



## **Synod Initiatives**

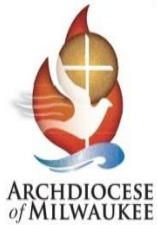
**June 7-8, 2014**

## **Implementation of Synod Initiatives**

**As of October 2017**

*“Working Document”*

*Items will be added as more responses to  
Synod initiatives are implemented*



Proclaim Christ *and* Make Disciples  
*through the* Sacramental Life *of the* Church.

ignite • renew • energize • ignite • renew • energize • ignite • renew • energize • ignite • renew • energize

## **Mission Statement for the Archdiocese**

To proclaim the Gospel of Jesus Christ through his saving death and resurrection by calling, forming and sending disciples to go and make new disciples. As a people, we are called to encounter Jesus and grow as disciples through the sacramental life of the Church.

## **Declaración de la misión de la Arquidiócesis de Milwaukee**

Proclamar el Evangelio de la muerte salvadora y resurrección de Jesucristo a través del llamamiento, formación y envío de discípulos para ir y hacer nuevos discípulos. Como pueblo, estamos llamados a encontrarnos con Jesús y crecer como discípulos a través de la vida sacramental de la Iglesia.

# liturgy

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 34% – Mass Teaching Resources – *Office for Worship and Synod Implementation***

Through new, high-engaging resources, make teaching about the Mass – its structure, symbolism and meaning – a top priority in all parish and school formation programs, children through adults.

- #iEvangelizeMKE – Evangelization Kit – *some of the materials are in Spanish*
- *Mass – the Heart of the Matter* video – *videos are subtitled in Spanish as well as in English for Deaf and Hard of Hearing*
- Booklet: *A Vision for the Future: Evangelization and the Sunday Mass*, which included an extensive listing of resources – *Booklet is available in English and Spanish*
- *Whispers in the Pew* articles featured in the Family Section of the *Catholic Herald* – distributed to all subscribers, as well as to every family with a child enrolled in a Catholic school or Christian Formation Program throughout the archdiocese. These articles were compiled into a booklet, along with some activities and further suggestions for how families can help their children toward deeper participation in the Sunday Mass
- *Two Guys and a Gospel* – weekly podcast to help people think about the Sunday’s Gospel reading
- Catholic Schools - Religion classes, opportunity for Mass, prayer services and retreat experiences; share *Two Guys and a Gospel* updates with 2,500 teachers, principals, and staff members weekly in order to promote Sunday Mass and emphasize reflection on the Gospel
- Faith Formation – classes, opportunity for Mass, prayer services and retreat experiences

### **Second Priority – 29% – Weekend Music, Message and Ministries – *Office for Worship, Office of Evangelization and Synod Implementation***

Direct our primary attention and strategic efforts to the weekend so that the music, message and ministries form a high-impact, integrated evangelizing message of Good News, especially to the lost and seekers.

- Booklet: *A Vision for the Future: Evangelization and the Sunday Mass*
- *Whispers in the Pew* articles featured in the *Catholic Herald* - *see First Priority above*
- Leadership Conference: *A Vision for the Future: Evangelization and the Sunday Mass* (“Moving from Maintenance to Mission”) – 1,200 people from 158 parishes attended the leadership conference
- A process for parishes to assess how visitors experience Sunday worship in their community is being developed
- *One Per Cent Challenge to Get to Know Jesus* and *The Post-Game Review* initiatives – St. John Paul II Office for the New Evangelization – *Materials are available in English and Spanish*
- *Brew City Catholic* initiatives for adults ages 20s and 30s with a special focus on calling seekers and sending missionary disciples to reach all people, especially the lost and seekers
- Catholic ID – St. John Paul II Office – consult with parishes to help them form a parish-wide strategy for reaching, calling, forming, and sending disciples to reach others, especially seekers
- Liturgical Ministry Day - January 2017, about 400 people from throughout the archdiocese attended

### **Third Priority – 11% – Technology for Preaching and Praying – *Office for Worship***

Develop creative ideas within liturgical norms for using emerging technologies in Church to enhance the preaching and prayer, without losing a reverence for the sacred.

- The Archdiocesan Pastoral Council (APC) has prepared guidelines regarding technology and worship which are being reviewed by the Archdiocesan Council of Priests (ACP)
- Recommendation from the Evangelization and Sunday Mass Priority Team that every parish make basic technology a priority, i.e. every parish needs to have a decent sound system so that the assembly can hear and participate

### **Fourth Priority – 10% – Campaign for Confession – *Office of Evangelization***

Create a “Campaign for Confession” initiative, coordinated across the archdiocese that uses multiple strategies and top-notch resources to educate people about the beauty, truth and goodness of Confession.

- *He is Waiting* – Lenten Evenings of Prayer and Reconciliation were held throughout the archdiocese – *Materials are available in English and Spanish*
- The Office of Evangelization produced materials to promote the Sacrament of Penance and Reconciliation and help Catholics understand the meaning and practice of Confession

### **Fifth Priority – 6% – Worship Office Staff Expansion – *Office for Worship and Human Resources***

Grow the staffing and mission of the Office for Worship so that it can promote the Church’s liturgy through formation events, training opportunities and professional mentoring.

- This was brought to the Human Resources Committee and was not approved at this time due to financial constraints and the need to develop an overall plan for the archdiocesan offices and how they can best carry out the mission of the archdiocese

### **Sixth Priority – 5% – Online Liturgical Training – *Office for Worship***

Create excellent online training modules for all liturgical ministers, with an emphasis on exercising liturgical roles with attitudes of joy, welcoming and hospitality.

- The Office for Worship hosted six virtual workshops in 2016-17 on two different topics: three for Lectors and three for Eucharistic Ministers - 200 sites registered for these virtual workshops

### **Seventh Priority – 4% – Online RCIA – *Office of Evangelization and Office for Worship***

Create a comprehensive online RCIA Institute that includes excellent, engaging, user-friendly resources to train and support parish practitioners in facilitating the RCIA process.

- In person trainings and workshop for RCIA leaders and team members are being offered by the archdiocese at least once a year
- Liturgical Training Publications, Federation of Diocesan Liturgical Commissions, and Team RCIA offer online RCIA trainings that will be promoted with parishes in the archdiocese

# cultural diversity

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 22% – Bishops Involved in Social Justice – *Urban Ministry***

Demonstrate our archdiocese's concern for issues impacting wide segments of our society through the strong and consistent leadership, involvement and visibility from the bishops in areas of social justice, especially on issues like poverty, immigration and gun violence. This would not only speak positively of the Church but would also offer hope and motivate the Catholic faithful towards greater involvement and advocacy.

- Archbishop ListECKI appointed Fr. Tim Kitzke as Vicar for Urban Ministry starting July 2015
- Anne Haines was hired to work with Fr. Kitzke as the Respect Life Director for the Office of Urban Ministry starting January 2017
- The Office of Urban Ministry address areas such as poverty, joblessness, homelessness and incarceration
- Lenten prayer event was held to pray for an end of abortion
- Friday afternoon prayer opportunities are being held to pray for reconciliation and healing of racism
- The Office of Urban Ministry has formed a coordinated Catholic Emergency Response Team (CERT) to be a prayerful and helpful presence during times of extreme urban unrest
- The Office of Dignity of the Human Person:
  - Provides formation, advocacy, and media resources to parishes and schools to assist them in building awareness of the social, legal, and humanitarian issues of today
  - Leads the on-going Catholic Campaign for Human Development, the bishops' official anti-poverty program. Grants were provided to ten organizations to create safer neighborhoods and employment opportunities for the homeless and provide advocacy, education, and supportive services to children and youth who have been abused and/or neglected.
  - Is involved in the preparation for a statewide anti-poverty initiative in conjunction with the other Wisconsin dioceses and the Wisconsin Catholic Conference
  - Worked with the Office of Urban Ministry, Catholic Cemeteries, the Office of Prayer and Worship, and Deacon Services to launch an indigent burial program with Milwaukee County. The first indigent burial was held June 2017 at Holy Cross Cemetery.

### **Second Priority – 21% – Sharing Parish Process – *Office for Planning and Councils and Synod Implementation***

Develop a comprehensive process to pair diverse/less diverse parishes and guide them in building respectful and mutually beneficial "sharing parish" relationships with concrete opportunities for the ongoing sharing of culture and religious traditions, professional expertise, technology and financial resources. The process will include training and resources for cultural competency to support parish leaders and parishioners.

- Archdiocesan Pastoral Council has developed a "Caring Parishes" proposal, presented the proposal to all deanery parishes and invited them to participate
- Fr. Tim Kitzke will bring this initiative to the Vicars with the possibility of implementing it in each deanery

### **Third Priority – 14% – Archdiocesan Pastoral Plan – *Multiple Offices***

Develop pastoral plan for the archdiocesan offices, parishes and schools that articulates a clear and inspiring vision of the centrality of cultural diversity for our archdiocesan Church and identifies measurable goals and desired outcomes to enhance the multicultural dimension of the Church in the areas of parish life, worship, leadership, families and youth.

- Hispanic Ministry Pastoral Plan – in 2012 a plan was issued, which is currently being updated and the new plan will be issued in the near future
- Black Catholic Pastoral Plan – a plan to guide ministry to Black Catholics throughout the archdiocese is currently being developed
- Deaf and Hard of Hearing Ministry Plan – a plan to guide Deaf and Hard of Hearing Ministry is being developed
- Seton Catholic Schools is currently working with 26 urban Catholic elementary schools that includes 8,300 students and over 500 teachers – these and other Catholic schools are keenly aware of cultural diversity and integrating this into their schools
- Seton Catholic Schools challenged all schools to set a specific target for Hispanic enrollment for the 2018 – 2019 school year; laid out a plan for welcoming Hispanic families into Catholic schools; a total of 11 schools have participated in the LEI (Latino Enrollment Institute) at the University of Notre Dame aimed at increasing Hispanic enrollment in Catholic schools
- Intercultural Ministries has become part of the St. John Paul II Office for the New Evangelization and is a step in helping all of the archdiocesan offices enhance the multicultural dimension of the Church in Southeastern Wisconsin
- *Multi-Parish Ministry Institute* – assists parishes in initial planning or collaborating as they begin to form a multi-parish community – coordinated by the Parish Planning and Councils Office
- *MissionInsite* – a demographic and marketing computer program contracted through the Parish Planning and Councils Office to assist parishes in planning and reaching out to people in their area

### **Fourth Priority – 12% – Culturally Effective Vocations Plan – *Vocation Office, Diaconate Formation and Office for Lay Ministry***

Implement a culturally effective strategy for calling forth and supporting vocations to the priesthood, permanent diaconate, religious life and lay ministry among the various ethnic/cultural groups of the archdiocese.

- The Vocation Office is culturally diverse in reaching out to those who may feel a calling to priesthood or religious life
- The annual Hispanic Youth Encounter highlights vocations to priesthood and religious life
- Diaconate Formation has made explicit efforts to invite men from the Hispanic community to informational sessions about becoming a Deacon as well as looking at ways to connect with men from other cultures
- Attracting lay ministers from various ethnic/cultural groups is one of the priorities of the newly formed Office for Lay Ministry in collaboration with the leaders from the various culture communities

### **Fifth Priority – 12% – Evangelization Leadership Training – *Office of Evangelization***

Develop and implement strategic and culturally appropriate initiatives to identify, train and support leaders to evangelize the youth and young adults in the various ethnic/cultural groups of the archdiocese.

- Catholic ID – working with parishes to identify, train and support leaders to evangelize youth, young adults and adults in all ethnic groups to grow in their faith and become disciples and involved in their parish
- *Brew City Catholic* initiatives, which encompass, College Campus Ministry, Young Adult Ministry, Theology on Tap, Brewing the Faith, Cor Jesu, Mission Trips, small groups, networking and service opportunities, focus on evangelizing, supporting, and training young adults ages 20s and 30s of all ethnic groups in the archdiocese
- Office of Catechesis and Youth Ministry promotes opportunities that invite teenagers to grow in their faith and relationship with Jesus Christ
- Office of Catechesis and Youth Ministry procured scholarships from Catholic Youth Foundation to assist Hispanic youth leaders from Racine to join archdiocesan delegation to the National Catholic Youth Conference

### **Sixth Priority – 11% – Cultural Inclusion in the Church – *Multiple Offices***

Promote inclusion of the various cultures in the Church at all levels.

- Intercultural Ministries offers events and services throughout the year for teens, families, men and women which empower and enable people of all ages from various cultures in the Church to grow in their faith and leadership abilities
- This priority overlaps with the *Third Priority above - Archdiocesan Pastoral Plan* - as it needs to be a focus for all archdiocesan offices
- Black and Indian Mission Grant helps to assist parishes and the archdiocese in offering programs and services for Black Catholic Ministry and Native American Ministry
- Funding and developing needed programs for Black Catholic Ministry and Native American Ministry, through the grant and other resources, will continue to be a main priority in the future
- At Catechetical Conference, Office of Catechesis and Youth Ministry offered Spanish-language workshops for catechists, and Intercultural Competency workshop (English) for parish leaders

### **Seventh Priority – 8% – Making Disciples Process – *Office of Evangelization***

Envision and implement a “Making Disciples Process” that is affordable and accessible for all, can be adapted for the various ethnic/cultural groups, and can be delivered in a variety of languages as needed.

- Catholic ID – the St. John Paul II Office for the New Evangelization offers consultation with parishes to implement this disciple-making process which can be adapted for various ethnic/cultural groups
- Some resources from the Office of Evangelization are currently available in Spanish while resources can be translated into other languages as needed
- Intercultural Ministries – many of the programs offered through Intercultural Ministries helps people to become disciples and grow deeper in their faith – this emphasis will continue, especially as Intercultural Ministries has now become part of St. John Paul II Office for the New Evangelization

# evangelization

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 23% – Leadership Training Process – *Office of Evangelization***

Implement a “Strategic Leadership Training Process” to train archdiocesan staff, seminarians, priests, deacons, school principals, parish staffs, and parish leaders in the vision, process, methods, and skills of “Missionary Leadership for the New Evangelization.”

- *Building Intercultural Competence for Ministers* – St. Francis de Sales Seminary offered this training which was developed by the United States Conference of Catholic Bishops (USCCB)
- Office of Evangelization is involved with the Formation program at St. Francis de Sales Seminary
- A six-week workshop focused on evangelization is included in the Diaconate Formation program
- Catholic ID process begins with training parish staff and leaders in the vision for transforming the parish into a school of missionary discipleship for the New Evangelization. Intensive leadership training is provided for those parishes which commit to implementing Catholic ID.
- Missionary Discipleship Institute (MDI) – offered by the St. John Paul II Office for the New Evangelization trains leaders for the New Evangelization through Impact Sessions and Experiences at least 4 times/year
- Through the MDI, trained a local team to provide Called & Gifted workshops and personal gifts interviews to help leaders discern their spiritual gifts for mission.
- Created an Archdiocesan-wide Small Group Leaders’ Training offered 2-3 times/year to provide basic training for new small group leaders and deepening training for ongoing evangelization small group leaders
- Brew City Catholic initiatives form young adult leaders for missionary leadership, including: Campus Missionary Project, Cultivate, Core Team Trainings, the Climb Retreat/Young Adult Missionary Project, and consultation with individual parish-based young adult group leaders.

### **Second Priority – 22% – Catholic Identity Faith Formation – *Multiple Offices***

Implement a creative and strategic process in parishes and schools for building Catholic Identity and forming people and families in the essentials of the Catholic faith.

- Catholic Schools and the Office for Catechesis and Youth Ministry place a strong emphasis on Catholic identity and the essentials of the Catholic faith in their work with parishes and schools in the archdiocese
- Strengthening Catholic identity is a priority of Seton Catholic Schools; a Campus Minister has been hired specifically to work with parishes and schools for this purpose
- All Catholic schools receive regular communications from the Office for Schools about developing a Catholic culture in their communities, including daily reflections during the seasons of Advent and Lent written specifically for Catholic school educators in the Archdiocese of Milwaukee



- The Office for Schools is partnering with the Office for Worship to offer a virtual workshop, *Leading and Animating Prayer in Your Classroom*, to all Catholic school teachers.
- Office of Evangelization offers resources to assist parishes and schools in building Catholic identity and conveying the essential of the Catholic faith - the Catholic ID cards for children and adults, 1% Challenge Cards, and Post-Game Review Cards are examples of resources that have been developed
- The Office for Marriage and Family Life has provided numerous talks to parents on cultivating the habits of discipleship and Catholic identity at home, in families
- Office of Catechesis and Youth Ministry, through the Family Perspectives Initiative, empowers parishes to equip parents to form their children in Catholic faith and practice
- Expanded catechist formation opportunities aim to more effectively implement the Standards for Catholic Educators, which focus on Catholic identity of educators in all programs
- The Formation Pastoral Priority Team proposed a plan in which pilot parishes will create a strategic plan to form parishioners with the understanding that reaching out to those not already living our Catholic faith is intrinsic to Catholic identity

**Third Priority – 21% – District (Deanery) Evangelization Councils–Office of Evangelization**  
 Create “District Evangelization Councils” for the sharing and implementation of best practices, and for networking people around common high-impact evangelization initiatives that reach active Catholics, lapsed Catholics, and unaffiliated seekers.

- Office of Evangelization will explore working with the Vicars to share best practices and helping people network around evangelization initiatives and ways of reaching lapsed and Catholics and seekers

**Fourth Priority – 15% – Catholic Technology Consortium – Office of Evangelization, Communication Office and Synod Implementation**

Form a consortium of Catholic technical professionals to research and create new Catholic apps, identify the best Catholic blogs and websites, and provide guidance on how best to evangelize through the ever-evolving social media, traditional media and technology trends.

- Have been working with Liturgical Publications, Inc. (LPi) in developing an App for parishes and the archdiocese
- *Gigs, Geeks and God*, a yearly gathering sponsored by the Office of Catechesis and Youth Ministry, focuses on technology in faith formation and parish ministries
- *Catholic Herald* was revamped to place a much stronger emphasis on what is happening in parishes, schools and Catholic organizations in the archdiocese and how their efforts are reaching out and evangelizing to others in the community
- Archdiocesan website was revamped as a way of being more welcoming and accessible for people looking to learn about teachings of the Catholic Church and what is being offered locally
- Archdiocesan Facebook continually presents what the Catholic Church in southeastern Wisconsin is offering and involved in
- Created Archdiocesan Instagram evangelization effort to millennials @BrewCityCatholic which already has over 1200 followers
- *Two Guys and a Gospel* – weekly podcast to help people think about the Sunday’s Gospel reading

The Office of Catechesis and Youth Ministry, through its Technology in Faith Formation committee, is updating the “Tech Competencies for Catechetical Leaders”; developing a curated website of vetted resources for use with children, youth and adults; and establishing standards for parish technology support for faith formation ministries

### **Fifth Priority – 7% – Associate Director for Evangelization - *Office for Evangelization and Human Resources***

Expand the reach and maximize the potential of the Archdiocesan Evangelization Office by adding an “Associate Director for Evangelization” with a particular expertise in evangelizing youth and young adults in the lifestyle of missionary intentional discipleship.

- Following the Synod, Rich Harter, the Director of Evangelization, expanded his responsibilities when he became the Director of the John Paul II Center. At that time, an Associate Director of Evangelization was hired.
- Margaret Rhody is the Associate Director of Evangelization and a main priority of her job is working with adults in their 20s and 30s through our new Brew City Catholic initiatives which invite them to grow in their faith and become missionary disciples

### **Sixth Priority – 7% – City of Milwaukee Focal Point – *Urban Ministry***

Place a particular emphasis on the City of Milwaukee as a place of evangelization, Catholic leadership training, and missionary action for charity and justice.

- This priority is very connected to the *Cultural Diversity – First Priority – “Bishops Involved in Social Justice”*
- Archbishop ListECKI appointed Fr. Tim Kitzke as Vicar General for Urban Ministry
- Anne Haines was hired to work with Fr. Kitzke as the Respect Life Director for Urban Ministry
- The Office of Urban Ministry addresses areas such as poverty, joblessness, homelessness and incarceration
- Friday afternoon prayer opportunities are being held to pray for reconciliation and healing of racism
- Catholic Response Team has been formed to be present in moments of urban unrest
- Prayer for Peace in Our Communities and the Feast of St. Peter Claver was celebrated on September 9, 2017 at the Cathedral
- Reach Out Reach In, a summer service week for teens sponsored by the Office of Catechesis and Youth Ministry, is a “local mission trip” focused on the needs and agencies of the Milwaukee area

### **Seventh Priority – 6% – Position of Media Director – *Office of Evangelization, Communication Office and Synod Implementation***

Create a new archdiocesan position of “Media Director for the New Evangelization” to assist parishes and schools in using traditional, new and emerging media to strategically reach the targets of active Catholics, lapsed Catholics, and unaffiliated seekers.

- This priority is connected to the *Fourth Priority above - Catholic Technology Consortium*
- While a new position will not be created at this time, a few offices will work together in developing ways to use emerging media to reach active Catholics, lapsed Catholic and unaffiliated seekers
- Catholic Schools marketing assists schools in using traditional, new and emerging media to reach parents

# formation

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 26% – Universal Quality Faith Formation – *Office of Catechesis and Youth Ministry***

Ensure that ALL parishes and schools in the archdiocese have access to excellent quality formation for children, youth and adults.

- Formation Pastoral Priority Team has proposed a plan to improve the quality of faith formation in the archdiocese. The plan focuses on archdiocesan leadership, clergy, qualified catechetical leaders, well-formed catechists, engaging parents, evangelization, sacramental life of the Church, and an “everything Catholic” conference.
- The Office of Catechesis and Youth Ministry offered a Catechetical Conference in the fall of 2017 which was a formational and enriching event for Catechetical Leaders (DREs, Youth Ministers, Adult Ministers, Pastoral Associates, etc.) as well as for catechists (those who teach faith formation classes)
- The Office for Schools partners with the Saint Clare Center of Cardinal Stritch University, through programs such as *Sustaining the Mission* and *Faculty Faith Formation Training*, to try to ensure that all teachers, principals, and staff members have the theological formation they need to offer quality Catholic formation to their students.
- The Office for Schools now partners with the Institute for Catholic Leadership at Marquette University in the formation of school leaders who understand and are capable of developing a strong Catholic culture in their schools.
- The *Building Intercultural Competence for Ministers* training from the USCCB stresses an awareness and sensitivity to cultural diversity in formation programs

### **Second Priority – 20% – Young Adult Opportunities – *Office of Evangelization***

Offer meaningful, relevant, and compelling opportunities for young adults that relate faith to their life situations.

- Brew City Catholic initiatives reach and invite young adults in their 20s and 30s to grow in their faith and become missionary disciples. Examples of these initiatives include:
  - The College Missionary Project which forms recent college graduates to serve in Archdiocesan College Campus Ministry for 1-2 years
  - “Meet New People” young adult outreach opportunities such as Theology on Tap, Brewing the Faith, young professional networking events, the Encounter Steubenville Young Adult Conference, and young adult retreat opportunities.
- “Grow Deeper” formation and “Get Involved” service opportunities such as Cor Jesu, monthly Cultivate young adult leadership formation nights, small groups, international pilgrimages, Global Mission Encounter to our Sister Parish La Sagrada Familia in the Dominican Republic
- This priority also connects with other priorities that placed an emphasis on reaching out to young adults:
  - *Cultural Diversity – Fifth Priority – Evangelization Leadership Training*
  - *Evangelization – Fifth Priority – Associate Director for Evangelization*

### **Third Priority – 18% – Family Perspective Programs – *Office of Catechesis and Youth Ministry***

Ensure that all programs of child and youth formation are shaped by a family perspective.

- The *Family Perspectives* initiative begun by the Office of Catechesis and Youth Ministry works with parish leaders to help them engage and empower parents as the primary evangelists of the family. This initiative includes a one-day workshop, follow-up consultations sessions, and *Family Focus* sessions.
- The plan proposed by the Formation Pastoral Priority Team also places a strong emphasis on the need for meaningful engagement of parents
- *Whispers in the Pew* – a collection of short articles and activities for parents that presents helpful ways to understand, connect and celebrate Mass with their children

### **Fourth Priority – 14% – Vision for Discipleship Formation – *Office of Evangelization and Office of Catechesis and Youth Ministry***

Develop a unified vision of formation for discipleship across the archdiocese.

- This priority directly connects with the *Evangelization – Second Priority – Catholic Identity Faith Formation*. As was stated in the response to that priority, the Office of Evangelization, Catholic Schools, and the Office of Catechesis and Youth Ministry all have efforts focusing on discipleship formation.
- “Formation for Evangelization” is a primary section in the plan proposed by the Formation Pastoral Priority Team. The Office of Catechesis and Youth Ministry will work with the Office of Evangelization to help parishes catechize adults to encounter and deepen a relationship with Jesus as well as help form parishioners to reach those not engaged in the Catholic faith.

### **Fifth Priority – 11% – Pathways to Competency – *Office for Lay Formation and Office of Catechesis and Youth Ministry***

Develop pathways to competency for professional lay catechetical leaders that include comprehensive formation, professional certification, and sound employment practices.

- The new Office for Lay Formation is working on pathways to assist professional lay ministers and help them achieve the human, spiritual, intellectual, and pastoral formation needed to be a lay minister in the Church
- The Office for Lay Formation has created initial partnerships with our archdiocesan institutions of higher learning to provide opportunities for continuing formation
- In June 2017, the Office for Lay Ministry offered the first Institute for Lay Ministry - a summer collaboration with Cardinal Stritch University to provide three days of formation for archdiocesan lay professional ministers
- The Formation Pastoral Priority Team plan also addresses ways to work towards achieving more qualified parish catechetical leaders
- The Office of Catechesis and Youth Ministry offers support and a New Directors Institute for new DREs and Youth Ministers

## **Sixth Priority – 6% – Catechist Certification – *Office of Catechesis and Youth Ministry***

Promote the certification for parish catechists as outlined in the Standards for Educators in Catholic Parishes and Schools.

- Certification for parish catechists is a priority of the Office of Catechesis and Youth Ministry
- Ways to achieve well-formed catechists, including developing a required Catechist Orientation component for parish catechetical leaders to use, are included in the Formation Pastoral Priority Team plan
- Catechist trainings and programs need to be offered in Spanish as well as in English
- As noted above, *Sustaining the Mission* is an ongoing program offered by the Schools Office along with the Saint Clare Center, Cardinal Stritch University to make sure all Catholic schools teachers complete catechist certification
- The Office of Catechesis and Youth Ministry supports an expanded array of opportunities for catechists, including the *Forming the Catechetical Spirit* program offered in multiple sites each year, clock-hour-approved in-services and formation days at parish and deanery levels, and approved online courses. The office publicizes these through a central Catechist webpage and a quarterly e-newsletter to catechists.
- The Office of Catechesis and Youth Ministry is working with the catechetical leaders in each deanery to assess needs and develop a plan for catechist formation beyond the individual parish
- Planning is underway for a Hispanic Lay Leadership Institute, offered by the Archdiocese in collaboration with the Saint Clare Center, which will offer formation in Spanish for leaders and catechists, to the Advanced level of Religious Education Certification

## **Seventh Priority – 6% – Formation through Media/Technology – *Office of Catechesis and Youth Ministry***

Use professionally produced theologically sound digital media and technology to promote, support, deliver and facilitate faith formation for all ages.

- The Office of Catechesis and Youth Ministry reviews and endorses select online courses for catechetical certification; is developing a curated website of vetted resources for use with children, youth and adults; and offers training to catechetical leaders in the use of technology in formation through the *Gigs, Geeks and God* conference.
- The plan proposed by the Formation Pastoral Priority includes production of a video-based catechist orientation program which will be mandated for all catechists
- *C4 – Ignite Your Catholic Faith*, video series with Bishop Donald Hying was produced to discuss the Catechism of the Catholic Church and God’s importance and relevance in our lives
- This priority also overlaps with two other Synod priorities:
  - *Evangelization - Fourth Priority - Catholic Technology Consortium*
  - *Evangelization – Seventh Priority – Position of Media Director*

# catholic social teaching

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 31% – Multigenerational CST Formation – *Dignity of the Human Person, Urban Ministry, Catholic Schools and Office of Catechesis and Youth Ministry***

Develop and implement multigenerational formation on Catholic Social Teaching that includes catechesis, advocacy and service.

- The Office of Dignity of the Human Person:
  - Provides formation, advocacy, and media resources to parishes and schools to assist them in faith formation programs including Catholic Relief Services Rice Bowl, *Forming Consciences for Faithful Citizenship*, encyclical *Laudato Si* (in conjunction with the Priest Council), and other ongoing efforts to build awareness and understanding of Catholic social teaching and Catholic social doctrine
  - Offers guest speakers throughout the year to parishes and schools to assist them in building awareness and understanding of Catholic social teaching. Additional speakers are provided during the biennial Catholic Schools Teachers Convention, the Catechetical Conference, annual Deacon Senate meetings, and throughout the season of Lent.
  - Provides scholarships and transportation to the biennial *Catholics at the Capitol* training and advocacy day in Madison, WI
- The Office of Urban Ministry is working with Catholic Relief Services and Seton Catholic Schools to expand the reach of the formation program “Tablesetters”

### **Second Priority – 24% – Coordinated Response to Social Issues – *Dignity of the Human Person, Urban Ministry and Synod Implementation***

Provide a strong, coordinated, Catholic response in relation to social issues in our communities in the archdiocese.

- The Office of Dignity of the Human Person:
  - Is working with the Synod Implementation Social Justice team in designing and coordinating two pilot projects. The first is in the Ozaukee-Milwaukee Northeast (OZMIL) deanery and focuses on anti-hunger efforts. The second is in Racine and Walworth Counties and will focus on an issue that the local parishes will identify.
  - Works closely with the parish relations staff of Catholic Charities, the councils and conferences of the St. Vincent de Paul Society, World Mission Ministries, and Catholic Relief Services
  - Collaborated with Dismas Ministry to host the National Catholic Prison Ministry Conference (Fall 2016 and planning for Fall 2018)
  - Hosts a monthly meeting to address “Justice for Immigrants,” an on-going effort of the U.S. Conference of Catholic Bishops

- Actively participates in the Milwaukee Transitional Jobs Collaborative addressing issues of: jobs for the poor (including formerly incarcerated individuals), safe surrender opportunities, and advocacy for the poor
- The Office of Urban Ministry:
  - In conjunction with the Ladies of Charity are hosting a “Laundry of Love” effort to benefit the homeless
  - Has formed a coordinated Catholic Emergency Response Team (CERT) to be a prayerful and helpful presence during times of extreme urban unrest
  - Is working with women in parishes in Milwaukee’s central city to address issues of crisis pregnancy and loss due to miscarriage or abortion
  - Is helping to provide services for Indigent Burial
  - Is collaborating with the Cathedral and Milwaukee east side human concerns committees to hold weekly prayer sessions to address reconciliation and healing from the sin of racism
  - Is working closely with the Franciscan Peacemakers to address the problem of human trafficking and helping them to expand their services

**Third Priority – 14% – Unified Mission Among Offices – Multiple Offices – Led by John Paul II Center and – Dignity of the Human Person**

Strengthen the relationships of the Archdiocesan Social Ministry Office with other central offices and area organizations, such as the John Paul II Center, Catholic Charities, Catholic Relief Services, World Mission Ministries and St. Vincent de Paul Society to promote a unified and integrated mission and vision for Catholic Social Ministry.

- The Office of Dignity of the Human Person:
  - Collaborated with Deacon Services, Catholic Charities, the Office of Urban Ministry, SET Ministry, and UMCS during the Respect Life Mass in January 2017 for a special collection for infants and seniors
  - Collaborates with Catholic Charities, Catholics for Peace and Justice, Intercultural Ministry, and several parishes to discuss and determine actions steps to implement together
  - Has an on-going relationship with Catholic Relief Services (CRS) facilitated by CRS’ regional office in Chicago that includes speakers in the archdiocese, the Archbishop’s CRS reception, CRS Rice Bowl, and special collections for overseas emergencies
  - Is collaborating with Catholic Relief Services to create a national educational model to educate our youth on Catholic Social Teaching and Stewardship
- The Office of Urban Ministry:
  - Is working with the Office of Intercultural Ministries to help support their outreach events
  - Has plans to collaborate with the Office of Dignity of the Human Person and the Office of Lay Formation to develop a program that will train prison ministers
  - Is formulating a plan to coordinate the prolife efforts of women support centers, the Ascension Strong Baby Sanctuary and Blanket of Love initiatives and the work of the Christ Child Society

## **Fourth Priority – 12% –Marketing Current Outreach Efforts – *Dignity of the Human Person, Urban Ministry and Communication Office***

Proactively communicate how we are already making a difference in the area of Catholic social outreach (evangelization and marketing).

- The Office of Dignity of the Human Person:
  - Collaborated with parishes to identify and publish a comprehensive list of food pantries and meal programs operated and supported by Catholics throughout the Archdiocese of Milwaukee
  - Collaborated with Communication Office and Information Technology to redesign and update materials and information on the archdiocesan website
  - Is working to create an archdiocesan branded visible and accessible central city hub for Catholic social justice ministry
- The Vicar General for Urban Ministry issues periodic letters to the entire archdiocese to address areas of social concern that are currently impacting our community
- *Catholic Herald* has included a number of stories on what is taking place throughout the archdiocese in the area of Catholic social outreach

## **Fifth Priority – 9% – Build Parish Human Concerns – *Dignity of the Human Person***

Strengthen or build Human Concerns Commissions within every parish.

- The Office of Dignity of the Human Person:
  - Collaborated with the southeast Catholic parishes in Milwaukee County in their efforts to coordinate their human concerns efforts
  - Provides resources, on-going communication, and opportunities for human concerns committee members throughout the Archdiocese
- The Office of Urban Ministry is working collaboratively with 12 Milwaukee central city, east side, and downtown parish human concerns committees to build relationship and coordinate efforts on issues of justice and charity

## **Sixth Priority – 5% – CST Leadership Training – *Dignity of the Human Person and Office of Catechesis and Youth Ministry***

Train and form future leaders for Catholic social ministry.

- *Reach Out Reach In* – teenagers learn and experience Catholic Social Teaching in action – sponsored by the Office of Catechesis and Youth Ministry
- The Office of Dignity of the Human Person conducts an annual educational experience for students in grades 7–12 to learn about the Catholic response to the root causes of poverty and the difference between charity and social justice
- The Office of Urban Ministry is working with parish youth to educate them on Catholic Social Teaching and inspire them to become leaders in areas of justice and charity

## **Seventh Priority – 4% –Promote CST Using Technology – *Dignity of the Human Person and Communication Office***

Develop and implement the comprehensive use of technology to promote Catholic Social Teaching.

- The Office of Dignity of the Human Person:
  - Redesigned its department website to feature more local, national and secular information, links, and resources on Catholic Social Teaching, public policy, and legislative action
  - Provided a five-part series of videos on Catholic Social Teaching for social media broadcast



# marriage and family

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 30% – Building Catholic Families Campaign – John Paul II Center**

Implement a “Building Catholic Families” campaign that includes practical, user-friendly strategies for families to strength and practice their Catholic identity in a culture of “busyness” and family disintegration.

- Synod Implementation office and the St. John Paul II Office for the New Evangelization is working with Fr. Nathan Reesman on a pilot program entitled, *The Holy Habits Challenge*, that will provide materials to assist families regarding basic Catholic habits, prayers and traditions
- The Office for Marriage and Family Life has provided numerous talks to parents on cultivating the habits of discipleship and Catholic identity at home, in families
- Women’s Encounters in Spanish – a core element of these programs is strengthening the Hispanic family by helping women to focus on what God is calling them to be and how they can help their family grow in faith
- The various weekend opportunities offered in Spanish for men, women and families are all ways the parishes are helping to reach their families and strengthen their faith practices
- *Whispers in the Pew* – a collection of short articles and activities for parents that presents helpful ways to understand, connect and celebrate Mass with their children

### **Second Priority – 18% – Support for Engaged and Married – Marriage and Family Life**

Implement new, creative and effective strategies that provide support at the parish and archdiocesan levels for engaged and married couples.

- The process used for Marriage Preparation Conferences has been adapted to be very welcoming and evangelizing in its nature, as many of the young couples attending the program do not attend church on a regular basis. The office name (Marriage and Family Life) and many materials have been rewritten to speak to millennials and those who are non-practicing or entering into mixed marriages.
- The new Associate Director of Marriage and Family Life will review and further develop the Engaged Enrichment program through the lens of evangelization
- Marriage Preparation programs are offered four times a year in Spanish
- Newly Married Retreat offered for those in the beginning years of marriage
- *Destination Marriage* – a marriage enrichment program that was developed by Marriage and Family Life and offered at parishes throughout the archdiocese
- The Office for Marriage and Family Life works closely with both World Wide Marriage Encounter and Retrouvaille to provide marriage enrichment opportunities, as well as assistance to couples struggling with communication and conflict

### **Third Priority – 14% – Broad Formation on the Human Person – *Marriage and Family Life and Catholic Schools***

Launch a comprehensive multi-generational (youth, teen, young adult, adult) effort to teach a true, Catholic understanding of the human person.

- Over the last year, the Office for Marriage and Family Life worked closely with the Office for Schools and the Office for Catechesis and Youth Ministry to rewrite the Family Life Curriculum policy, and to establish a scope and sequence for Family Life Curriculum, which not only includes human sexuality and chastity, but additionally remote preparation for marriage, a deeper understanding of vocation, respect for the dignity of human life, friendship and relationships, family, moral decision making and virtues.
- As part of their work, these offices established a list of approved publishers for Family Life Curriculum to be implemented in Catholic schools and Christian formation programs
- Over the last two years, the Office of Marriage and Family life sponsored seven lay ministers engaged in child, youth and young adult ministries to attend the Theology of the Body Institute (TOBI), to worked toward greater accessibility of Theology of the Body in the Archdiocese of Milwaukee
- Archbishop ListECKI approved the establishment of Courage and EnCourage Ministries in the Archdiocese of Milwaukee, under the direction of Father Nathan Reesman and Father John Paul Mitchell. Extensive web-based materials were developed, and Courage and EnCourage groups were established in the Archdiocese of Milwaukee.
- In response to growing needs, the Office for Marriage and Family Life created “Break Free,” a comprehensive response to pornography and sexual addiction, one of the most comprehensive Catholic response programs in the United States. Through this initiative
  - Extensive web-based materials were developed, as well as significant print materials for parish usage, particularly so that parish priests could make referrals
  - Highlights of the response include a non-judgmental, caring response, assistance in finding a trained counselor, assistance in finding a confessor, referrals to treatment programs, and extensive materials for parents
  - Additionally, several programs were offered throughout the diocese for parents on keeping children and youth safe from pornography
- Through our Marriage Preparation Programs, couples receive formation about preparing to receive the Sacrament of Holy Matrimony, Natural Family Planning, Family Life, Finances, Communication and Conflict

### **Fourth Priority – 12% – Evangelize about Marriage and Family – *Marriage and Family Life***

Design and implement an inspiring evangelization initiative that promotes the Catholic view of marriage and family life to intercultural, interfaith and non-traditional families.

- The process used for Marriage Preparation Conferences has been adapted to be very welcoming and evangelizing in its nature, as many of the young couples attending the program do not attend church on a regular basis. The office name (Marriage and Family Life) and many materials have been rewritten to speak to millennials and those who are non-practicing or entering into mixed marriages.
- The Office for Marriage and Family Life has begun work on a new program for preparing couples who have been civilly married, and are approaching the Church to receive the Sacrament of Holy Marriage (convalidation)

### **Fifth Priority – 10% – Marriage Definition Initiatives – *Marriage and Family Life***

Create dynamic communication and catechetical initiatives that affirm and defend the traditional definition of marriage as the permanent, faithful, and fruitful covenant between one man and one woman. “Preach it. Proclaim it. Witness it.”

- Under the direction of Archbishop ListECKI, the Office for Marriage and Family Life has responded to national and local events and changes with public statements affirming the Church’s teaching on marriage
- In our Marriage Preparation Programs, each couple receives a copy of the Wisconsin Catholic Bishops document, “In Perfect Union,” which lays out the Church’s teaching on marriage in a Q and A format
- In our Marriage Preparation Programs, the opening keynote, given by Archbishop ListECKI or a priest, reflects on the true meaning of marriage as a permanent, faithful and fruitful covenant between one man and one woman
- In our new Family Life Curriculum for grades K-8, which will be implemented in archdiocesan schools and Christian formation programs in the coming year, marriage is defined as a permanent, fruitful and faithful covenant between a man and a woman for each grade level in age-appropriate discussions

### **Sixth Priority – 10% – Evangelize about Annulments – *Tribunal and Marriage and Family Life***

Increase the knowledge and understanding of the annulment process as part of an overall evangelization initiative that reaches out to separated and divorced Catholics.

- The Tribunal in association with Marriage and Family Life sponsors sessions to help people understand the true intent of the Declaration of Nullity (annulment) process – *some sessions are held in Spanish*
- In this past year, the Tribunal created a series of videos to explain the process of declaring a marriage null, and introduced Pope Francis’ reforms to the process, *Mitis Iudex Dominus Iesus*

### **Seventh Priority – 7% – Family Education on Social Issues – *Marriage and Family Life***

Empower families to combat the negative realities present in culture, such as pervasive pornography and attempts to redefine marriage, through education on social issues and legislative action alerts to engage society in positive ways in order to create a more just society.

- Over the last year, the Office for Marriage and Family Life worked closely with the Office for Schools and the Office for Catechesis and Youth Ministry to rewrite the Family Life Curriculum policy, and to establish a scope and sequence for Family Life Curriculum – *see the Third Priority above*
- Archbishop ListECKI approved the establishment of Courage and EnCourage Ministries in the Archdiocese of Milwaukee, under the direction of Father Nathan Reesman and Father John Paul Mitchell – *see the Fifth Priority above*
- In response to growing needs, the Office for Marriage and Family Life created “Break Free,” a comprehensive response to pornography and sexual addiction, one of the most comprehensive Catholic response programs in the United States – *see the Third Priority above*

# stewardship

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 27% – Training for Parish Action Groups – *Parish Stewardship and Synod Implementation***

Develop educational programming and materials to train small outreach/stewardship/evangelization action groups in every parish to focus on internal and external invitation and engagement.

- The Stewardship Pastoral Priority Team designed a survey for parish, school and Catholic organization leaders seeking input on stewardship resources and services that are beneficial as well as what they would find helpful. The survey also gives a list of current stewardship contact people.
- The Stewardship Team then developed a plan to address this priority in five ways:
  - Connect stewardship leadership through a networking forum
  - Create a “Stewardship Tool-Kit”
  - Provide consistent stewardship formation for leaders
  - Make personal contacts with parish stewardship leaders
  - Keep stewardship efforts responsive to cultural diversity
- The Parish Stewardship Director (Barb Vite) and Director of Synod Implementation (Randy Nohl) will take the lead in following through on this plan
- As part of this plan, stewardship materials and videos will be produced and made available to parishes, schools and Catholic organizations throughout 2017 and 2018

### **Second Priority – 23% – Multi-Generational Programs – *Parish Stewardship and Synod Implementation***

Develop multi-generational programming on the theology of stewardship that incorporates events and service components.

- Four regional events focusing on *Everyday Stewardship* were presented by Tracy Welliver in February 2017
- *Spirituality of Stewardship* Conference for Leaders will be held November 3 and 4, 2017 and will help leaders gain a better understanding of stewardship and how to assist people of all ages
- Stewardship materials being developed will include videos that can be used to help people have a fuller understanding of the theology of stewardship

### **Third Priority – 15% – Training for Pastors and Associates – *Parish Stewardship***

Develop and implement comprehensive stewardship curriculum to educate and train existing pastors and associate pastors about the theology of biblical stewardship, and implementation of best practices in parishes.

- Parish Stewardship offers sessions twice a year for stewardship leaders. These programs are intended for pastors, associate pastors, parish staff members and parish stewardship leaders.
- International Catholic Stewardship Conference offers a “Pastor Track” and we will continue to recommend that new and current pastors attend this yearly conference

#### **Fourth Priority – 13% – Pilot Full Stewardship Parish Model – *Parish Stewardship***

Develop and implement a pilot program to move 1-3 parishes to a full stewardship model over 5 years.

- The Parish Stewardship Director consistently meets with parishes and assists them in all areas of stewardship. While no parish has a “full stewardship model,” some have a fuller understanding of what stewardship entails and may be open to being a pilot parish in the future.

#### **Fifth Priority – 12% – Archdiocesan-Wide Offertory Process – *Parish Stewardship and Development***

Engage in an archdiocesan-wide enhanced offertory process that includes multi-generational components designed to increase stewardship at all levels (prayer/service/financial support).

- While there is not an archdiocesan-wide enhanced offertory process at this time, the Parish Stewardship Director works with parishes that want to incorporate an enhanced offertory process
- Four Hispanic parishes (St. Mark, Kenosha, St. Joseph, Waukesha, Prince of Peace, Milwaukee and St. John Paul II, Milwaukee) have begun an initiative entitled, *Greater Mission*. *Greater Mission* concentrates on discipleship and encourages increased participation at all levels while building bridges between the cultural groups in the parish.
- Financial Peace University has been offered through Divine Mercy Parish, South Milwaukee, with the hope of it being expanded to other parishes in the archdiocese

#### **Sixth Priority – 7% – Curriculum for Schools and Formation – *Parish Stewardship, Catholic Schools and Office of Catechesis and Youth Ministry***

Develop stewardship curriculum for use in Catholic schools and Christian formation programs to focus on stewardship with our youngest stewards.

- Tracy Welliver will offer a workshop at the November 3 and 4, 2017 Leadership Conference focused on stewardship catechesis for children and teens in our parishes, schools and families
- *A Stewardship Calendar for Children* is being developed and will be distributed at the Leadership Conference along with *Stewardship Tips for Students and Families* as part of Tracy Welliver’s workshop

#### **Seventh Priority – 3% – Archdiocesan Stewardship Conference – *Synod Implementation and Parish Stewardship***

Revive annual archdiocesan stewardship conference (1-2 days). Make it formational and educational.

- An archdiocesan conference for parish, school and Catholic organization leaders entitled, *Spirituality of Stewardship*, will be held Friday, November 3 and repeated on Saturday, November 4, 2017. The conference will include prayer, a reflection by Archbishop ListECKI, keynote presentation by Fr. Maurice Nutt and workshops.
- Parish Stewardship will continue to offer sessions twice a year for all parish leaders connected to stewardship

# leadership

## Key Initiative Voting Results

(In order of Percentages)

### **First Priority – 26% – Form Lay Leaders – Core Value – Led by Office for Lay Ministry**

Support, train and form qualified lay ecclesial ministers (paid church positions) in service to the Church, with an emphasis on developing leadership roles, especially for women.

- Establishment of the Office for Lay Ministry
- Established by Archbishop Jerome E. ListECKI in January 2017, the Office for Lay Ministry is the liaison office for lay professional ministers/parish staff members in the Archdiocese of Milwaukee. This office:
  - Oversees the recruitment of lay persons for professional ministry
  - Provides, in collaboration with local institutions of higher learning, the theological, spiritual, human and pastoral formation needed for professional ministry
  - Coordinates the certification process for lay ministers
  - Provides opportunities for leadership development for lay ministers of all cultures
  - Offers opportunities for continuing formation and fellowship for lay ministers of all cultures
  - Works in collaboration with PMMA, Mareda, ALMA and other local ministerial organizations
  - Provides pastoral care and support for professional lay ministers
- The Office for Lay Ministry:
  - Along with the Mission and Leadership Priority Team have met with several of our local institutions of higher learning to develop strategic partnerships
  - In collaboration with Cardinal Stritch University, offered the first Summer Institute for Lay Ministers in 2017, a three-day opportunity for continuing formation for lay ministers
  - Is working with Sacred Heart School of Theology to provide formation for those students in their MA programs (traditional MA and Cor Unum) preparing for parish ministry
  - Is working to establish Pathways

### **Second Priority – 25% – Reduce Administration for Priests – Synod Implementation**

Lessen administrative load of priests so they can focus on pastoral and spiritual responsibilities.

- Working with Business Administrators of the Archdiocese of Milwaukee (BAAM), a new Director of Administrative Services Workshop is being developed
- Further development of what is available and formative for priests post-ordination, including Catholic Leadership 360, Pastor's Toolbox, Tending the Talents (Catholic Leadership Institute)
- Out of the Priests' and Parish Directors' Forums, new Models of Leadership and new Models of Parish were developed, that will inform Priests' Placement, parish staffing, and parish needs. As a follow up, a gathering was held of deacons and lay ministers for formation and input, with the deacons and lay ministers identifying their hopes for their future, and their formational needs.
- Multi-Parish Ministry Institute – teams from multi-parish communities being formed come together for three sessions to plan ways to collaborate – coordinated by Parish Planning and Councils Office

### **Third Priority – 15% – Call to Priesthood and Religious Life – *Vocation Office***

Foster a call to diocesan priesthood and religious life.

- Vocation Office - Father Luke Strand, Fr. Enrique Hernandez and Will Hudson are offering a variety of events and resources for those who may be interested in diocesan priesthood or religious life

### **Fourth Priority –13% – Form Non-Paid Parish Leadership – *Multiple Offices***

Develop a training/formation program for non-paid parish leadership.

- The archdiocesan central offices are focusing on their mission to help make parishes better
- Some of what is emerging includes:
  - Leadership conferences for staffs and volunteers
  - Annual Parish Council Congress for chairs and trustees and other offerings from Parish Planning and Councils Office
  - Office for Worship has offered virtual workshops for liturgical ministers
  - Intercultural Ministries programs and trainings which support leaders and potential leaders of various cultures and for those working in multi-cultural settings
  - Office of Catechesis and Youth Ministry offered the Catechetical Conference; *Gigs, Geeks and God* technology day; *Forming the Catechetical Spirit* and other catechist formation
  - Parish Stewardship Office offers spring and fall stewardship gatherings
  - St. John Paul II Office for the New Evangelization – Catholic ID, Missionary Discipleship Institute, Called and Gifted, and Healing the Whole Person Retreat
  - Working with Cardinal Stritch to support the St. Clare Center’s Saturday Institute as an excellent formation opportunity for those in non-paid parish leadership to be more deeply formed in their Catholic faith

### **Fifth Priority – 12% – Identify New Non-Paid Leadership – *Multiple Offices***

Develop approaches to identify new parish leaders and a succession plan (non-paid parish leaders).

- *Called and Gifted* is a wonderful process to help people discern their gifts for mission
- Catholic ID small group leaders grow in their faith and understanding of evangelization and then to work with small groups in a parish as well as identify and train leaders for the future – it builds in a succession plan for these efforts at the parish
- We need to continue to work with parishes on how to draw in new people and create succession plans

## Sixth Priority – 6% – Promotion of Permanent Diaconate – *Diaconate Formation*

Expand vocation promotion for permanent diaconate.

- The Office for Diaconate Formation (ODF) promotes the diaconate and recruits men from all regions, and cultural groups within the Archdiocese for the ministry of the Permanent Deacon
- Promotion includes:
  - Quarterly regional ***Inquiry for Discernment*** sessions (A six week required program which includes information, formation and discernment for men, and their wives if married in anticipation of applying to the Aspirant path of Diaconate)
  - Regional parish ***Inquirer Gatherings*** (Recent, new initiative: these are parish based gathering of interested men and their wives who wish to discuss the life, ministry and formation of a deacon in a casual setting of prayer and hospitality)
  - Semi-annual direct contact with pastors/parish directors and deacons reminding them of their respective responsibilities to invite men to consider the vocation of diaconate, and to solicit sites for both the ***Parish Inquirer Gatherings*** and regional ***Inquiry for Discernment*** program.
  - Publication of a seasonal (Fall, Winter, Summer) newsletter, ***The Servant*** which is sent out to all priests, deacons, parish directors, ACCC staff and others highlighting the ongoing activities of the ODF: recruitment, formation activities, admission information, and human interest stories. The current and past issues can be found at our website: [www.archmil.org/offices/Diaconate.htm](http://www.archmil.org/offices/Diaconate.htm)

## Seventh Priority – 4% – Increase Young and Diverse Staff – *Office for Lay Ministry*

Increase the number of parish staff who are younger and more culturally diverse.

- The Office for Lay Ministry:
  - Will be working with parishes and leadership groups on recruiting, and targeting people with great potential who could be good leaders for the future
  - Is developing an initiative focusing on millennial ministers in the Archdiocese of Milwaukee, which will offer regular gatherings for formation, worship, networking and fellowship
  - Is developing an initiative to recruit, form, and retain millennials in ministry
- Brew City Catholic initiatives are identifying and training young adult leaders for the future