close due to no priest availability
- fully ordain deacons as priests move toward ordination of women
- Embracing the greater involvement of women into leadership roles of the church
- Creating a shared community of different ministries
- Ordain married men—priests and women deacons
- Create. smaller parishes and faith communities that could be real communities—community is an area church is called to witness in this century
- Engage youth and young adults in active ministry
- We will take time to listen instead of talking, talking and talking. Then we will share what we’ve learned from it and act
- Every faith community is led by a lay leadership team and priests were servants to the community(ies)
- Reach out with grace and draw and draw back those who have left; make our church welcoming for youth and young adults
- Put women on the alter
- Video mass to other parishes when no priest is present.
- Speak out more about attending church, being active participants of the church and catholic schools.
- Giving more support financially. Not being afraid to speak to the people about these things,
- The diocese would continue the process of planning and would share explicitly the strong points and weak points of the Diocese.
- We would adapt to youth, speak their language, celebrate their culture, make the church relevant to their hopes and organizations.
- We would listen and collaborate with the wisdom anticipated on our parishes.
- We would be more prophetic in welcoming and in challenging the Church hierarchy in the question of who is ordained.
- If 10x bolder we’d dare to ask every Baptized Catholic in the DOR to talk to us about where they stand relative to their faith and their church. And we’d listen rather than preach.
- Sell our possessions to help fund ministries to serve the poor, disenfranchised and marginalized among us. Churches would be borrowed places and buildings not grand and glorious.

- We would stop pitting community against Eucharist, would abandon the fear of repercussions from the Vatican and we would allow the parishes to continue to survive and thrive even if the mass cannot be celebrated within each parish each Sunday.
- Our church would be looking beyond itself at the problems in society and the world and would have trained and enthusiastic members to address them bringing the resources and love of faith filled communities.
- The DOR would issue a simple statement that theologically supports the ability of priests to marry. There was not sound theological reason for the original change.
- Local churches and communities would be strengthened and seen as vital. And allowed to continue to exist, even if it means Eucharist is not celebrated weekly.

### **Ten Times Bolder (Table Discussion)**

Some of the recorder captured the table discussion after each participant had written out there thoughts on note cards.

- Challenge – leadership conference 2001 re shortage of priests – video conference mass
- How can priests say masses at all churches.
- Can't say at all locations
- Build on mega church
- No sense of well being
- Deacon celebrate mass by teleconferencing at remote sites
- Why can't we be bold enough to do this?
- Listen to and collaborate
- Parishes are not listened to
- Ask for their money but not their wisdom
- More challenging to the hierarchy to who is to be ordained.
- Churches are full people are celebrating at 70 percent level.
- Adapt to adapt to youth celebrate their culture.
- Have more people ordained.
- As opposed to 45% level
- People contribute at 2% instead of 1% level
- Diocese have include all people what are strong points and weak points
- People get to know what is happening in the parishes.
- Cooperation of the parishes and diocese – let everyone know what they are doing and how they are doing it. Priests are coming together to know the goals.
- Speaking about more about attending church especially those not attending catholic schools.
- Raising their consciousness about getting youth back to church.
- Encourage more support re attending catholic schools.
- Raising consciousness about attending catholic schools.
- 10% of salary – now giving about 2%
- Monthly envelope used more.

- Harder to give back then than now,
- Parishes working with school. Parents not making choices to send children to catholic schools. Not giving as much as you can give to the parish schools.
- Restructuring schools
- Evangelization
- One school in each district.
- Leadership academy for girls
- Ordain women, promote catholic schools,
- Ordaining deaconesses
- Follow up with newly married couples and put more resources into this instead of traditional education
- great and graced
- because everyone who sought a place at the Eucharistic table found one
- sought and welcomes immigrants
- evangelizing church, more to proclaim than apologize: truly Eucharistic and servants church
- one church unified vision and mission
- taken away the mystery in a negative sense empowerment of laity
- vocations to priesthood increasing
- everyone was nourished by church and focus on god's law than man's law
- schools would be powerful sources of life
- Concerned with the hour a week of religious education, but it doesn't give the foundation for faith. Worried about where we are going with regard to that.
- one parish blesses all teachers public as well as those in catholic school
- feels called to be in public school for evangelization
- Worried about God taken out of schools and catholic schools declining, where will future vocations come from. Lot of phases on emphasis on children in Catholic schools. The shrinking seems sinister.
- Hope local churches able to let young adults 18-35 participate more.
- We need to ask every baptized Catholic to tell us about their faith and where they are. More prophetic: serving poor, marginalized, the least among us. We would have married priests.
- We have harvested wheat from the chaff, true believing the community.
- We need to issue a statement theologically allowing priests to marry. Would renew the faith, standing up for what's right. More families would attend church, new spirit, renewed enthusiasm
- Church must look beyond itself to use resources to meet the needs of community.
- Stop pitting community vs. Eucharist. Allow parishes to continue even if not celebrating Eucharist.
- Place where all come together to pray and work in neighborhoods where communities gather.



- As a Diocese have a campaign for buildings, Catholic Charities, Cathedral, SBSTM. Money not used for Catholic schools. We seem to be heading toward bigger community rather than neighborhood community.
- Liquidation or selling off assets is not the solution. Let resources grow, keep it positive. Schools should be kept open only if financially responsible.
- Even if we sell everything, the poor will still be there. Local faith communities have resources to promote lifelong faith formation. Not best use of resources to focus all in schools.
- We need to evangelize. Parish census is good use of reaching out. Talk to people, listen to what is being said; don't need to be a priest or nun to do this. We are not people going out talking to people. We were scared to death to carry out what a census is. But it ended up invigorating the parish and its members.
- Census questions: "We have you as a registered Catholic. What do you need? Do you need the Church to be a resource for you?" "How can we better provide sacraments for you and your family?"
- Various rings of Catholics. Fully integrated Catholics and more marginalized in outer rings. Small town has 350 registered parishioners. We have 90 envelopes used each Sunday. We have 120 who are other than just registered parishioners.

*Summary*

- education and one church
- importance of education and the idea that we are one church with one bishop looking beyond individual parish
- Evangelization – very important to reach out to touch that aspect.
- Encourage for people to give more to their parishes.
- Importance of education and the idea that we are one church with one mission
- Increase in the participation of youth in all of the activities of the church

### **Prophetic Planning - Great and Graced because...**

DPPC participants also were asked to think prophetically in responding to the statement:  
"Imagining that it is 2012, the last 7 years have been great and graced because..."

- Leaders of social justice.
- Recognize that the Eucharist needs to be celebrated and is inclusive.
- Ordained women.
- Looking back at our strong Eucharistic communities.
- Moving beyond current structures
- Married priests.
- Concern and emphasis on inviting the young to continue to practice their faith.
- Relationship with the wider church. Emphasizing the bonds of communion with sister churches and whole church.
- One diocesan community.
- Less concerned about budgets and buildings
- Sacramental renaissance.
- Laity is the drawing force in the church.
- Take time to listen instead of talking, talking, talking.
- Full churches
- Graced with the vision and thinking outside the box from Bishop Clark. And the courage to implement in the face of obstacles i.e. the "faithful"
- The DOR was graced and great because its faith family were not afraid to go "out into the deep" and find their treasure – commitment to Baptism Commission (use of diversity of gifts)
- We see many people have the real ability to make the church better – we get out of our mental block of being local – when the rubber hits the road we stop thinking of ourselves and think of others
- Women would be on the road to ordination and the local church would be involved in true discernment of chrisms of members in our community.
- We have understood the true drama and call of the prophetic life of Jesus
- The last 7 years were great and graced because we re-discovered the depth of communion with the wider church.
- Great and graced that people have entered local planning and sought new wineskins and pressed new wine for local pastoral planning.
- Our churches are overflowing, life-filled and the neediest of those among us needs are being fulfilled. There are no worries about money, sex scandals or anything else.
- Our overall outreach to our youth has been highly successful in terms and number and commitment.
- Increased number of practicing Catholics in communion with the bishop and pope.
- There was a shared ownership for a clear and focused view that is (was) supported by concrete and realistic action steps.

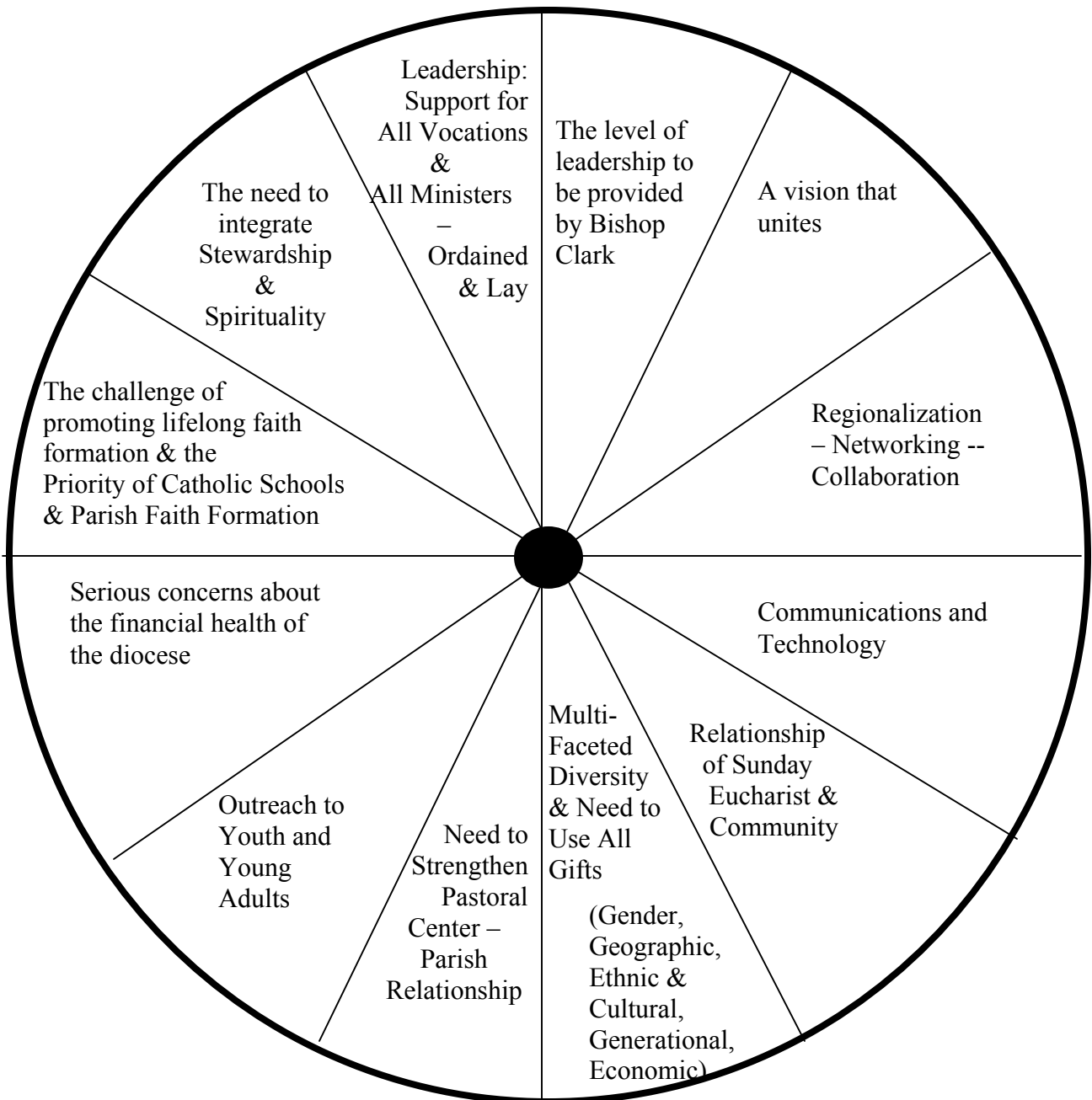
- Resurface in sacramental life
- Faith communities celebrating with one another across regional boundaries
- All as servants of one another
- The DOR has instilled in our men and women a need to serve God and his people. The closing of churches has ceased. A new creation has occurred.
- Involved more of our parishioners to live out their faith all the time
- Challenged young adults, families, youth to really follow Jesus
- Remembered that Jesus asked for followers, not worshippers.
- Our parish communities have grown in people and in ministry
- The 22 parishes in Rochester and Monroe County have developed deep relationships with one another marked by joy and generosity.
- We would have a loving active community, grounded in Jesus and Churches and mist problems would disappear.
- The prophet plan was realized
- Gospel discipleship and living became real and visible to Rochesterians.
- Now our churches all-full every Sunday with folks who want to be there. The diocese will show real life.
- We have healed: Between Progressive & Conservative. Between Clergy & Laity. Between Diocese & Flock ... Between Catholic and other Churches ... Between Youth and Elders ... Between local Church & Pope. Between as man as God's people as we can.
- DOR addressed & converted people to importance of church as the greater community that parishes are small Christian communities within. DOR is committed to inclusiveness and not judgmental.
- Our faith community pulled together and met the needs of those in our community through outreach and embracing all our brothers and sisters.
- There are more practicing Catholics who are enthusiastically acting out what it really means to be Christ-like.
- Great spirit of Church Ordained and Lay people working together to teach & build up the Church. All being one. Bring down the divisions that often divide.
- Would be great & graced if this life of collegiality is actually dispersed.
- Many less facilities – cost savings ... booming urban ministry ... suburban parish centers for family life vs. dominant culture. More qualified priests... more lay ministers and formation adequate to the task.
- Vocations to the priesthood were increasing
- Powerful schools that embrace all religious ed: cradle to adult
- All nourished beyond church. focus on God's laws over man's laws
- An evangelizing church, a truly Eucharistic church, a servant
- We saw the distress of others as if our own and served city rural people in need, regardless of their faith traditions, because we sought out and welcomes immigrants in pour parishes, congregation and ministries
- Everyone who sought a place at our Eucharistic table found one that belonged to him/her
- One diocesan church with a unified vision and mission.

- By so many Catholics working together as one, to strengthen their church and be Christ to all
- Bishop Clark is the last ordained person in the pastoral center
- Laity is the driving force behind and in the church and works alongside the clergy
- Continued growth in inclusiveness and celebration of diversity
- Continual empowerment of lay ministries
- Young adults now represent ½ of all parishes and ministries
- Lay leadership – administrators with priests
- Welcoming and including more lay people into the role of the church – validating their contributions
- Evangelize the Catholic youth to return to their (20-40) year olds) faith by creating a more vibrant church,
- Working well with diocese and local parish for schools.
- The last seven years were grand and great in the diocese because individuals and groups worked together in bringing out the needs of our diocese and working hand in hand to deal with these needs.
- Churches are full.
- Catholics are attending mass at 75% as opposed to 45%.
- People contribute at 2% of annual income instead of 1%
- The last 7 years were great + graced because the Diocese enabled rather than constrained.
- The last 7 years were great and graced because we saw a rebirth of life within parishes built upon a renewal of the people's love for their local Church. The parishes have become the place where all come together to pray and to improve the lives of everyone living in the neighborhoods where our churches are located.
- We are great and graced because our communities are vibrant witnesses of gospel driven love and concern which bring hope, justice and peace to the world in which we live.
- Seven years have passed families have renewed faith in the diocese; young people are more involved than ever, vocations are rebounding.
- The Diocese has involved the youth 18-35 and found ways to involve them in Church life.

**C. Critical Issues from the Issues Wheel**

An effective planning process must help an organization deal with key issues that challenge an organization in the present and will impact the future. These issues are usually both internal and external.

The issues that follow are based on feedback from the focus groups and are identified by the consultants for further dialogue. They are all inter-related, and are presented in no particular priority order.



DPPC table groups reviewed the Critical Issues as presented in the Issues Wheel and commentary. They were asked to determine which issues were most important and which critical issues were missing.

- Challenge of promoting life-long faith
- Centrality of the Eucharist and stewardship
- Vision that unites is needed
- Eucharist
- Stewardship and spirituality is a way you can integrate youth
- Eucharist and community is an important issue – need to re-visit emphasis put on Eucharist
- Support for lay and ordained ministers – fragmentation of priestly/pastoral identification priest who is sacramental minister and that is his only relationship to people of the community. Recover a sense of the priestly/pastoral role. Priest role has become vague and has contributed to lack of vocations.
- Fragmentation of clergy sometimes all don't hear the same thing being said. People shop around for the right priest.
- Defining terms i.e., stewardship
- How best to provide Sunday celebration of the Eucharist who are so different size-wise, etc.
- Institution of family is not mentioned or emphasized. Going to church together, breaking bread together or praying together.
- If people in outlying areas feel that the diocese is so far away then the diocese needs to go out there (#3). Could be a communication issue. Complex issue because of the geography of the diocese. From one person's experience, all dioceses are experiencing this problem. See cities of the dioceses are located in the corner.
- Why is the Cathedral not in a more central location?
- Reflection by directors on the homily at liturgy.
- A way to be more effective to outlying areas.
- Youth – to engage early often and have them really participate – choose readings, help design agenda
- Vision that unites us – like the funeral of Pope
- Would be the draw for all us – what we want the future to be – what will bring us together – which includes enthusiasm – understanding the common goal
- Multi-Faceted – include youth, stewardship
- Vision that unites – if we do have polarization and wounds and models of church that we are clinging to because we may have made monuments of our old visions
- Relationship of Eucharist – sacramental life because it defines us as Catholics as the source and summit of which we flow
- Vision that unites – blueprint of our organization – the people of diverse population must understand the vision
- Financial help – money can solve a lot of problems and the lack of resources is a barrier - a good financial situation can help with the vision

- Life long faith formation and Cat schools – Catholics are asking and searching for answers and leaving for other denominations for the answers
- Steward – Spirituality – looking for more meaningful –
- Eucharist – Sunday in community – if people feel that they belong then there is a way to contribute to the youth and life long challenge of faith formation – spiritual hunger - if the Eucharist and Community could be formed then the community would be formed
- Vision that unites – would take the small community and have it relate to the larger diocese and global world and communication within the vision
- Stewardship and Spirituality – hunger in who we are – has a lot to do with the involvement of everyone
- It seems disloyal to pick something because they are all important
- The lines should be dotted – not solid because they seem to flow into each other.
- Financial Health of the Diocese – tremendous burden to the small parishes – ministry costs money – limits our diocese also
- Not an attractive goal but is important
- Multi Faceted Diversity, which includes the Youth
- Eucharist – tension of Sunday E.
- Vision, Eucharist, youth go together
- Things that build community and respect are key to energize the church – We aren't normal people sitting here – like an entire parish community wouldn't have this type of energy – the ones who come sometimes when it doesn't interfere with scouts, sports and that are key to seeing what the vision is that would bring them.
- The pope's funeral - the pope – gave a vision that unites because of who he was and what he represented – we need a vision of who we are – and the leadership needs to lead in this manner – of showing Jesus through them. We have to become Christ to give a vision to the average person.
- Christ pulls us together – how do we share that and offer that vision.
- For me – word and sacrament. – We are under constraints and it makes it difficult to offer the sacraments.
- I think we have to realize it is Christ presence – John Paul was also divisive – it was his love and relational ness with people.
- To see the face of God in one another face. To bring all together even with different beliefs – A love for humanity – and peace with justice.
- John Paul became what he received – word in sacrament – Dorothy Day, Sisters in Brazil etc.
- Challenge of promoting life-long faith
- Centrality of the Eucharist and stewardship
- Vision that unites is needed
- Eucharist
- Stewardship and spirituality is a way you can integrate youth
- Eucharist and community is an important issue – need to re-visit emphasis put on Eucharist
- Support for lay and ordained ministers – fragmentation of priestly/pastoral identification priest who is sacramental minister and that is his only relationship to people of the

community. Recover a sense of the priestly/pastoral role. Priest role has become vague and has contributed to lack of vocations.

- Fragmentation of clergy sometimes all don't hear the same thing being said. People shop around for the right priest.
- Defining terms i.e., stewardship
- How best to provide Sunday celebration of the Eucharist who are so different size-wise, etc.
- Institution of family is not mentioned or emphasized. Going to church together, breaking bread together or praying together.
- If people in outlying areas feel that the diocese is so far away then the diocese needs to go out there (#3). Could be a communication issue. Complex issue because of the geography of the diocese. From one person's experience, all dioceses are experiencing this problem. See cities of the dioceses are located in the corner.
- Why is the Cathedral not in a more central location?
- Reflection by directors on the homily at liturgy.
- A way to be more effective to outlying areas.
- More than two but down to one: youth, young adults, our children because this is the very important group that represent our future. If we don't nurture them, then we won't be prepared.
- I can't find where we deal with the poor, marginalized, prisoners. Many wouldn't be there if someone on the outside had seen what they were missing in their lives. Maybe this is part of a Eucharistic community.
- Relation of Sunday Eucharist and community: because of faith relationship. Celebration of confirmation and first Eucharist as a result my second grader have to receive on Wednesday evening and family cannot be there. Wrote and asked for changes for young people not during the week. answer is just not
- Communication is important. We have tried via email and certified mail and gotten no response at all. OR standard responses are provided. First communion at 6:30 is not family friendly.
- Why not more on women's role in the Church. I would choose multi-faceted diversity, but emphasis on women's role is not really covered. What decision was already made here?
- None of these move us beyond where we are now. They are inner directed and will allow us to try to keep what we have as long as we can.
- This whole list is problematic. Evangelization missing. We need to celebrate Eucharist, not talking about mass, but about breaking our selves and pouring ourselves out to advance the kingdom.
- Relationship of Sunday Eucharist and community. We have to focus on this.
- Concern is the future of the church and thus youth and young adults going hand in hand with life long faith formation.
- Vision that unites. Individual parishes need a common vision and really more than that the entire diocese and even the whole church.
- Life long faith formation.
- Third, leadership support for all vocations.



- Also problems with this list. Relationship with Eucharist and faith community. Vision, marching orders, a lot of things addressed if you look at that. In the end, the Catholic Church has no identity apart from Eucharist but then we have to figure out how we will arrange things.
- The rest all seem to be supporting the current church rather than being in the world. Our purpose is not to perpetuate us but how we bring Christ into the world. Where is the work of justice that takes us out into the world?
- We have lost sense of joy and energy as a church.
- How do we find that sense of joy even if we are losing some things?
- Religious orders have often defined poverty for us as loss rather than understand it as gift?
- In terms of call, we are probably just as bad in calling to other or all vocations.
- Doors are closed to the many people God has called.
- Too much of an introduction to planning
- The essence is that planning is on going
- In High School – we had to memorize mission stmt.
- We talk about 5 Yr & 10 yr plans. But we do it every year – situation is constantly changing
- Scared that planning will be considered the work.
- At the parish level - Meeting all the time but nothing ever happened.
- We may be wasting too much time on the mission statement. Isn't it similar from one Diocese to another? Should it be Universal?

*Summary statement from table:*

- Theme of radical restructuring of physical spaces. Schools in urban setting... one school in each district ...fewer school all of them funded by all parishes.
- Evangelization needs to have its own area—especially bringing back those who have left—it is different than education – the approach and carry through need to be treated with a great deal more delicacy
- Outreach to youth and young adults
- The challenge of promoting lifelong faith formation
- Multi-faceted diversity and need to use all gifts (I believe this to encompass outreach to young adults and youth will address leadership, support for vocations – these 2 will address and help to meet the challenges and issues the rest of the wheel has listed
- The need to integrate stewardship and spirituality
- Multi-faceted diversity and need to use all gifts
- If you assume “diversity” also includes “youth/young adults” [as well as seniors] I’d pick that
- Lifelong formation/schools – with the caveat that it also needs to extend beyond the parish/school structure – I believe that most of the others fit within these 2
- Multi-faceted diversity...because deaf culture is often overlooked and the gifts of deaf folks not brought to the table
- Relationship of Sunday Eucharist to community; larger churches mean different cultural groups mean different cultural groups will be thrown into the melting pot and lost

- Question about definition of stewardship – just money? Or how we use our life gifts?
- Note: Jesus is not in here: should be at center of the pie graph
- Almost all of these are tactics—what unifies them is “how do we foster community in diocese/parish
- definition of community includes parish, school, diocese, unchurched
- How do you celebrate community?
- Concerned with the hour a week of religious education, but it doesn’t give the foundation for faith. Worried about where we are going with regard to that.
- One parish blesses all teachers public as well as those in catholic school
- Feels called to be in public school for evangelization
- Worried about God taken out of schools and catholic schools declining, where will future vocations come from? Lot of phases on emphasis on children in Catholic schools. The shrinking seems sinister.

### *Summary*

- Education and one church
- Importance of education and the idea that we are one church with one bishop looking beyond individual parish
- Top issue: # 5 Eucharist and community. Parishes are life of the church have to stop defining them by who has Eucharist on weekends. Need to focus on community to build up communities. Need to strengthen relationship between parishes and Pastoral Center.
- Also sees priority of #5. If each parish community was built up and vital, if diocese sees vitality as having Sunday Eucharist, if parishes were given the option of having communion services instead of mass, they would be fine. We are in process of providing corporal works of mercy to one another.
- Working with non-participating Catholics must be key. Not as sure that Communion Services would suffice. Not on wheel.
- Would rather gather as community rather than close. Noticing a decline. Once Rel Ed stops, young people stop coming to Church.
- Looks at Diocese as a supporting factor rather than a controlling factor.
- When Rel Ed stops shouldn’t happen. We should have lifelong Continuing Rel. Ed.
- Common vision would unify and build local community. Would give clarification as to where we are going together. See lots of gray hairs and little ones. We would have to resort to Altar Servers as adults. Soccer competes with mass. Now soccer competes with God and family. Need vision to lead into young adult and better stewardship. Youth is definitely key. We need schools to build up vocations.
- #1 multifaceted diversity and racism needs to be addressed. Over the years, she has been very involved in Black Catholic movement. 1987 First Black Catholic Conference in over 100 years. Need to see more Black priests. Black priests seen commonly in New Orleans and NYC. Important to see Black priest celebrate mass. This is crucial. In New Orleans, Blacks had to sit in back of Catholic Churches. Served on Board of Office of Black Ministries. Ideas of what Black Catholics can be doing. First time ever having an African American priest. St. Bridget’s had many converts. Need to embrace African American Catholics and accepting their gifts to the Church

- Also need to focus on lifelong faith formation and Catholic Schools. Need to keep our schools open to build vocations and educate our young people in our faith. Need to have place where God is part of school and prayer is integral to school. This is helpful in keeping children on track in the African American community. Need to have keep educating and forming our faithful lifelong basis. She started a bible study group in her own parish. Need to improve our understanding of scripture. Vatican I to Vatican II we lost something. Saw many friends leave. The Baptist Church provided something different not found in Catholic Church. Adult faith formation will help us to do this.
- Need a vision that unites and multicultural diversity needs to be better recognized
- We should integrate spirituality
- Leadership for all vocations and all ministers – lay and ordained
- Need to show young people that care about what they do.
- Leadership is the key to support all vocations and ministry,
- 2005 only one ordination next year no one.
- We need to stand up and take notice. Take a good look at vocations.
- Have a wonderful school - St. Bernard's need to encourage more to attend and need to support what we have done.
- The need to support Pastoral Center and parish relationship – finance
- The service that the Pastoral Center needs to be defined. More than a bulletin insert.
- What are we doing about the sexual abuse issues.
- How we are dealing with finances.
- Courses that are available at St. Bernard's – Southern tier parishes not always aware of what is offered at St. Bernard's.
- Why don't people avail themselves of what is available at St. Bernard's?
- The parishes need to come together. Most parishioners are not aware of this.
- School visitors re vocations at an early age in school.
- More discussions in the past at home regarding woman religious or priest vocations. There used to be someone to come and talk to students and have handouts. Put spirit into the kids. Need to start earlier.
- Not praying for vocations as much as we should.
- Youth and young adults – reaching out to them. Continuation of what they get when they are young. Getting a message out to the young adults to ensure they continue to go church.
- Finances – will I have the finances to continue on for the next couple of years?
- Money for religious education and tools to educate the kids.
- Catholic courier is helpful on getting the word out about information re faith formation courses.
- Information not getting passed down to the staff and parishioners on what is available.
- Once a month in the Courier articles.
- Catechesis need to be motivated to continue their education. Distance is too far. Starting to video conference. If the course is local they will go.
- Need to challenge the staff and teachers to continue education – video conferencing would be a great help.
- Pastoral Center – parish relationship.

- We were asked to be here – coming from outlying areas.
- The parishes need to do the asking - PC should take the initiative to get the information out.
- Not being knowledgeable on what is at the Pastoral Center. Motivate the offices to get the information out.
- Relationship on Sunday Eucharist and community – big miss – why aren't people attending the Eucharist? What are parents doing wrong that children aren't attending mass. How to engage the 20 – 40 year olds to motivate them into going to church and send their kids to catholic schools.
- Parents don't want to take the time to send their kids to religious education.
- Parents can't instruct their children. The age range is very firm – they shouldn't be teaching, the teachers should.
- What's wrong with ourselves on how we present?
- There are many children active in the youth organizations. Services are packed when it's for them.
- Challenge of promoting life-long faith
- Centrality of the Eucharist and stewardship
- Vision that unites is needed
- Eucharist
- Stewardship and spirituality is a way you can integrate youth
- Eucharist and community is an important issue – need to re-visit emphasis put on Eucharist
- Support for lay and ordained ministers – fragmentation of priestly/pastoral identification priest who is sacramental minister and that is his only relationship to people of the community. Recover a sense of the priestly/pastoral role. Priest role has become vague and has contributed to lack of vocations.
- Fragmentation of clergy sometimes all don't hear the same thing being said. People shop around for the right priest.
- Defining terms i.e., stewardship
- How best to provide Sunday celebration of the Eucharist who are so different size-wise, etc.
- Institution of family is not mentioned or emphasized. Going to church together, breaking bread together or praying together.
- If people in outlying areas feel that the diocese is so far away then the diocese needs to go out there (#3). Could be a communication issue. Complex issue because of the geography of the diocese. From one person's experience, all dioceses are experiencing this problem. See cities of the dioceses are located in the corner.
- Why is the Cathedral not in a more central location?
- Reflection by directors on the homily at liturgy.
- A way to be more effective to outlying areas.

### **The Issues Wheel Newspaper Summary (from table presentations)**

After discussion Critical Issues, each table presented a summary, some of which were captured above. Further summarization was captured on newspaper

- Missing – evangelization
- Spirituality – strengthens and nourish will feed all
- All interconnected – need vision to unite – respect for humanity – want peace work for justice
- Missing: importance of family
- Role of women squeezed in major issue – need to be at table; ordination
- Leadership crisis – ordained and lay motivate people to enroll at St. Bernard’s
- Outreach to youth and young adults
- Relationship to Eucharist
- Building up of local community
- Challenge of faith formation
- Diversity needs to be broadened – inclusive of many
- Interrelatedness of all issue
- United as a population – Vision
- Want peace, work for justice
- We become what we receive – Eucharist
- People who are not participating – Evangelization Stewardship
- Where is Jesus in the circle?
- All needed – move away from parochial to holistic idea of church – expression of spiral/wheel not top down
- Eucharist and community
- What about our mission? Doing Justice so much about looking inside
- Community – forces that fracture – need to create and model
- Rules around ordination impending to vocation
- Number of Masses impedes building community
- Eucharist constitutes community – always unique

## **DDPC Initial Formulation of Mission, Values and Vision**

### **Initial Mission Comments**

These initial comments on the Mission were made after a DDPC sub-group of about thirty people had provided a first revision of the drafted Mission Statements:

#### **OPTION 1**

##### **Empowered by the Spirit**

**The Diocese of Rochester called in baptism & nourished by the Eucharist proclaims and lives the good news of Jesus Christ in worship & service.**

## OPTION 2

**Called in baptism & nourished by the Eucharist, the Diocese of Rochester prophetically worships God, proclaims the Gospel of Jesus Christ, builds up the community of faith and serves all.**

- Vision group discussion that the church shouldn't come across as it a service group for the community but is the community.
- Option 2 – DOR and community seen separately.
- Option 1 – drop “POWER BY THE SPIRIT”
- Option 1 – don't hear risen Jesus Christ mentioned in either Statement.
- Don't like Option 1 – leaves the person feeling flat, not excited.
- Don't like prophetically in Option 2
- Option 1 – likes “empowered by the Spirit”
- Structurally the DOR has a role to play.
- Option 1 – is troublesome at the end “serves” should be “serves all”.
- Word “God” is missing in Option 1.
- Doesn't say what it is supposed to say to the average parishioner, what makes DOR different and distinct from other parishes. Neither one captures.
- Just has a question: why do we start with “empowered by the Spirit,” rather than “The Diocese of Rochester?”
- Thought they wanted to include the trinity in the statement.
- Baptism implies empowerment by the Spirit.
- Thinks it should start with “The Diocese of Rochester.”
- Baptism and Eucharist are included but not on a par with “Empowered by the Spirit.” Seems to put all three on a parity if “Empowered goes after “The Diocese of Rochester.”
- Somebody wanted to include word “prophetic” in the statement. “Prophetic” in the sense of something we would like to see in the future. That might get us in trouble sometimes.
- Just coming in, was not here yesterday, was able to understand the mission statement. He prefers Option 2.
- She doesn't like the word “up.” Builds or promotes, but not “builds up.” It implies we are down and have to build up. It implies we have a community but are not starting from scratch. We want to build up whole community rather than only the community of faith
- Option 1 – empowered by spirit opening – liked first option. Liked looking at that – it's an important piece
- Liked Option 2 better – but liked the empowering by spirit statement.
- One of the things looking for – the first option brings it out best. The concept of the trinity – the first option holds it more than the other statement. Pleased to see baptism by the Eucharist in both one.
- Liked first part empowered by spirit, the DOR called in baptism & nourished by the Eucharist builds up the community of faith and serves all.
- From a lay persons point of view “Lives” walk the walk – the word lives strikes home. Is the true mission as Christians.
- I was drawn to both statements, although I like the first better.

- I identified what the differences are. Empowered is nowhere in the first, prophetically is not in the first. Everything is common
- I don't care for prophetically
- Text needs to change.
- To be a generally prophetically people, rather than being specific.
- I preferred option 1 because I thought it really told the story in the most concise way. The first thing you should be able to tell them is .....
- Two words that I keyed on are proclaim and live
- Community of faith – not in first.
- Change position, got to get empowered by the spirit.
- I like prophetically, but kind of tired of it. Fewer prophets. It's not a big group.
- But empowered by the spirit means prophetically.
- Can we move community of faith up to Option 1?
- Where is says "prophetically" what does that mean? It seems like jargon. The prophetic word was bothering me because I don't think people outside the church will understand it.
- I don't like either statement—both seem institutional. Doesn't reflect are called to transform the world. Prophetic is put in there as a marker instead of elaborating
- Empowered by the Spirit is important – said be several people
- First statement is limp
- We like empowered by the Spirit and nourished by the Eucharist
- Empowered by the Spirit, we are called in baptism and nourished by the Eucharist....
- Maybe faithfully rather than prophetically
- Serving all? Who? What?
- Doesn't inspire me
- Like 2 better but really not neither – "boring"
- Sounds like something you would expect to come out of the church
- It should be something that we would expect but not "boring"
- Sounds like a falling back on what we have always said
- Liked #3 and #4 and #6 better than these

### **Initial Values Comments**

These initial comments on the Values were made after a DPPC sub-group of about ten people had provided a first revision and weighting of the drafted Values. Numbers in parentheses are the number of votes received for each of the proposed Values

#### **We value:**

- (48.3) communities that gather around vibrant Eucharistic celebration and go forth and live it;**
- (40) being a welcoming and inclusive community embracing all our diversity;**
- (20) living and working with trust and confidence in God's loving presence;**
- (20) lifelong faith formation;**

- (20) **a commitment to reaching out and including the poor, marginalized and disenfranchised;**
- (18.3) **respect for all life;**
- (10) **living the discipleship of the Gospel;**
- (10) **nourishing the spiritual life of children;**
- (8.3) **our history and traditions as Catholics and as Church;**
- (5) **the role/power of prayer and a personal relationship with God;**
- (0) being open, trusting and respectful in our dialogue with one another;
- (0) the gifts and service of all who minister in our church;
- (0) promoting ecumenical and interfaith dialogue

### **Participants' Comments**

- VALUES supposed to be applied on a day-to-day basis. Need last two values to make the Vision happen.
- Of the last three, the first two got picked up in the major VALUES.
- Ecumenical values got missed. In VISION STATEMENTS but not in VALUES
- No. 2 of statements at end should be included in VALUES.
- "People in ministry" has to be a core VALUE.
- "All who minister and participate" should be added.
- No value of baptism in the statements is indicated.
- "Nourishing the spiritual life, especially of children" would be better. Or "nourishing the spiritual life of all." The Eucharist is the limiting factor right now. It defines us as a community only in that we must have a priest to celebrate mass in order to be a community. Eucharistic service could include a communion service.
- We need to promote the idea that people use their gifts, lay and ordained, in the church and outside the church. We value using the gifts of all who are in our church. Take "minister" out. Do we have to use "in the church." Some may have the gift of service; some have the gift of prayer. What about "calling forth the gifts?" "Calling forth and recognizing and using the gifts of all who are in the church."
- Looking at the ones that were weighted. Impression was that they ran out of time and noticed that the ones left out were just important as those on the top. Would like to see those added to the top.
- Felt that some could be combined. Covered everything that was below. Should be looked at and considered.
- All of the values are fine – they are all invaluable
- Mother and apple pie – you can keep adding to the list. Values are all that we truly believe as part of our church.
- Like them all and would like to keep them all, started to eliminate the values. Challenging to get all values in. More confused by the time the group was done.
- Proclaiming and living the gospel.
- Prayer and personal relationship were so low. I was shocked. It should be high on list.
- I kind of thought looking at the ones left out; promoting ecumenical and interfaith dialogue should be higher on list.



- I definitely want promoting ecumenical and interfaith dialogue higher on the list. Ecumenical and interfaith dialogue is critical. Second, we have made great efforts to build up our interfaith dialogue with the Jewish community and the Muslim community. I don't see any distinction between Catholics and community.
- I might be biased by the verbs. I think the verbs are good
- Should be some value of every person in the church. Don't see that in the values. It should be attributed to all people.
- I'm thinking that the value is that everybody has gifts and everybody serves. The service doesn't to be organized by the church.
- Some things we do because of who we are.
- I think there's a tendency that if we call it ministry, we give it more value. It's more of a service.
- I think that's the reason to have hope. That whatever the challenges are, the gifts are present to handle them.
- What bothered me was that the ecumenical and interfaith dialogue statement wasn't valued
- By leaving the last 3 out, aren't we jettisoning the synod?
- Would like to see something about empowering—laity, minorities, women, all who have gifts to offer to the church and community
- The second one—by welcoming and being inclusive, embracing our diversity—I like better empowering our diversity
- Mentions children, what about seniors, from children to those at the point of death—children are important but what about everyone else?
- Role and power of prayer and a personal relationship with God should be a part of the process of lifelong faith formation—nurturing spiritual relationship
- Find this disappointing—a lot is missing—Synod is missing, empowering is missing

### **Initial Vision Comments**

These initial comments on the Vision Statement were made after a DPPC sub-group of about twenty people had provided a first revision

### **Draft Vision Statements**

**We are a faith-filled Eucharistic church**, at all times, trusting always the guidance of the Holy Spirit and the promises of the Risen Christ.

**We are a joyful church** energized by our faith and filled with awe at our loving God.

**We are a hospitable, welcoming church**, reaching out to all who seek the Word of God and the support of community.

**We are a servant church**, serving and being served, feeding and being fed.

**We are an inclusive church**, opening our arms to embrace in joyful fellowship members of all races, cultures, and ways of life, whose beautiful diversity makes us truly catholic.

**We are a prophetic church**, committed to transforming ourselves and our world into a community of justice and peace (out of a call to solidarity with those who suffer.)

**We are a giving church**, good stewards of the gifts of God and willing to share our blessings with each other and with those in need.

**We are a respectful church**, exchanging in dialogue and offering friendship with people of all faiths.

**We are a united church**, inextricably bound to each other as true sisters and brothers in Christ, caring for each other, responsible for each other

**We are a teaching church**, helping each other to deepen the knowledge of our faith, eager to share this treasure with our children and with all those who seek to join us in good faith.

**We are a learning church**, learning from the world around us and open to the call of the Holy Spirit.

**We are a hope-filled church**, willing to embrace the future with optimism, eager to be a force for good in the modern world, while anchored by our moral and religious beliefs.

**We are an honest church**, acknowledging our sinfulness, our brokenness, our continual need for redemption and renewal as individuals and as institution.

We are a church young adults are eager to join

We are a \_\_\_\_\_ church nurturing the call vocations

Respecting life

These hopes are realized one person at time, one day at a time as the Gospel continues to transform lives by transforming hearts.

### **Participant Comments**

- Want a VISION STATEMENT that is clean and efficient but there is a lot of duplication in the VISION STATEMENTS as written.
- Group felt tugs to include everything but ran out of time.
- There is a lot in there and it takes some time to absorb it.
- Good effort to try to globally include everything.
- Word “prophetically” used in better context in VISION STATEMENT.
- Include in We are a prophetic Church “and one that respects life in all its form”
- We have to do the one on vocations. We need to affirm and nurture vocations. “We are an affirming Church, encouraging each other to hear and answer God’s call.” Sometimes

call can be less specific than vocation. We need to use that word, “vocation.” Lay vocations to the church, to the world. “to hear and answer God’s call to vocation.”

- The call of the Holy Spirit lived out in our vocation. Does that imply that we live out an existing vocation? We want to encourage and bring others to vocation. We hear the call and we respond. If we stay with living out our vocation, we are not necessarily promoting new vocations.
- Excited about the last two. We are a church that young adults would like to join. We are also a discerning church. Need a statement about getting more vocations.
- Being in the group – was a hard working group.
- Eucharist, race culture way of life, etc. everything seemed to be there.
- Key point – prioritizing. We are a Eucharistic faith filled church. We are an honest church should be higher up on the scale.
- The list was not in a priority order.
- Well written.
- Need to continue using the ones at the bottom of the list.
- Not quite sure of the last statement – was more of a comment.
- Evangelistic, I didn’t find it anywhere in the values or the vision.
- I think if you’re living, you’re evangelizing.
- People know exactly what it means, that you’re going out to share the good news of Jesus Christ. If you’re doing all the things, you’re evangelizing.
- To me evangelization is teaching with an attitude.
- We are a hospitable, welcoming church. That would be an action step to train a core of people,
- Gotten so tied up with technology, people are intimidated.
- I would much prefer engaging dialogue rather
- We are a hope-filled church. We make moral judgments. They should not be tied together.
- We are a nurturing church – calls forth a discerning church – that whole thing of nurturing.
- We are responsible **to** each other rather than **for** each other.
- Unfinished statement at end—needs to be in there – happens one person at a time – grow into these one person at a time
- I like this
- We are a hope-filled church – needs to be moved up, hopes can be moved up to the hope-filled church – this hope is realized...
- We talk about youth and adults; when we talk about being an inclusive church – need to add “ages”
- In part about learning church – always listening, open to the Holy Spirit, learning from the world around us, listening to the world around us – word “listening” has to be there
- Listening to the world around us and discerning the call of the Holy Spirit
- I have a problem with that—the church moves slowly, the church has things it says to us as a protection guide—the church listens but then weighs and comes in from the needs – don’t give the impression are going to listen and then act immediately – word “discerning” is important

- This is open and vigorous, “embracing” is the word I use – I would like to see this in the other two (mission and values)
- We are a creative church responding always to the call of the Spirit

### **Summary of Table Group Comments**

Recorders from a number of groups transcribed their table’s summaries to the full group:

*Mission statement:* We are concerned with using “building up” We prefer “builds” and “community” rather than “community of faith.”

*Values:* We want to not just nourish spiritual life for children, but everyone.

*Vision:* We see a need for vocation to be included somehow.

*Mission Statement:* Trinitarian dimension – like the idea of God and Jesus Christ. Says nothing about the spirit. Need to incorporate all three. Liked the first option.

Couldn’t decide between 1 and 2. Liked empowered by the spirit. Lives was an important word.

*Value statement:* The three at the end very important and should be added.

*Vision:* The two at the bottom are very important and need to be added.

We are a discerning church nurturing the call to vocations.

These hopes are realized one person at a time.

*Mission Statement:* our group was divided as to which statement to choose. We questioned the word prophetically. Not the word itself, but how it would fit in.

*Value Statement:* the last three needed to be fit in with the others. Too important to be cast aside

*Vision Statement:* last statements should also be incorporated in the main body of the vision.

Evangelization needs to be in this package somewhere.

*Comments on the Mission Statement:*

Gospel should always be capitalized.

- Simple but long. Can live with it. The word Lives is very important. Gospel of the risen Jesus – Gospel alone is enough.
- Would change “fosters”.
- Fosters the community of faith - we are a community of faith. We talk about the oneness of the diocese. Proclaims and lives the gospel that serves all.

*Comments on Values*

- A very good feeling about the statements.
- Life, peace and justice – totally in favor of this.
- Hopeful – moral convictions change. Don’t have them defined by beliefs.
- Support the lay and ordained – need to mention the ministry of all the baptized.

*Comments on Vision*

Didn’t include that we are a youthful church. Also need to respond to the needs of the elderly community.

*Mission Statement Group:*

- I'm still wondering about the word at the end. All. All what?
- All people!
- I would just say all rather than all people.

*Values Statement Group:*

- If they took off the environmental clause, I would have more difficulty standing up.
- Somehow respect for our environment needs to be incorporated in the values statement.

*Vision Statement Group:*

- I like the vision of it.
- On the teaching one – “in good faith” makes us sound judgmental
- We are a prophetic church..... and one who respects life in all its form

**Final DPPC Mission Comments**

- Word meanings: use of prophetic, not sure what it means? What is prophetic worship, for example? Some times doing work of justice and peace
- community of faith is not clear
- please that it is short statement
- Also concerned about prophetically, would someone know what it meant?
- Prophetically worships: meaning?
- First option seemed better
- Builds up community: what does that mean? We do a good job about our own church but what about those outside our community. Where is evangelization?
- Evangelization is not having an open door, not just welcoming
- Service: a weak term may not include advocacy, and moving outside. Concern with an outward thrust missing
- What makes diocese unique? Still not getting what that means?
- Unique: in what context? Maybe in the world around us, not so much with the Catholic church
- Gospel should always be capitalized
- Suggestion: The Rochester Diocese is empowered by the Spirit, called in Baptism and nourished by the Eucharist to worship God, proclaim and live the Gospel of the Risen Jesus, foster communities of faith and serve all
- Option #1 - Liked it better as it was with the exception of “service to all”
- Love the mission stmt & have no idea what prophetically means? Like the other parts of option 2
- Option 1 is #1 & option 2 is second choice – only because of the word prophetically
- Prefer #1 because of empowered by the spirit
- Prefers option 1. Can put to memory
- Prophetically could be used inappropriately ... how does one prophetically worship? I think it's inappropriate. Did it have to be crammed in there somehow?
- Could use #2 to explain #1 a little more

### **Final DPPC Values Comments**

- never really get a grasp on evangelization
- no value that even when you add it all up gets to the fact that we are the body of Christ, something bigger than just a local faith community
- Second and third pages have wrong titles at the top. Seems that what's in the vision statement is really the values
- The first three value statements are more the vision statements. First three are qualitatively different from the rest of the list
- Maybe it is that we value these things and the vision is that we will really put them into practice
- Yesterday I felt we were in the wrong sequence. I think of vision first, then mission within that and the values about how to implement that mission
- Vision looks like a page of values
- Matthew's Gospel: Repent the kingdom of god vision= good news proclaimed, beatitudes sermon the values, rest how we live it out, the values
- What was the process that Jesus used?
- Too many "ands"
- "Welcoming, inclusive" and take out the "and" after celebration
- Respect for all life was left out in the revised "VALUES"
- How should these be stated? Seem to be disjointed ideas. Want it to be more clear. Would like to see teens & young adults in there. Children are elem kids not HS kids. Don't see evangelizing or inviting in the values. These are implied and need to be explicit. Need to add value to ecumenical & interfaith
- There are several that can be combined. Take the subject of diversity and lump together with ecumenical. The first value is a good summary of what we are about. "The mass is ended, go in peace." The first value summarizes what we are about ..to proclaim the good news. The reaching out statement should not be tagging people ...should say "to all God's people"

### **Final DPPC Vision Comments**

- Too many. Wordsmithing to reduce and focus. Some are included in others
- Real trouble: servant church: serving and being served. Jesus focused on the serving
- Hospitable church: what about those who do not seek; evangelization. Newly married couples going through pre- Cana and then forgotten. What about those who don't know they are looking something. People in their eighties and nineties. Those who can't take first step
- Hospitable to those who are seeking us. Only!!!!
- The less you specify the better you are, perhaps. Specifications may be too limiting to the values and visions
- Prefers the world humble to the word honest

- Missing evangelizing. We need to see more about bringing people to our Church not just welcoming them as they cross our threshold. Modify the statement about being a welcoming church to include evangelizing. We need to share our personal witness to Christ as our method of evangelization
- A comma after “growth”
- Like the language
- We are a teaching Church... Should be broader i.e., “children” narrows it too much
- It is so much that I would like to see it on one piece of paper
- Would not want to see an “evangelizing church” – do not add it using the word “evangelizing”
- I like the WE ARE part. We are a humble church? Ok ... I see the Honest Church
- Change the 3<sup>rd</sup> one ... change hospitable to inviting ...it is important to say INVITING as a part of our vision. Prophetic here is trying to capture the whole social actions of the church. Charities, etc.
- Left out religious communities – where lay and ordained are in
- Put in religious communities
- Too long

### **Overall / Summary Comments on Mission, Values, and Vision Statement**

- Environment seems to be misplaced in the values
- I think it really and truly covers everything one could think (vision statement)
- Suggest: youth and our children. Remove in good faith and add in sincerity
- Problem with the word evangelization because of other churches. Like the principles but have problem with word. Prefer welcoming. Perhaps spreading the word, preaching the word, etc
- Mission revisited: Can live with it
- Values revisited: No comments
- Vision revisited: No comments

### **DPPC Goal Discussion**

Table Groups first commented on draft Goals statements. Then each of the DPPC members indicated the importance of each goal through a voting process where each person had twenty-five votes that could be spread across all the goal statements. Finally self-selected groups began the process of refining the goal statements and thinking about the objectives and actions required to implement the goals.

### **Goals as Initially Presented**

1. TO SUPPORT STRONG & VIABLE COMMUNITIES OF FAITH
2. TO DEEPEN SPIRITUALITY & STEWARDSHIP IN DIOCESAN & PARISH LIFE
3. TO ENCOURAGE CULTURALLY APPROPRIATE LIFELONG FAITH FORMATION

4. TO RECRUIT, TRAIN & SUPPORT ORDAINED & LAY MINISTERS AMONG ALL CULTURAL GROUPS
5. TO BUILD A MORE UNIFIED CHURCH
6. TO PROVIDE QUALITY PASTORAL CARE
7. TO PROMOTE SERVICE & ACTION FOR JUSTICE
8. TO REACH OUT EFFECTIVELY TO YOUTH & YOUNG ADULTS
9. TO USE COMMUNICATIONS AND TECHNOLOGY MORE CREATIVELY
10. TO BE GOOD STEWARDS OF ALL DIOCESAN RESOURCES

### **Goal Discussion: Table Group dialogue on the Goals**

- Support strong and viable faith communities. This is major. One way to do this is by deepening spirituality in diocesan and parish life.
- II. Deepen spirituality and stewardship in diocesan and parish life. This is important. But too much focus cannot be on money. Stewardship is more than money: time, talent, and treasure. Money is included in there, but stewardship is more.
- III. To encourage culturally appropriate lifelong faith formation. Major. Talk about race, diversity, cultures is there. Lots of parishes don't recognize that cultures are important.
- After confirmation, there is nothing for adults. We need to do something for all age groups. Cultures need appropriate worship in our parishes. Example is Mexicans needing Our Lady of Guadalupe. White European model is not the only model. Being able to embrace and appreciate all cultures is crucial. Perhaps we need a new goal: Support diverse cultural expressions within a unified church.
- IV. To recruit, train, & support ordained & lay ministers among all cultural groups. This is major. It is important to have systems in place to support training for all cultural groups. Cultural sensitivity must be kept in the forefront of all we do.
- V. To build a more unified church. To build a more welcoming church. If you welcome this implies bringing in the marginalized. To build a more inclusive church.
- VI. To promote quality pastoral care. This is a major goal to those in health care. Reaching out to those in need of pastoral care, with disabilities, seniors, the sick, dealing with questions regarding the end of life.
- VIII. To reach out more effectively to youth & young adults. This is major; this is the future.



### Goals Summary – What are We Affirming / What are We Suggesting

- Affirming: #5 to build a more unified church. A lot of discussion revolved around that and the others were more subsets
- To encourage culturally sensitive rather lifelong
- Questioning: Some of the statements are tactics rather than strategies
- What's missing: Need to include evangelization
- Support of viable of faith-filled communities
- Ordained ministers
- Where do we start? The church needs good leaders
- Need good leaders, more involvement from the communities. Need more vocations. The importance of family
- We feel that if Goals 1, 3, and 8 are fulfilled then the others will be accomplished. We feel that there are too many goals, that we shouldn't fall into the trap where we are putting too many factors in there. We're trying to include everything. Finally, our table was split on #4 – some felt that if we support viable faith communities, with life long faith formation, and reach out to youth and young adults that vocations will take care of themselves – others felt that that the vocation statement needs to be made explicitly since it is so important.
- We strongly state that Goal #2 will be accomplished with if Goal #1 is reached. Thereby making it redundant
- The table agrees that youth and young adult should be the THIRD Goal and feel very strongly about it
- Another side observation: #1 encompasses the evangelizing church
- Our table was pretty close to the total group with the exception of #3
- DOR did a good job in putting them in order according to today's group
- First three as a group – our table lined up with the DOR
- Pg. 13 – Outreach for youth and young adults moved up, however, #6 moved to eighth place
- Combination of 5 and 7 with subsets under them
- Combine #2 and 10
- Affirming - the language is good
- Question - provide quality pastoral care
  - Diocesan – what does it mean?
  - Youth – reach out or honor
  - The understanding of stewardship
- Missing - Evangelization – we tend to back away from it because of negative
- We strongly support goal #1. Need to use time, talent, and treasure. Not enough strong support for cultures. Sinful structures remain in place within our church and need to be restructured. We need an overarching goal to be aware of and to value diversity. A better word might be to build a more “welcoming” church, rather than a unified church. Providing quality pastoral care is also very important, including promoting wellness and health. We would want to include reaching out effectively to our youth and young adults.

After commenting on the draft Goals statements, each of the DPPC members indicated the importance of each goal through a shopping process where each person had twenty-five dollars to spend that could be spread across all the goal statements. The one restriction was that no more than ten dollars could be allocated for any one item. Finally self-selected groups began the process of refining the goal statements and thinking about the objectives and actions required to implement the goals

The results of this exercise were as follows:

- I. TO SUPPORT STRONG & VIABLE FAITH COMMUNITIES (267)**
- II. TO DEEPEN SPIRITUALITY & STEWARDSHIP IN DIOCESAN & PARISH LIFE (131)**
- III. TO ENCOURAGE CULTURALLY APPROPRIATE LIFELONG FAITH FORMATION (133)**
- IV. TO RECRUIT, TRAIN & SUPPORT ORDAINED & LAY MINISTERS AMONG ALL CULTURAL GROUPS (113)**
- V. TO BUILD A MORE WELCOMING & UNIFIED CHURCH (122)**
- VI. TO PROMOTE ACTION FOR PEACE & JUSTICE IN THE CHURCH AND WORLD (111)**
- VII. TO REACH OUT MORE EFFECTIVELY TO YOUTH & YOUNG ADULTS (126)**

In addition to the above, evangelization and diversity received “write-in” support.

The following goals received very limited, less than 30 dollars worth of support.

TO PROVIDE QUALITY PASTORAL CARE  
TO USE COMMUNICATIONS & TECHNOLOGY MORE  
CREATIVELY  
TO BE GOOD STEWARDS OF ALL DIOCESAN RESOURCES

### **Observations on the Voting for Goal Statements**

- Top ones are about strengthening, deepening the faith communities and their spiritual life
- If the write-in were available to vote on then how we spent our money might have changed
- Trust the process and live with it
- Reaction to the goals order
- How would write-ins be included since we didn’t all have a chance to “buy” them?
- I think it would be fair for all of us to do a recount
- I was pleased that they voted on #1 as the highest
- #8 which is now #4 in the goals – I just feel sad about that. The focus hasn’t been on all of the groups – senior citizens and others – looks like you’re too old to be involved
- I think they aren’t forgetting those groups but need to reach youth and young adults for church to continue on

- Now everything doesn't filter through church and fewer children go to Catholic schools so is harder to pass on faith
- And Catholic schools are becoming so expensive – looks almost like sending them to college
- The immersion that we had when we were younger had at school, home, other places – don't have that immersion now – that is important – are learning a way of life
- All good. If we changed the wording on our write-ins it would have gone better
- Looks like it whittled down to 6 from original goals
- Minor issue – it doesn't create excitement anymore
- These are reaffirmations of what we are attempting to be, or already are
- We are attempting all of these goals already. Need to rekindle the efforts that have gone on before. What will it take to rekindle? Needs to come from diocese – these are the goals. This is what we are asking the church to do. We are asking you're cooperating to address these issues. Pick out the issues that are problem issues in each parish.
- How?
- Enthusiasm for the church hasn't been there for a while. How can we all be disciples of the pope? How are we going to extend to the youth?
- Feels good, but not excited about the goals as presented. Aren't creating energy
- Going like crazy down the road, come to the Y – then what?
- A more unified church – someone's suggestion – change unified to welcoming. Be a more welcoming and hospitable church – be able to reach out and invite people in. Have the initiative be on us as the church

***Discussion of Goal #1 Viable Faith Communities:***

- What will the Diocese need to do in order to achieve its goals?
- The ABC's of goal number 2 could easily be moved up to goal #1. This would make goal 2 redundant
- Missing the sense of relationship – the people should feel like they belong to the faith community. If parish is too large the day to day sharing of faith is lost. We may have a different feeling of what viable is ... viable can be more related to that sense of relationship. With clustering we could lose this relationship. We need small Christian communities. This brings vitality to the parish
- We should establish standards for example: A good music program or a good preaching. This will bring people in. We need to have power in outreach. We need more parishes that have that type of outreach. Supporting quality liturgy from top to bottom. People are not looking for the efficiency they are looking for spirituality. Small Christian Community. Connection with a small group within the larger parish. Contributing to the small group. It makes it so viable
- The definition of a viable faith community is different at each faith community. It really depends on the type of people in the community – it is important to listen to the communities and then build on it
- Prefer the wording: WORK AT BECOMING AN EVANGELIZING CHURCH

**Information on Objectives from Individual Grids:**

Objectives – First Grid:

- a. Support Quality Liturgy rooted in word & sacrament as the center of parish life  
Action Step – Establish standards for Music & Preaching
- b. Commit to establishing small Christian community
- c. WORK AT BECOMING AN EVANGELIZING CHURCH.

Next Person's Grid:

- d. Quality Liturgy
- e. Small group relationships
- f. Effective pastoral planning process
- g. Stewardship as a way of living
- h. Effective evangelization Personal witness

Next Person's Grid

- i. Standards for Parish Life - Action Step – Preaching and other liturgical standards
- j. Sense of belonging –  
Action Step – small Christian communities

***Discussion of Goal II: To deepen spirituality and stewardship in diocesan and parish life.***

**What will the Diocese of Rochester need to do to achieve this goal?**

- Stewardship is more than money. It includes the sharing of time, talent, and treasure. Definition needs clarification for better understanding. All four are important, but a major objective is to promote individual and communal prayer life. All of the rest flows from this. This will result in deepened spirituality.

**Objectives and Action Steps:**

A. Support quality liturgy, rooted in Word & Sacrament, as the center of parish life.

Action steps:

1. Ongoing liturgical training for priests, deacons, lay liturgical ministers

Responsibility: DOR

B. Promote individual and communal prayer life

Action steps:

1. adult education
2. restore director of office of liturgy
- 3 teaching by evangelistic presenters

Responsibility: parish pastoral leadership and parish faith formation leadership and the DOR Office of Liturgy and the Office of Evangelization and Catechesis, SBSTM.

C. Establish the sharing of time, talent, and treasure (Stewardship) as a Way of Life on the diocesan and parish level.

Action steps:

1. Teaching on stewardship: hospitality, prayer, evangelization, and finance.  
Responsibility: Parishes and the DOR. Must be completed by 2007 in each parish.

D. Deepen Catholics' experience of conversion and discipleship.

E. Strong Pastoral Leadership must take an active role in committing to and promoting all of the above.

***Discussion of Goal #3: To promote culturally appropriate lifelong faith formation***

**Objectives:**

- A. To develop diversity training for lay leaders, ministers, educators then community
- B. To Introduce cultural diversity into celebrations (liturgical, parish activities, feast days etc)
- C. To develop an understanding of the meaning of family in today's culture.
- D. To strengthen the formation programs of teachers and administrators that focus on catholic identity
- E. Promote the development of small faith sharing groups

***Discussion of Goal #4: To recruit, train and support ordained and lay ministers among all culture groups***

- Alternate suggested: To recruit and support ordained and lay leadership for the Church of Rochester

For ordained:

- To develop and disseminate a concise definition/job description for priestly ministry and life – done by task force of Presbyteral Council within one year
- That we have a minimum of 3 candidates applying for the major seminary each fall – each region has goal of identifying a candidate every 3 years – each region, working with VAT, every 3 years brainstorms possible candidates, parish leadership speaks with them, they receive invitation from VAT for further discernment – responsibility with VAT

For lay:

- Parish staffs identify people in their parish for further education through St. Bernard's
- Develop pithy statement about what lay ministry is – something that captures the imagination and makes sense
- Take another look at lay salaries
- Motivate current lay leaders to continue their education

- Create an environment where people take responsibility for their parish – create motivation that people want to be involved, to be educated
- Identify possible jobs/tasks for lay leaders—salaried and not

Leadership:

- Identify and develop leadership qualities
- Need to pay more attention whether people have leadership qualities, not just whether they are good and faith-filled people (for ordination and lay leadership)
- Re-look at Becket Hall – needs new injection of life; if are 3 people or less, take candidates out of Becket and move into a rectory and engage in ministry and prayer (when group gets too small lose sense community – connection to a parish can enhance that)
- Need to be identifying people in high school and college (without devaluing men who come forward who are in their 30’s) – need active discernment groups throughout the Diocese

For deacons:

Group of deacons develop concise description of what diaconal service is, then follow current process

***Discussion of Goal 5: To build a more unified church.***

Objectives	Action Steps	Measures with Time Constraints	Relationship
A. Reach out to alienated and inactive Catholics.	1. The diocese (pc & all parishes/fc) do a welcome back program. Publicize it and train staff and volunteers to do it. 2. Celebration of the welcome back. Last over 6 to 8 weeks with the bishop at different regional events.	a.	
B. Common ground initiatives.	1. Buy into it. Call the national pastoral life center or whoever else is running it.		
C. Gathering as many as we can.	Communities gathering together to celebrate their cultures. Invite them to share their cultures with each other. “Taste and see the goodness of the Lord.”		
D. Celebrate our identity.	See item C.		
E. Capitalize on what is in front of us in the culture.	Take an event and capitalize on it. What is it that has captured the attention of people?		

- Need to either change the word “unified” to welcoming or change statement to “To build a more unified and welcoming church.”
- A heartfelt respect for others.

- There is a sense of isolation between parishes and cultures, etc.
- Fundamental attributes in the way we would be with one another.
- Fundamental aspect of our faith. Baptized with Christ.
- Massage the goal itself. Add the word or idea of community.
- Welcoming alienated Catholics – how? When they come to us, we don't need to tell them why. They already know.
- Could be a “welcoming voice on the phone”.
- Respect the fissure lines of the parish. Going to other parishes instead of in their own community.
- Common ground in the healing and reconciliation process.
- Issue of Catholics leaving the church, but not joining any other church or religion.
- How do we strengthen the bonds of community? It's okay to welcome them in, but then what? Deeper conversion after the welcome in the front door.
- Hospital ministry – educate parishioners to notify parish when someone is in the hospital – those are faith times. New HIPA laws make it very difficult to minister to the sick.
- How do we address the 20 – 40 year old group to make sure they are still involved. Lots are moving out of state. Many are moving out to find work. Affects parish registration and school census. Invitation – people invite people to come.
- How is this taken back to the parish councils. Down through regions and then the parishes, or parish and then region?

***Discussion of Goal VII: To promote service and action for***

**Objectives & Action Steps:**

- What will the Diocese of Rochester need to do in order to achieve its goals?
- Should goal 6 become part of Goal 7?
- Tom gave helpful suggestions to the group to take a couple of minutes to get them moving in the right direction.
- Margot stated that #5 could actually be divided into two sections: Church World, then putting the objectives under them. Some of the objectives would overlap.
- better coordination of social justice ministries within regions
- organized catholic charities in partnership with parishes
- coordinated effort for a media/PR campaign with the diocese speaking out
- we have random voices occasionally speaking out against violence
- reach out and respond to the marginalized, alienated, those most vulnerable among us.
- Generating collaborative ministry and advocacies for social justice
- Establishing pastoral care and guidelines for parishes
- Common ground initiative
- Restoring
- Need better communication of what's happening in the diocese (health care, housing,
- Build a sense of solidarity within the diocese
- Focus on a few key areas

- Need to reduce the level of violence (verbal, physical, and structural – church, culture, and world)
- Common ground initiative
- Training in things like non-violent education
- Increasing understanding of the church's teaching in social justice.
- Identifying and responding to the needs of seniors...
- Provide training,
- Engaging the peace and justice within the church and the world
- I think we need to be involved everyday
- Reaching out the to the
- Promoting healing and reconciliation within the diocese including the common ground initiative
- Promoting strong regional networks within the community.
- The church must insure that it models the social justice (practice what you preach)

### ***Discussion of Goal VIII: Youth and Young Adults***

- What are their interests? What will make them more involved? What do they want?
- Great diversity included within the 18 to 40. To lump them together and say what are we going to do about them is overwhelming.
- Begin to try to evaluate and define which categories and constituencies.
- Surveys, listening sessions. Need input.
- What prism do we see them through? We need to win the right to be heard.
- What they are saying and what we are hearing are often two different things.
- Once they come, what do we have to offer them?
- Not just age groups. Once that is taken into account, everything falls apart.
- Observing Young Life and how other churches as getting out to young. They are showing them it can be fun and enjoyable. Elders and peers work together.
- Role of John Paul and his impact on youth: Denver and Paris.
- Everything was open for discussion and learning. Liked the honesty of answers to questions whether or not they agree.
- Great spiritual need and attraction and an intellectual desire for answers. Authority figures are seen as resources.
- Religion was fun. Denver was Woodstock for these young Catholics.
- Mountain top moments are important even if they cannot be constant. However they can happen on a smaller level or scale.
- Our path to spirituality older has involved the institutional church. Then why do I need the church; I am on my own spiritual quest and journey.
  - Marriage: where are we on sexual issues
  - Teenagers: confusion on sexuality; relationship to suicide. How do we get out of the way and bring Christ in a real way
- Young people can spot phony a hundred miles away. JP II was authentic. If we are phony, there is no place to come.



Objectives	Action Steps	Measures	Responsibility
Mountain top experience but not at expense of being authentic “small mountain top experiences”	<ol style="list-style-type: none"> <li>1. Plan rallies Diocese state by archbishop for all diocese, nation and world event</li> <li>2. Don’t overlook small mountain top experience. Dialogue groups, retreats</li> <li>3. Give them the Truth of Christ. They can spot phony</li> <li>4. Send them out to cause their Mountain Top Experiences “Set the world on fire”</li> </ol>	<ol style="list-style-type: none"> <li>1. What do they need</li> <li>2. What do they want from their church</li> <li>3. Talk to them before and after</li> </ol>	<ol style="list-style-type: none"> <li>1. The Church</li> <li>2. Parishes</li> <li>3. Diocese of Rochester Archdiocese</li> <li>4. Rome</li> <li>5. Priest</li> <li>6. Laity</li> <li>7. Youth Ministers</li> </ol>
Because of spiritual needs of 18 to 40 yrs	<ol style="list-style-type: none"> <li>1. Divide 18-40 into different categories (e.g., young married with children)</li> <li>2. Choose say 10 couples to be peer leaders of such a group</li> <li>3. Listen to what their spiritual needs are</li> </ol>	Within 6 months	Parish level
For youth (teens) seek to make their faith relevant	<ol style="list-style-type: none"> <li>1. Offer periodic inspirational opportunities to gather e.g. Houston, Denver, etc.</li> <li>2. Build on those high faith experiences</li> <li>3. Remind them that Religion can be exciting but has to be lived daily</li> </ol>	Within 12 months	Diocesan youth office
Win the right to be heard	<ol style="list-style-type: none"> <li>1. See in 4 and 4a persons of faith who are gifted and worthy of time and their talents to teens to share</li> </ol>	Revisit the spectrum through which we see youth seeing them as a group with a spectrum of needs	Pastoral leadership Youth ministry team
Assess the gifts we have to share	Gather a team and assess the gifts each could bring to the ministry	Spend 3 months gathering learning assessing needs and preparing to invite youth	Youth ministry
Tap into the new spirituality of Gen X	Gather 20-30 year olds-active their historical experience and focus discussion dialogue groups.	Convene 6-10 members of that age group to outline a 6 week welcome program	
Explore successful models to discover all elements that contribute to success.	Identify 3 programs that successfully engage youth or young adults and discover all component parts.	Ad hoc team spends 10-12 weeks identifying and assessing	Ad hoc team of parishioners

		elements	
To strengthen marriage preparation and post-marriage support of couples	1. longer pre-Cana 2. Variety of post-Cana programs (spirituality of commitment, parenting etc.)		
To create a safe and open environment for teens and young adults to explore sexual identity/sexual issues			
To assist pastoral ministers to suspend judgment about pre-marital sex, cohabitation, birth control, sexual orientation			
Create a variety of prayer/retreat experiences for the whole group			

***Discussion of Write-in Goals (Objectives Discussion for # 7 and #1 below)***

**Write-In Goals**

1. To be an evangelizing Church (54)
2. To live as a culturally competent community of faith (5)
3. To seek active involvement in parish life from all parishioners (5)
4. To promote lay leadership (3)
5. To restore the trust & participation of all members of our faith community. (10)
6. To promote peace and justice in Church and the world. (10)
7. Support diverse cultural expressions within a unified Church (29)

**Objectives for Write in Goals**

- #6 is already stated in the GOALS but needs to be further clarified. Just add “and the world”.
- Could #5 be part of #7?
- #1, #7
- # 7 Sticking culturally to one goal or another. Need a stand-alone goal. Pope’s funeral was a good example of people thinking one way – Most did not understand because it was in Latin and we think in terms of everyone speaking English.
- #7 – Music, dance, language, visual art are all cultural expressions

- #7 – Some cultures treat socializing as more personalized, they want to stay among themselves where they feel more comfortable.
- #7 – Background traditions that are inherited i.e., cultural practices.
- #7 – Identify cultural diversity in faith communities.
- #7 – Celebrate the expression of the faith of all culture groups and bring these cultural expressions to the larger community.
- #7 – Appreciate what other cultures have. Build general awareness of other cultures.
- #7 – Exchange programs
- #7 – Visiting churches of other parishes
- #7 – Bring these cultural expressions to the larger community.
- #1 – Bring Catholics not participating in weekly liturgies back to the Church. Reach out to these people.
- #1 – Reach out to all non-participating members of our community.
- #1 – Senior and other home-bound, people w/disabilities, immigrants, migrants, homeless, prisoners are those that would be an opportunity to evangelize.
- #1 – some action steps may apply to everyone and some may apply to only a special group.
- #1 – study the needs of the individual groups that are marked for evangelization.
- #1 – Single and divorced action could be done together.
- #1 – Identify, communicate and then invite - how best to reach a particular group.
- #1 – Visit prisoners and evangelize those that are released. How can families keep in touch with those in jail.
- #1 – the disenfranchised can eventually become an involved part of the community.
- #1 – Listening is the first skill in reaching out to others.