



Diocese of Toledo

STRATEGIC PLAN

UPDATE

11/01/21 • Number 6



Strategic Plan Updates

In this update we reflect back on the work of the pillar teams since the Strategic Plan was established.

Want to help?

Contact the pillar leaders below to share your ideas.

Pillar 1

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Pillar 2

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Pillar 3

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Pillar 1 - Supporting the Health of Parishes & Clergy

- Established a Minister to Priests position dedicated to the outreach and support of our priests so as to promote holistic health and wellbeing (spiritually, emotionally, physically, socially and intellectually).
- Established an Office of Intentional Planning held within the Department of Discipleship and Family Life
 - Compiled data from the listening sessions, along with the demographic data and presented to leadership.
 - Benchmarked with statistical data from other dioceses.
 - Completed census data of the government along with churches in the diocese, including diocesan statistics from 1981-2019.
 - Completed report from the meetings with all of the priests.
- Completed a Parish Self-Evaluation Tool
- Created a program for ongoing vocation development
- Successful transition to give resources to parishes via “Reconnect - COVID19 Recovery” during the height of the pandemic.

Pillar 2 - Invigorating Evangelization & Formation

- Developed and sent out an evangelization survey and gathered all the data.
- Conducted eighteen focus group sessions across the diocese. Participants were priests, deacons, religious women and men, parish staff and volunteers.
 - Results were compiled and categorized. The three main priorities we are focusing on are Parish Staff, Domestic Church (parents, families, youth ministry, etc.), and Young Adults.
 - From the results, research is on-going of best practices. These best practices will be put in to a knowledgebase portal for pastors, parish and school staffs to access.
- Identified, evaluated, and chose three parish assessment tools to help parishes determine the vibrancy of the parish. They include Catholic Leadership Institute's Discipleship Maker Index, Renew International's BeMyWitness Parish Assessment, and a Self-guided Parish Questionnaire
- Created a video and audio studio in the Pastoral Center and is used by other Strategic Plan Pillars and Departments. The studio is used for live webinars and virtual conferences, the recording of The Bishop's Corner, along with other video recording needs. Thanks to Annunciation Radio, we have a fully functioning radio studio where we have held live shows and we are able to record shows and podcasts.

Pillar 3 - Enhancing Lay Leadership

- Chose a new educational and training platform, “Franciscan at Home” (FHI) after extensive research and later working with Pillar 4. This platform will be used to support the needs of lay leadership training.



Pillar 4

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Pillar 6

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Pillar 4 - Strengthening Catholic Education

- Implemented a new Catholic School Orientation curriculum for new teacher-ministers.
- Created a new two-year mentor program for all new teacher-ministers.
- Renewed the teacher-minister on-boarding course, John 3:16, based on the *Holy See's Teaching on Catholic Schools*.
- On boarded teachers, principals, and directors of religious education on new learning platform for professional development and formation: "Franciscan at Home Institute" (FHI).
- Successfully hosted (virtually) the third annual diocesan-wide Known, Loved, & Served event for Catholic educators.
- Introduced virtues-based pedagogy to school leaders and teachers.
- Promoted and refined governance statutes to serve board-run Diocesan Catholic schools.

Pillar 5 - Growing Catholic Charities Outreach & Advocacy

- "Action Committee" members met with Lima area Pastors who expressed an interest to have Catholic Charities provide services. Areas of interest include counseling, prisoner re-entry/re-integration; immigration legal services; crisis navigation services; and possibly an emergency family shelter. Follow-up meetings with suggested community resources have taken place and are ongoing to further identify opportunities for service.
- "Action Committee" members had a conference with Pastors from Napoleon, Bryan and Defiance, on October 28, 2020. Unmet needs discussed included furniture ministry, legal immigration services, and homeless shelter. Community partners were also identified for the Committee to reach out to learn more at each location. A meeting was held with representatives from Mercy Health. They shared needs for Permanent Supportive Housing, prisoner re-entry/re-integration services and emergency shelter.
- "Acton Committee" members talked to private foundations, Parishes, agency providers, and United Way agencies. Various community needs were expressed. The next step is to have meetings with Pastors in these communities, share the findings, and work to determine next steps.

Pillar 6 - Developing Financial Resources

- Enhance ACA
 - Created a major giving program
 - Enhanced promotional materials and messaging
 - Revised Parish ACA goal setting and rebate program
 - Enhanced support for Parishes with largest shortfall to hitting ACA goal
- Execute Diocesan-wide Capital Campaign
 - Conducted a feasibility study involving more than 1400 survey participants across Diocese
 - Conducted multiple clergy information sessions to generate input and support
 - Contracted with CCS to conduct a \$65M Diocesan-wide capital campaign October 2021 – May 2023
 - Launched Diocese-wide Capital Campaign with Pilot Parish Phase starting October 2021
- Establish a Fully Functional Development/Fundraising Office
 - Restructured prior Development Office and formed the Office of Mission Advancement
 - Hired staff: Mission Advancement Officer, ACA Manager, Database Admin
 - Created the Catholic Investment Trust to secure and invest longer term Parish, School, and Diocese funds
 - Supported Parishes with enhanced parishioner engagement: Training Materials; Online Giving; SECURE Program
 - Formed the new Catholic Community Foundation, with initial goal to receive and hold all Diocese Capital Campaign funds