



PASTORAL PLAN

2023 - 2028

Transforming our Lives; Building our Church

PASTORAL PLANNING PRAYER

Heavenly Father,
You have called us to be your people and to journey in faith, hope, and love.
May we face all challenges along the way, confident in the light of Your grace.

Christ, Good Shepherd,
Help us listen to your voice and follow you, so that our lives may be transformed.
May we in turn reflect your loving care for all the members of your flock.

Holy Spirit, flame of Love,
Empower us with your gifts to build up the Church in the Diocese of Peterborough
and beyond. Strengthen us so that we may be faithful to our calling and our mission.

O Blessed Trinity,
Enlighten us so that we may be light for the world. Lead us, so that we may lead others
to you. Above all, ignite our hearts with your love so that we may reflect your goodness
and mercy before all people.

Amen.



Roman Catholic Diocese of Peterborough

Diocesan Pastoral Plan

Transforming our Lives; Building our Church

2023-2028

Pastoral Planning Committee Members

These are the people who have served or continue to serve as members of the Diocesan Pastoral Planning Committee:

- Most Reverend Bishop Miehm, Chair of the Committee
- Msgr. Michael Heffernan, Vicar General, Diocesan Finance Council member
- Jeannie Armstrong, Superintendent of Special Education and Faith/Equity, Peterborough Victoria Northumberland and Clarington Catholic District School Board
- Fr. Gerard McMahon then Fr. Craig Cruikshank, Dean of the Southern Deanery
- Fr. Ron Meyer then Fr. Joseph Devereaux, Dean of Central Deanery
- Fr. Randy Foster, Dean of the City Deanery
- Deacon Sean Gallagher
- Anne Higgins, Southern Deanery layperson
- Kathie Hogan, Northern Deanery layperson
- Joanne Hough, Catholic Lay Organization Member, Past President CWL
- Helena Lessard, Diocesan President of the Catholic Women's League / Central Deanery layperson
- Fr. Tom Lynch, Priest and Principal of Sacred Heart College
- Sr. Eileen McManus CSJ, Religious
- Deb McRae, Director of Finance, Property, and Administration, Diocesan Finance Council member
- Michael Nasello, Collaborative Consultation Resource
- Fr. Jerry Tavares, Resource for Parishes
- Deirdre Thomas, Assistant to the Bishop / Communications
- Fr. Neil Campbell then Fr. Roy Villas, Dean of the Northern Deanery
- Dr. Peter Dawson then Jacob Sullivan, City Deanery layperson

Background before the pandemic

Fall of 2016: Most Reverend Bishop McGrattan initiates the discussions about Diocesan Pastoral Planning

January, 2017: Bishop McGrattan is moved to Calgary and in April of 2017, Bishop Miehm is installed as Bishop of Peterborough.

2019: Bishop Miehm meets with curia to restart the Diocesan Pastoral Plan discussions, Committee is formed, and information is shared with priests at the Study Days.

January to March of 2020: Priests begin to form Parish Teams for pastoral planning, Fr. Tom & Fr. Jerry roll out the *Rebuilt* discussion process for parishes

March of 2020: Pandemic health precautions are introduced.

Background during and after the pandemic

January, 2021:
Diocesan Pastoral Planning Committee revises the process for pastoral planning and begins to explore online options.

Fall, 2021:
Diocesan Pastoral Planning and Synodal Report processes are streamlined into a single process.

Online surveys are launched through ThoughtExchange and Google. Special outreach is made to young people and the folks we see only at Christmas. Parishes discussion groups happen online and in person.

April, 2022:
Infographic entitled, What Are We Hearing? Is published at Easter.

June, 2022:
Diocesan Synthesis for the Synodal Process is forwarded to the ACBO and published widely.

Summer and Fall, 2022:
Now What? Online survey is launched.

Deanery meetings and the Diocesan Gathering are held.

January, 2023:
Pastoral Planning Committee reviews all the input and formulates the direction for the stage of writing.

February to April, 2023:
Drafting the Pastoral Plan, Consulting with the Committee and Editing

May, 2023:
Publication of the Pastoral Plan at Pentecost.

Who had input? 4000 + people

- Clergy
- Religious
- Laypeople practicing the faith
- Laypeople distanced from the Church
- Youth (PVNC process; Boards shared links with students)
- Lay organization members
- A couple of people from other faiths and traditions

Overarching Principles

Reflecting our unity and mission as the Body of Christ, we will:

- serve and support all of God's people within and beyond the parish communities;
- enhance communication to be more relational, engaging, respectful, positive; and to bear with one another in Christ,
- remain open to the promptings of the Holy Spirit who guides the Church in Her journey.



OVERARCHING PRINCIPLES

“I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace.”

- Ephesians 4: 1-3

Reflecting our unity and mission as the Body of Christ, we will:

1. Serve and support all of God's people within and beyond the parish communities
2. Enhance communication to be more relational, engaging, respectful, positive; and to bear with one another in Christ
3. Remain open to the promptings of the Holy Spirit who guides the Church in Her journey

Year by Year

2023-2024

- Goal 1 - To reach out and engage all people with the message of the Gospel.
- Goal 2 - To be an inviting and welcoming Church that fosters community.

2024-2025

- Goal 3 - To offer well-prepared liturgies that promote prayer and participation.
- Goal 4 - To be a Church engaged in ministry and mission.

2025-2026

- Goal 5 - To engage in responsible stewardship of God's gifts for the present and future.
- Goal 6 - To be a Church that nurtures reconciliation, healing, and mercy.

2026-2027

- Consolidation - strengthening new ventures from the previous three years

2027-2028

- Review - looking back and seeing what still needs to be done

Diocesan Support of Parishes

- www.peterboroughdiocese.org/resources
- Resources listed on pages 18 & 19 in the Pastoral Plan are live weblinks.
- Formed.org
- Dashboard – Action Worksheets in two formats
- Deanery Meeting sharing
- Sacred Heart College

RESOURCES

ROMAN CATHOLIC DIOCESE OF PETERBOROUGH WEBSITE

Pastoral Plan	www.peterboroughdiocese.org/plan
Pastoral Plan Process	www.peterboroughdiocese.org/process
Pastoral Planning Resources for Parishes	www.peterboroughdiocese.org/resources
How to Get Involved	www.peterboroughdiocese.org/involved

WORKSHEETS

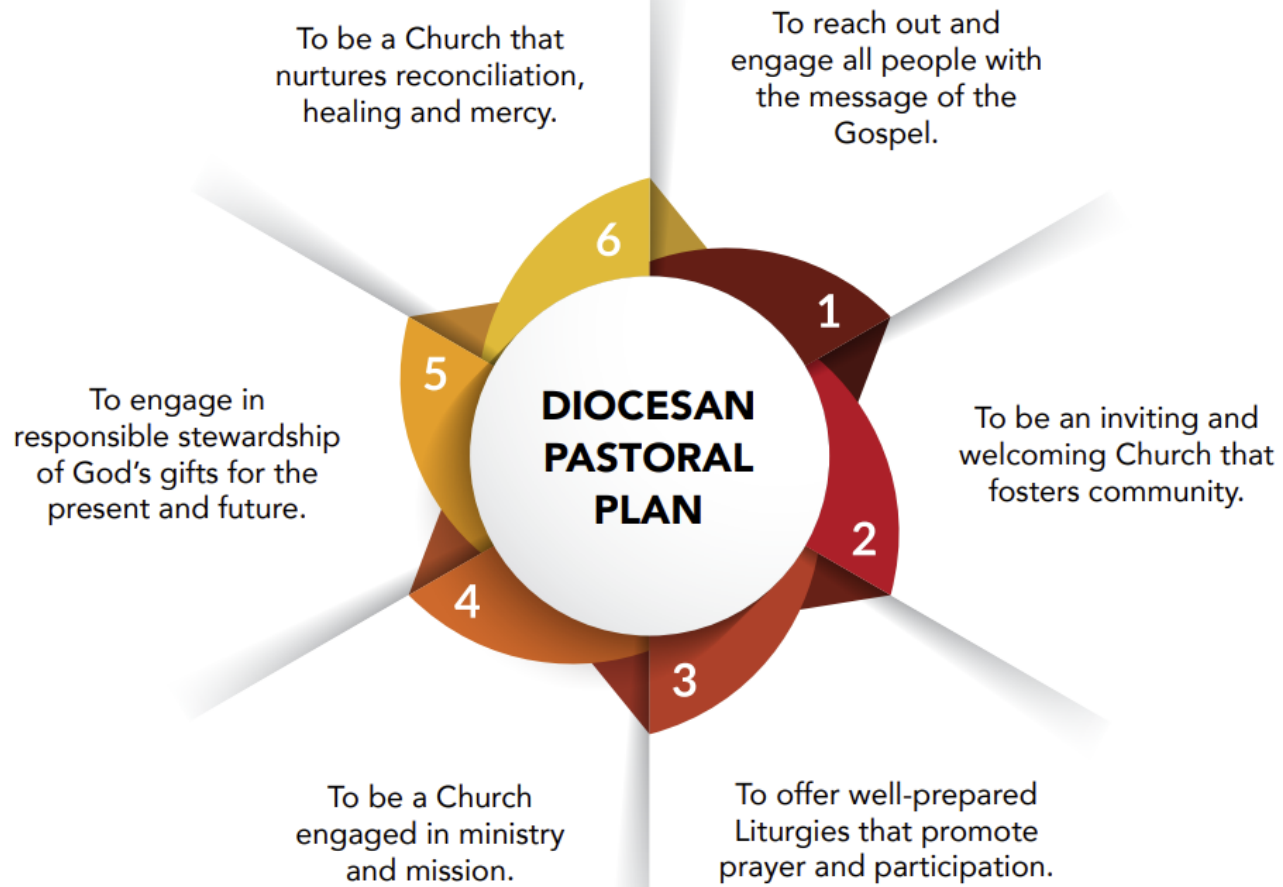
Diocese of Peterborough Worksheet – Actions
Parish Worksheet – Actions

PASTORAL PLANNING WORKING DOCUMENTS & VIDEOS

[Mass at the Cathedral of St. Peter-in-Chains on October 17, 2021](#)
[Invitational Video – Most Reverend Bishop Mieh](#)
[What Are We Hearing, April, 2022](#)
[Diocesan Synthesis - What We Heard, June, 2022](#)
[Central Deanery, September 24, 2022](#)
[Southern Deanery, October 1, 2022](#)
[Northern Deanery, October 29, 2022](#)
[City Deanery, November 5, 2022](#)
[Diocesan Gathering, November 19, 2022](#)



GOALS



Overview of
Goals – page 7

GOAL ONE

To reach out and engage all people with the message of the Gospel.

PARISH STEPS

- Optimize the use of the parish website and social media engagement to expand the parish's outreach to all people.
- Promote adult education in the faith through Bible study, learning about the Catechism of the Catholic Church, and other topics of interest.
- Facilitate small faith-sharing and prayer groups.
- Offer strong sacramental preparation in partnership with families and the Catholic schools
- For parishes with Catholic schools, participate in events that further the parish, home, school partnership.
- Prepare parishioners as intentional disciples to engage in works of evangelization beyond the parish using available programs.

2023-2024

GOAL ONE

To reach out and engage all people with the message of the Gospel.

DIOCESAN STEPS

- Further the use of the Diocesan website, social media, and the online Formed resource to reach out to all people and provide faith resources.
- Utilize Sacred Heart College to equip parishes for catechetical ministry, outreach, and evangelization.
- Provide a guideline of catechetical resources for First Reconciliation, First Eucharist, and Confirmation sacramental preparation programs including the Rite of Christian Initiation for Adults and Marriage Preparation.

GOAL TWO

To be an inviting and welcoming Church that fosters community.

PARISH STEPS

- Reach out to parishioners by offering social and community events.
- Establish a welcoming committee in the parish to enhance the experience of new parishioners (such as parents seeking baptism for their baby and engaged couples planning their wedding) and to reach out invitationally into the community.
- Review the physical space of the office, church, and hall to assess how accessible and inviting it is.
- Implement programs that promote the greater involvement of family and youth and engagement of Catholic schools (such as Children's Liturgy, Youth Group, Catholic Mom's group, Family Suppers, etc.)
- Facilitate programs that engage the gifts of the newly retired and the elders of the parish community.
- Enhance the parish communication strategies (online and printed) to facilitate contact among parishioners and build community.
- Support and work with lay organizations in the parish (such as Catholic Women's League, Knights of Columbus, Society of St. Vincent de Paul, Development and Peace, and prayer groups.)

GOAL TWO

To be an inviting and welcoming Church that fosters community.

DIOCESAN STEPS

- Renew the focus upon programs to support the faith development of youth and families.
- Encourage activities and cooperation among parishes and outreach to build deanery and diocesan community (ie shared missions and programs.)
- Expand programs to welcome and support priests new to the Diocese and new to the country.
- Enhance the provision of campus ministry at the university and college levels.
- Seek ways to collaborate with Catholic school boards to support their Pastoral Plans.

GOAL THREE

To offer well-prepared liturgies that promote prayer and participation.

PARISH STEPS

- Establish a Parish Liturgy Committee to review the worship life of the community and enhance it where needed.
- Use Diocesan and other resources to provide training programs for the liturgical ministries.
- Ensure the reverential celebration of the Eucharist in accordance with the *General Instructions of the Roman Missal*.
- Enhance the prayerful participation at Mass through appropriate liturgical music suited to the Season, occasion, and readings.
- Offer education about the liturgy through bulletin inserts and other resources.
- Work collaboratively with educators to help Catholic school students understand the importance and the meaning of liturgy.
- Consider options for various liturgical celebrations at the parish such as the Liturgy of the Hours, Marian devotions, Eucharistic Adoration, Novenas and Novena Masses, etc.

GOAL THREE

To offer well-prepared liturgies that promote prayer and participation.

DIOCESAN STEPS

- Continue the physical restoration of the Cathedral to promote its place as the Mother Church of the Diocese and the centre of liturgical life.
- Form a Diocesan Liturgical Commission to consider matters related to the liturgies and the associated training for them.
- Provide further training and professional development in preaching for the clergy.
- Offer resources and training for liturgical musicians.

GOAL FOUR

To be a Church engaged in ministry and mission.

PARISH STEPS

- Form a Parish Pastoral Council that will offer input and consultation on all aspects of community and pastoral life.
- Undertake a “Gifts” inventory to better determine talents and abilities of parishioners.
- Open conversations with other groups and agencies in the community to determine what needs a parish community might address.
- Identify and respond to an under-served group within the parish.
- In partnership with, Catholic agencies like Development and Peace, Aid to the Church in Need, and Catholic Near East Welfare Association, monitor and respond to global challenges and needs.
- Seek opportunities to promote and support the missionary activity of the Church both internationally (Pontifical Mission Society) and nationally (Catholic Missions in Canada).
- Seek partnerships with other faith communities and give support to local ministerial associations.

GOAL FOUR

To be a Church engaged in ministry and mission.

DIOCESAN STEPS

- Host sessions on the Catholic Social Teachings of the Church for clergy and laity.
- Support the parishes with a volunteer recruitment and training program.
- Develop and publish *Directives and Guidelines for Parish Pastoral Councils*.
- Seek opportunities for ecumenical engagement with other Christians and promote dialogue with inter-faith partners.
- Enhance the partnership with the Archdiocese of Keewatin-Le Pas.

GOAL FIVE

To engage in responsible stewardship of God's gifts for the present and future.

PARISH STEPS

- Seek opportunities to pray and work for the protection of life from conception until natural death.
- Pursue initiatives that promote a culture of vocations to Christian marriage, priesthood, permanent diaconate, religious life and single life.
- Assess the environmental impact of the parish plant and seek ways to promote a more environmentally friendly footprint.
- Open or continue conversations about the financial viability of all parish buildings and missions with a view to short, mid, and long-term projections.
- Seek opportunities for augmenting offertory, donations, planned giving, and capital campaigns to sustain the life of the parish.

GOAL FIVE

To engage in responsible stewardship of God's gifts for the present and future.

DIOCESAN STEPS

- Ensure that all Diocesan policies and procedures are current, comply with canon and civil law, and address emerging issues.
- Continue on a course of planning for future needs of the Diocese with respect to buildings, finances, and personnel.
- Make sure that effective programs for marriage preparation and the promotion of vocations of the priesthood, consecrated life, and the permanent diaconate are in place.
- Explore financial development projects, planned giving, and capital campaigns to sustain the pastoral life of the Diocese.

GOAL SIX

To be a Church that nurtures reconciliation, healing, and mercy.

PARISH STEPS

- Preach and catechize on the Sacrament of Reconciliation and ensure the parish offers ample opportunities for its celebration.
- Organize a ministry of care and outreach to long-term care facilities, hospitals, and hospices within the parish and parishioners who are homebound.
- Establish or build on existing relationships with Indigenous peoples and organizations within the parish to further the journey of reconciliation.
- Initiate or work with other parishes to establish a grief support network.
- Identify needs of parishioners and offer programs or suggest community resources for conflict resolution, healing, and well-being.
- Offer a mission or series of talks as a parish or with other parishes in your area in Lent or outside of Lent that addresses the theme of reconciliation and healing.

GOAL SIX

To be a Church that nurtures reconciliation, healing, and mercy.

DIOCESAN STEPS

- Seek ways to promote the spirit of synodality and ongoing collaboration within the Diocesan church.
- Continue the ongoing work of reconciliation with Indigenous peoples to ensure the fulfillment of the commitments of the local Indigenous Reconciliation Fund.
- Provide resources for parishes offering programs to support the needs of parishioners seeking reconciliation, mercy, and healing.
- Organize a liturgy annually to pray for the victims of sexual abuse inflicted by clergy.
- Support faithful and positive family relationships by providing relevant programs and resources.
- Explore mental health partnerships to provide information about available services.

Consolidation and Review

CONSOLIDATION 2026-2027

Strengthening new ventures from the previous three years



REVIEW 2027-2028

Looking back and seeing what still needs to be done



Action - Diocese

- Planning Focus comes from the Pastoral Plan.
- The Actions detail what the Diocese will do to move the planning focus forward.
- The Responsibility column indicates who will be involved.
- The timeline shows when it is expected to happen.



Roman Catholic Diocese of Peterborough
Diocesan Pastoral Plan Action Worksheet
2023-2028

Year: 2023-2024

GOAL #1: Reach out and engage all people with the message of the Gospel.

PLANNING FOCUS	ACTIONS	RESPONSIBILITY	TIMELINE
Further the use of the Diocesan website, social media, and the online Formed resource to reach out to all people and provide faith resources.			
Utilize Sacred Heart College to equip parishes for catechetical ministry, outreach, and evangelization.			
Provide a guideline of catechetical resources for First Reconciliation, First Eucharist, and Confirmation sacramental preparation programs including the Rite of Christian Initiation for Adults and Marriage Preparation.			


1

Action - Parish

The Action Worksheets will be posted on the Dashboard (Intranet) and they are available in two formats for the convenience of the parish:

1. PDF fillable version designed in a similar way to the Pastoral Plan.
2. Microsoft Word version formatted by Patsy Scott and similar to the Spiritual Report required by the Office of Spiritual Affairs annually.

2


 Roman Catholic Diocese of Peterborough
Parish Pastoral Plan Action Worksheet
2023-2028

Name of Parish: The goals and next steps articulated on this Parish Worksheet are the result of regional and diocesan discussions as well as online submissions and parish sessions. We know that much good work and ministry is already being done in our parishes. It is for each parish community to seek the input of individual members and organized groups to identify the good things already being done and to determine what steps work best in your particular pastoral situation to support further progress. The important thing is that every parish takes some concrete steps forward to achieve these pastoral goals in the next five years.

Location:

GOAL #1: Reach out and engage all people with the message of the Gospel. **Year: 2023-2024**

PLANNING FOCUS	ACTIONS	RESPONSIBILITY	TIMELINE
Optimize the use of the parish website and social media engagement to expand the parish's outreach to all people.			
Promote adult education in the faith through Bible study, learning about the Catechism of the Catholic Church, and other topics of interest.			
Facilitate small faith-sharing and prayer groups.			
Offer strong sacramental preparation in partnership with families and the Catholic schools.			
For parishes with Catholic schools, participate in events that further the parish, home, school partnership.			
Prepare parishioners as intentional disciples to engage in works of evangelization beyond the parish using available programs.			

 ROMAN CATHOLIC DIOCESE OF PETERBOROUGH
PARISH PASTORAL PLAN ACTION WORKSHEET
2023 - 2028

The goals and next steps articulated on this Parish Worksheet are the result of regional and diocesan discussions as well as online submissions and parish sessions. We know that much good work and ministry is already being done in our parishes. It is for each parish community to seek the input of individual members and organized groups to identify the good things already being done and to determine what steps work best in your particular pastoral situation to support further progress. The important thing is that every parish takes some concrete steps forward to achieve these pastoral goals in the next five years.

NAME OF PARISH:


Location:

(Title) through worksheet. (Spencer) will select or deselect checkbox.

GOAL	PLANNING FOCUS	ACTIONS	RESPONSIBILITY	TIMELINE
ONE - To reach out and engage all people with the message of the Gospel.	<input type="checkbox"/> Optimize the use of the parish website and social media engagement to expand the parish's outreach to all people.			
	<input type="checkbox"/> Promote adult education in the faith through Bible study, learning about the Catechism of the Catholic Church, and other topics of interest.			
	<input type="checkbox"/> Facilitate small faith-sharing and prayer groups.			
	<input type="checkbox"/> Offer strong sacramental preparation in partnership with families and the Catholic schools.			
	<input type="checkbox"/> For parishes with Catholic schools, participate in events that further the parish, home, school partnership.			
	<input type="checkbox"/> Prepare parishioners as intentional disciples to engage in works of evangelization beyond			


Action - Parish

- Planning Focus for the parish comes from each goal in the Pastoral Plan.
- The Actions detail what the Parish will do to move the planning focus forward.
- The Responsibility column indicates who will be involved.
- The timeline shows when it is expected to happen.

 Roman Catholic Diocese of Peterborough Parish Pastoral Plan Action Worksheet 2023-2028			
GOAL #2: Be an inviting and welcoming Church that fosters community.			Year: 2023-2024
PLANNING FOCUS	ACTIONS	RESPONSIBILITY	TIMELINE
Reach out to parishioners by offering social and community events.			
Establish a welcoming committee in the parish to enhance the experience of new parishioners (such as parents seeking baptism for their baby and engaged couples planning their wedding) and to reach out invitationally into the community.			
Review the physical space of the office, church, and hall to assess how accessible and inviting it is.			
Implement programs that promote the greater involvement of family and youth and engagement of Catholic schools (such as Children's Liturgy, Youth Group, Catholic Mom's group, Family Suppers, etc.)			
Facilitate programs that engage the gifts of the newly retired and the elders of the parish community.			
Enhance the parish communication strategies (online and printed) to facilitate contact among parishioners and build community.			
Support and work with lay organizations in the parish (such as Catholic Women's League, Knights of Columbus, Society of St. Vincent de Paul, Development and Peace, and prayer groups.)			

Sharing Parish Progress

- The Parish Action worksheet is a living document – it is evergreen.
- Parish Action worksheets will be shared and discussed regularly at Deanery meetings.
- The Parish Action worksheet will be submitted annually with the Spiritual Report.

 Roman Catholic Diocese of Peterborough Parish Pastoral Plan Action Worksheet 2023-2028			
GOAL #3: Offer well-prepared liturgies that promote prayer and participation.			Year: 2024-2025
PLANNING FOCUS	ACTIONS	RESPONSIBILITY	TIMELINE
Use Diocesan and other resources to provide training programs for the liturgical ministries.			
Establish a Parish Liturgy Committee to review the worship life of the community and enhance it where needed.			
Ensure the reverential celebration of the Eucharist in accordance with the General Instructions of the Roman Missal.			
Enhance the prayerful participation at Mass through appropriate liturgical music suited to the Season, occasion, and readings.			
Offer education about the liturgy through bulletin inserts and other resources.			
Work collaboratively with educators to help Catholic school students understand the importance and the meaning of liturgy.			
Consider options for various liturgical celebrations at the parish such as the Liturgy of the Hours, Marian devotions, Eucharistic Adoration, Novenas and Novena Masses, etc.			

Discussion Questions

What catches your attention in the Pastoral Plan?

What are your concerns?

What gives you hope for the next five years?

How will you approach the Pastoral Plan implementation process with your parish staff and community?



Reports from Discussions

General sense of the discussions we had

A point we wanted to make ...



Something which squared with our own experience ...



Thoughts circling in our heads ...



Summary and Next Steps

