



# Diocese of Toledo

# STRATEGIC PLAN

# UPDATE



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## Want to help?

Contact the pillar leaders below to share your ideas.

## Pillar 1

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## Strategic Plan Updates

We are excited to update you on the progress of the Strategic Plan! In this issue we will share what the pillar teams would call a successful outcome of our efforts together over the next 3-5 years!

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## Pillar 1 - Supporting the Health of Parishes & Clergy

Healthy parishes and healthy clergy go together. They are intertwined. Healthy clergy help our parishes to be dynamic and vibrant. Healthy parishes require well-formed, faith-filled and joyful leadership. Success for this pillar will include a Minister to Priests to support and encourage our active and retired priests in a holistic way of life: spiritually, emotionally, intellectually and physically. Best practices will be provided to our parishes through an online knowledge base that encourages excellence in parish life and ministry. We will work toward intentional planning to serve our parishes in strategic planning, collaboration in ministry, and moving forward together. Healthy priestly vocations will be nurtured as will the permanent diaconate. Long-term priest and deacon leadership will be supported by ongoing formation and mentoring.

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## Pillar 2 - Invigorating Evangelization & Formation

We will develop a diocesan wide plan for Evangelization, the role of the laity in drawing others to Jesus Christ, through extensive consultations with priests, consecrated religious, deacons and laity. That along with the study of other academic and practiced systems, we will design a comprehensive plan that is parish based, interactive and Christ focused. Each level of Catholic person will be ultimately affected by this process, parish staff, key volunteer, the active, inactive, lapsed and those of non-Christian or no faith at all. We must explore and understand the need to foster intentional discipleship of all people, especially students, parents and family through parish-wide religious education, youth and adult ministries by creating an encounter experience that leads them to Jesus Christ. We will create an online document with supporting knowledge based system to help Parishes implement best practices for evangelization and formation of disciples.



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## Pillar 3 - Enhancing Lay Leadership

Lay leaders, whether employees or volunteers, are an essential element to the foundation of the diocese. Our future depends on the ability to recruit, train, inspire and retain these individuals toward a deeper commitment to the mission and core values of the diocese. Success for this pillar will be enhancing the performance of individual leaders through focused training, skill development and performance management. The result will be inspired individuals witnessing to the love of God and neighbor. This will be demonstrated by successfully developing management training focused on core leadership curriculum to parish, school, and Pastoral Center lay leaders, as well as other key volunteers. We will also host formation curriculum provided by other diocesan ministries. In addition, this pillar will foster a leadership succession planning tool for the use within the diocese.

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## Pillar 4 - Strengthening Catholic Education

We will develop a strategic financial plan that addresses the unique situations of each school based on key financial indicators and proven methods of school governance. Also, we will develop best-practice guides for school marketing, family engagement, and increasing enrollment. We are excited to initiate faith formation programs for students including a virtue curriculum, Catholic standards in non-religion classes, and new content in apologetics. We will also evaluate each school's evidence of Catholic identity. Lastly, we will provide enriched opportunities through diocesan, local, and individual programs that will foster missionary discipleship for our Catholic educators and catechists.

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## Pillar 5 - Growing Catholic Charities Outreach & Advocacy

We will establish Catholic Charities services in at least two western communities by 2023 and expand Helping Hands of St. Louis Soup Kitchen, Food Pantry, and Clothing Center. Catholic Charities will also explore opportunities to be of service to every Parish throughout the Diocese.

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## Pillar 6 - Develop Financial Resources

We will have grown funds raised annually through the Annual Catholic Appeal, hopefully to have reached \$4.5 million by 2022. After a feasibility study, a potential capital campaign should be completed by 2023 raising needed funds for ministry and outreach. A properly staffed Diocesan Mission Advancement Office will be formed to help create a culture of stewardship, foster donor relationships, support Parish and school fundraising activities, and grow planned giving opportunities.

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*Excitement is mounting as we begin to fully embrace our Diocesan Strategic Plan. By God's grace it will take everyone in the diocese to commit to do their part in making our strategic vision, mission, values and pillar actions a reality so that we may continue to foster holy disciples, holy families and holy vocations.*

**Bishop Daniel E. Thomas**