



Diocese of Toledo STRATEGIC PLAN UPDATE

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Want to help?

Contact the pillar leaders below to share your ideas.

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Strategic Plan Updates

We are excited to update you on the continued progress of the Diocesan Strategic Plan! In this issue we will share what the pillar teams want to accomplish by the end of this fiscal year.

Pillar 1 - Supporting the Health of Parishes & Clergy

- We are currently researching and evaluating "best practices" in "Vibrant / Dynamic Parishes", to identify contents for a database.
- We are currently studying and comparing Minister to Priests position descriptions of other dioceses in view of establishing this ministry to our own diocesan priests.
- Arrangements are being made for the USCCB Committee on Clergy, Consecrated Life, and Vocations to provide a Consultation Team to review and make recommendations for our Permanent Deacon Candidate Formation Program. This will include an on-site visit, around Spring 2020.
- We are currently studying Intentional Planning Offices and job descriptions from dioceses around the country. The names of these offices vary to include Pastoral Planning and Strategic Planning.
- The office of Diocesan Priestly Vocations created a new website, www.toledopriesthood.org, for those discerning the priesthood along with those who support priestly vocations.
 - The office is also consulting with the formation board and evaluating current vocation events and activities.

Pillar 2 - Invigorating Evangelization & Formation

- We are developing a survey, representing different demographics of the diocese, and focusing on representation of different groups.
- We are creating lists of the participants in the survey - both by groups and individuals.
- We are developing a program for focus group sessions across the diocese.
- Team members of Discipleship and Family Life are focusing on each of their areas and collecting 'best practices'.
- We are reaching out to other dioceses to see what others have developed as parish assessment programs.



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Pillar 3 - Enhancing Lay Leadership

- We are evaluating and will determine what platform will be used as the infrastructure to store/share training courses for use throughout the diocese.
- We are in the process of determining who we will “partner” with who process training content “off the shelf” in the area of leadership development.

Pillar 4 - Strengthening Catholic Education

- We are developing criteria to facilitate the analysis of financial health for all schools.
- We are analyzing current school governance structures.
- We are collecting and summarizing best practices for schools and religious education programs to better leverage family engagement.
- We are piloting a virtue curriculum in several of our schools.
- We are creating a podcast to highlight Catholic education across the diocese entitled *Catholic Ed Talks*.
- We hosted a faith formation event—*Known, Loved, Served*—for 750 of our Catholic educators, where we encouraged Catholic school teachers in their vocation.
- We organized the first in a series of school leader and business manager meetings, providing training and best practices for enrollment and scholarships.
- We published a Catholic school marketing guide, covering a year of marketing best-practices.

Pillar 5 - Growing Catholic Charities Outreach & Advocacy

- We are evaluating and enhancing resources that provide social services to broaden Catholic Charities footprint throughout the diocese. To do this, we are:
 - Forming an action committee to conduct a needs assessment that will include pastors and community stakeholders input (Lima, Defiance, Napoleon, Bryan) to assess the greatest unmet needs
 - Determine the service and location and consider recommendations.
- Collaborate with other pillar teams on a survey with all Diocesan Parishes to identify and determine most impactful local needs.
- To build and foster a culture of evangelization and social justice in all of our outreach and advocacy efforts we will document the current state of our evangelization efforts and Christ-centered offerings within each Catholic Charities ministry.

Pillar 6 - Develop Financial Resources

- We will enhance and strengthen the Annual Catholic Appeal (ACA) by working with a cross-functional Pastoral Center planning and implementation team who will help, among other things, to create a ‘speaker’s bureau’ of diocesan personnel for parish use, research best practices from other Diocese annual appeals and enhance our ACA materials with compelling impacts of how funds are used.
- We are conducting a Capital Campaign Feasibility Study to determine if a diocesan-wide Capital Campaign should commence, and engage key consultative bodies to share results and obtain feedback.
- We will establish a fully functional Mission Advancement Office for long-term fundraising and support of parishes
 - Implement best practice processes and begin diocesan outreach and relationship building.
 - Determine the best entity/partnership to support more complex planned and donor directed giving.