



Roman Catholic Diocese of Peterborough

# Diocesan Pastoral Plan

*Transforming our Lives; Building our Church*

2023-2028

LORD, TO WHOM SHALL WE GO?  
YOU HAVE THE WORDS  
OF ETERNAL LIFE.

JOHN 6:68



VITAE AETERNAE VERBA HABES

# TABLE OF CONTENTS

Pastoral Planning Prayer .....	4
Message from Most Reverend Bishop Miehm .....	5
Overarching Principles .....	6
Goals .....	7
Next Steps .....	8
Goal #1 .....	9
Goal #2 .....	10
Goal #3 .....	11
Goal #4 .....	12
Goal #5 .....	13
Goal #6 .....	14
Implementation and Timeline .....	15
Actions of the Parish .....	16
Actions of the Diocese .....	17
Resources .....	18





## 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.

# MESSAGE FROM MOST REVEREND BISHOP MIEHM

May 28, 2023  
Pentecost Sunday

Dear Brothers and Sisters in the Diocese of Peterborough,

This Pastoral Plan for our Diocese is the fruit of much consultation, deliberation and prayer. The development process for this Pastoral Plan is detailed on our website. In every time and place, the Church must discern how to live our Lord's commission to his first disciples, "Go therefore and make disciples of all nations." (Mt. 28:19). It is for the Church in each Diocese to determine how best to achieve this mission with its own set of local circumstances, challenges and resources.

I am gratified that people from across our large and diverse Diocese – young and old, priests and lay people, city and rural dwellers – offered input during our period of consultation, whether online or in parish and regional meetings. We have experienced a true action of the Holy Spirit and that is reassuring, for the task of "Transforming our Lives and Building our Church," is ultimately the action of God and can only be achieved with His grace. The Diocesan Pastoral Planning Committee has also endeavoured to listen to the voice of the Holy Spirit, by receiving and reflecting on the extensive input, and ultimately producing the Pastoral Plan that you will read about in these pages.

My prayer and hope is that priests and parishioners will now take the Diocesan Pastoral Plan, study it carefully and prayerfully reflect on how to implement it in their local faith community. In all that we do to realize these pastoral goals let us rely on the grace of the Lord Jesus: for, as St. Paul reminds us, "In him you are also being built together into a dwelling place of God in the Spirit." (Eph 4:22). Trusting in the divine providence which has guided us thus far, let us commit to making this Pastoral Plan a living reality in each parish of the Diocese of Peterborough.

Yours in Christ,



+Most Reverend Daniel Miehms  
Bishop of Peterborough



## 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.”*

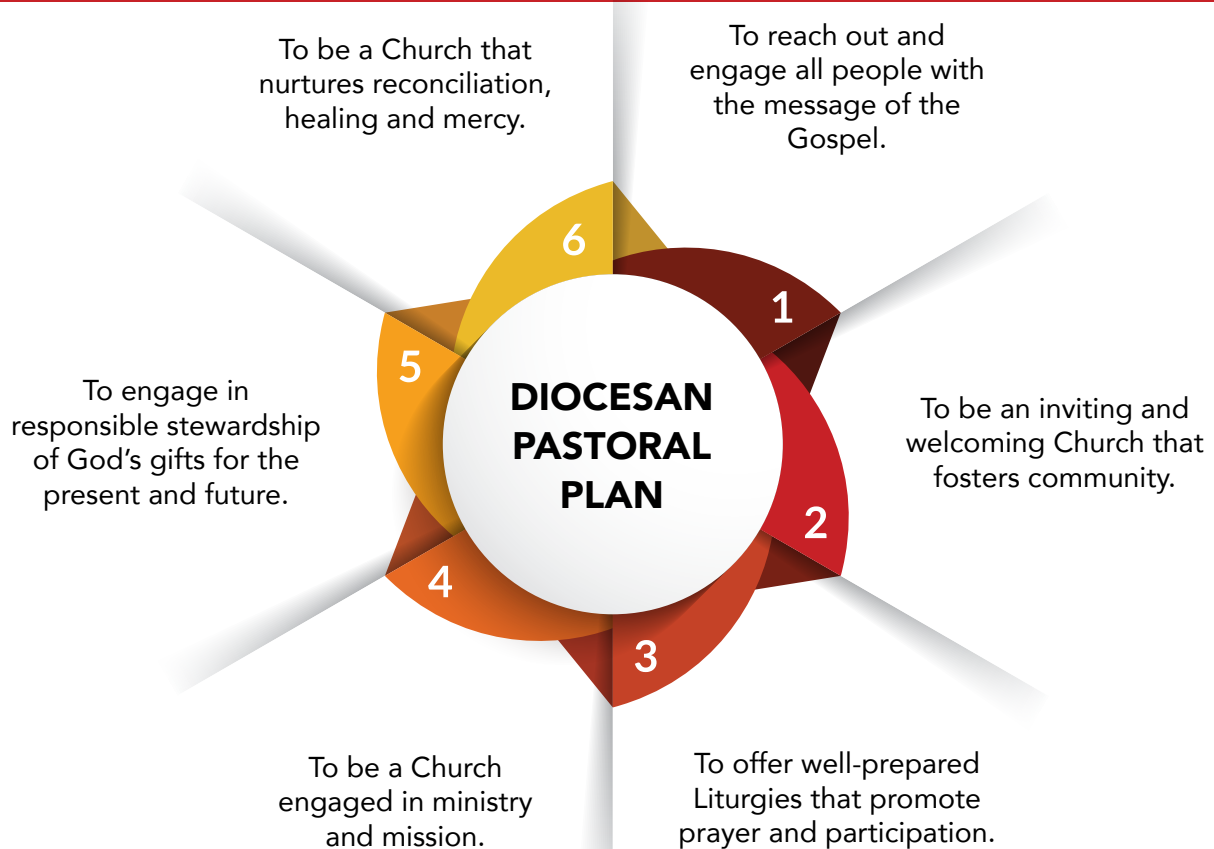
- Ephesians 4: 1-3

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



## GOALS





## NEXT STEPS

The steps articulated here 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.

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

*We declare to you what was from the beginning, what we have heard, what we have seen with our eyes, what we have looked at and touched with our hands, concerning the word of life.*

- 1 John 1: 1

### 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.

### 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 #1

## GOAL #2: Be an inviting and welcoming Church that fosters community

*May the God of steadfastness and encouragement grant you to live in harmony with one another, in accordance with Christ Jesus, so that together you may with one voice glorify the God and Father of our Lord Jesus Christ. Welcome one another, therefore, just as Christ has welcomed you, for the glory of God.*

- Romans 15: 5 -7

### 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.)

### 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 (i.e. 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 #2

## GOAL #3: Offer well-prepared liturgies that promote prayer and participation

*“Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you.”*

- 1 Thessalonians 5: 16-18

### 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.

### 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 #3

## GOAL #4: Be a Church engaged in ministry and mission

*And this is my prayer, that your love may overflow more and more with knowledge and full insight to help you to determine what is best, so that in the day of Christ you may be pure and blameless, having produced the harvest of righteousness that comes through Jesus Christ for the glory and praise of God.*

- Philippians 1: 9-11

### 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.

### 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 #4

## GOAL #5: Engage in responsible stewardship of God's gifts for the present and future

*“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. Whoever speaks must do so as one speaking the very words of God; whoever serves must do so with the strength that God supplies, so that God may be glorified in all things through Jesus Christ. To him belong the glory and the power forever and ever.”*

- 1 Peter 4: 10-11

### 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.

### 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 #5

## GOAL #6: Be a Church that nurtures reconciliation, healing, and mercy

*All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting the message of reconciliation to us. So we are ambassadors for Christ, since God is making his appeal through us; we entreat you on behalf of Christ, be reconciled to God.*

- 1 Peter 4: 10-11

### 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.

### 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.

GOAL #6

# IMPLEMENTATION AND TIMELINE

**2023/2024**

**Goal #1:** Reach out and engage all people with the message of the Gospel

**Goal #2:** Be an inviting and welcoming Church that fosters community

**2024/2025**

**Goal #3:** Offer well-prepared liturgies that promote prayer and participation

**Goal #4:** Be a Church engaged in ministry and mission

**2025/2026**

**Goal #5:** Engage in responsible stewardship of God's gifts for the present and future

**Goal #6:** 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

Note: For planning purposes, the years referred to above begin in September, the customary start of the parish pastoral programs.



## ACTIONS OF THE PARISH

Each Parish team will complete a Parish Worksheet detailing the year, goal, planning focus, parish actions, responsibility, and the timeline.

This worksheet will become a living document detailing the parish's progress at Deanery meetings and annually, it will be submitted with the Parish's Spiritual Report.


Roman Catholic Diocese of Peterborough Parish Pastoral Plan Action Worksheet 2023-2028			
<b>Name of Parish:</b>			
<small>The goals and next steps outlined on this Parish Worksheet are the result of regional and diocesan discussions with active 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 engaged 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.</small>			
<b>Location:</b>			
<b>GOAL #1: Reach out and engage all people with the message of the Gospel.</b>			
PLANNING FOCUS	ACTIONS	RESPONSIBILITY	TIMELINE
Optimize the use of the parish website and social media engagement (volunteer the parish's website to all parishes).			
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.			



## ACTIONS OF THE DIOCESE

The Pastoral Administration Team of the Diocese will complete a Diocesan Worksheet detailing the year, goal, planning focus, parish actions, responsibility, and the timeline.

This worksheet will become a living document detailing the progress in the Diocese. It will also be a tool to share at Diocesan meetings.

 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
Exploit the use of the Diocesan website, social media, and the online Annual Report to reach back to all people and provide both resources.			
Utilize Sacred Heart College to engage parishes for catechetical activity, outreach, and evangelization.			
Provide a guideline of catechetical resources for First Reconciliation, First Confession, and Confirmation sacramental preparation programs including the Way of Christian Initiation for Adults and Marriage Preparation.			

# RESOURCES

## ROMAN CATHOLIC DIOCESE OF PETERBOROUGH WEBSITE

Pastoral Plan	<a href="http://www.peterboroughdiocese.org/plan">www.peterboroughdiocese.org/plan</a>
Pastoral Plan Process	<a href="http://www.peterboroughdiocese.org/process">www.peterboroughdiocese.org/process</a>
Pastoral Planning Resources for Parishes	<a href="http://www.peterboroughdiocese.org/resources">www.peterboroughdiocese.org/resources</a>
How to Get Involved	<a href="http://www.peterboroughdiocese.org/involved">www.peterboroughdiocese.org/involved</a>

## 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 Miehm](#)

[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](#)



# RESOURCES

## **SYNODAL DOCUMENTS**

[Synod 2021-2023: For a Synodal Church: Communion, Participation, and Mission](#)

[EN - Assembly of Catholic Bishops of Ontario - Regional Synthesis, June 2022](#)

[FR - Assemblée des évêques catholiques de l'Ontario - Regional Synthesis, juin 2022](#)

[EN - Canadian Conference of Catholic Bishops - National Synthesis, September 2022](#)

[FR - Conférence des évêques catholiques du Canada - Synthèse nationale, septembre 2022](#)

[EN - WORKING DOCUMENT FOR THE CONTINENTAL STAGE, "Enlarge the space of your tent" \(Is 54:2\)](#)

[FR - DOCUMENT DE TRAVAIL POUR L'ÉTAPE CONTINENTALE, « Élargis l'espace de ta tente » \(Is 54,2\)](#)

[EN - North American Final Document for the Continental Stage](#)

[FR - Document final nord-américain pour l'Étape continentale](#)

## **ONLINE RESOURCE**

[Formed.org, Augustine Institute](#)

## **RESOURCE SHEETS**

[Here are 7 steps for creating a simple action plan.](#)

[How to use the Action Plan Template](#)

[SMART Goal Worksheet](#)

[Start Up Support](#)



## Transforming our Lives; Building our Church



## Contact Us

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