



Goal 1: Form parishes into communities of faith which are inclusive, receptive and committed to spiritual and social development.

1.1 Provide community activities to stimulate participation in the life of the community.

Strategy A: Form parish communities that welcome all persons into the social, educational and liturgical life of the community.

Strategy B: Ensure every person will have a specific experience of being invited, welcomed and nurtured into the parish community.

1.2 Respect and value the diversity within our communities.

Strategy A: Encourage activities and events inclusive of all ages, cultures, races and abilities.

Strategy B: Recognize and respond to the gifts and needs of all, especially those who are involuntarily excluded from full participation.

Strategy C: Commit to continual pastoral care of all who come to our parish communities.



Goal 2: Commit to our mission of evangelization by sharing the joy and promise of the Gospel with inactive and alienated Catholics and the unchurched.

Strategy A: Claim the Great Commission (Mt. 28) as "servants of the word" in the work of evangelization.

Strategy B: Design and implement a systematic plan for evangelization.

Strategy C: Assign personnel who will be responsible for promoting the mission of evangelization.



Goal 3: Provide vibrant, lifelong faith formation opportunities which enable us to live the Gospel.

3.1 Create comprehensive continuing adult education and formation opportunities.

Strategy A: Develop a pastoral plan for adult faith formation which is rooted in Scripture, the teachings and the history of the Catholic Church.

Strategy B: Provide programs to clarify Church teaching about complex moral issues.

Strategy C: Ensure that adult faith formation utilizes a wide range of adult learning styles.

Strategy D: Include continuing adult faith formation at every diocesan and parish gathering of adults.

Strategy E: Designate a qualified adult faith formation director.

Strategy F: Establish an adult faith formation committee.

3.2 Offer quality religious education programs which engage children, youth, parents and families.

Strategy A: Ensure that the religious education curriculum contains all the teachings of the Church.

Strategy B: Ensure that all program directors, catechists and pastoral workers in the religious education program are faithful witnesses to Christ and the teachings of His Church.

Strategy C: Encourage and assist parishes in the implementation of family faith formation.

Strategy D: Provide alternative schedules and models for religious formation of youth.

3.3 Promote Catholic school education which is accessible, available and affordable.

Strategy A: Uphold high standards in the education and formation of Catholic school students.

Strategy B: Integrate evangelization into Catholic school programs.

Strategy C: Incorporate the parish school into the life and mission of the parish.

Strategy D: Develop a marketing campaign to promote Catholic schools as an important mission of the Church.

Strategy E: Establish and fund an educational endowment for diocesan Catholic schools.

Strategy F: Identify sources to fund the operation of diocesan Catholic schools.

Strategy G: Conduct a feasibility study about the location of Catholic schools where they will be accessible and available.



Goal 4: Nurture ministers and leaders in the life of the Spirit and the vision of the Church to use their gifts to serve the needs of all.

4.1 Clearly define present roles and create new roles in the Church to serve the pastoral and spiritual needs of people.

Strategy Establish a diocesan human resource office to attract, support and retain professional ministers at all levels throughout the diocese.

4.2 Effectively deploy clergy to improve sacramental and pastoral ministry.

Strategy A: Relieve priests from diocesan, regional and parish responsibilities that may be filled by others.

Strategy B: Develop an understanding of parish leadership that is collaborative and complements the leadership responsibilities of the pastor.

Strategy C: Acknowledge that clergy cannot do everything and encourage parishioners to accept their baptismal call to service.

4.3 Increase leadership among the laity through formation, education and active service.

Strategy A: Emphasize through formation and education that spiritual growth in the likeness of Christ is the heart of ministry and leadership.

Strategy B: Continue and/or initiate certification, on-going formation, networking opportunities and ministry support groups for various lay and professional ministries.

Strategy C: Utilize multiple educational institutions, diocesan central office personnel and financial resources to form and educate people for ministry.

Strategy D: Recognize the inter-dependence of all people by increasing opportunities for lay ministry and leadership among those of varying ages, genders, ethnic groups, education and disabilities.

4.4 Promote and support vocations to priesthood, diaconate, consecrated life and the call to ecclesial lay ministry.

Strategy Commission the Department of Formation to develop a multi-faceted, diocesan-wide vocations campaign for the 2003-2008 fiscal years.



Goal 5: Respond to the Gospel's call to social justice and outreach through education and coordinated assessment and response to the needs of our communities.

Strategy A: Make the needs and independence of the poor and vulnerable a priority.

Strategy B: Offer educational tools that will assist individuals and families to integrate the principles of Catholic Social Teaching into their daily lives.

Strategy C: Integrate Catholic Social Teaching into all parish life: liturgy, spirituality, education, formation, social ministry and other parish activities.

Strategy D: Provide appropriate social justice outreach education and formation to parish and diocesan volunteers and staff.

Strategy E: Increase awareness of social justice and outreach by direct involvement in services to the poor and vulnerable.

Strategy F: Educate and advocate for local, state, national and international social justice issues.

Strategy G: Develop a plan to address collaboratively the needs of the poor and vulnerable.



Goal 6: Foster and enhance spirituality and worship which will deepen our relationship with God and the Church.

6.1 Provide reverent liturgy that invites full and active participation.

Strategy A: Foster education and formation opportunities which promote full and active participation in the liturgy.

Strategy B: Stress that the Sunday Eucharist and that Sunday itself is experienced as a special day of faith.

Strategy C: Provide enrichment courses in homiletics.

Strategy D: Promote quality music in the liturgy.

Strategy E: Provide education and formation for liturgical ministers.

Strategy F: Establish parish worship commissions.

6.2 Offer opportunities for personal and communal spiritual renewal.

Strategy A: Offer opportunities that educate and form the faithful in the call to holiness, spirituality and prayer.

Strategy B: Foster and sponsor events that encourage ongoing conversion.

Strategy C: Promote a variety of communal prayer and devotions.

Strategy D: Ensure that the teaching in our parishes persuasively and effectively presents the practice of the sacrament of reconciliation.

6.3 Challenge people to a life of faith in action.

Strategy Instill a conviction that we continue the Eucharistic celebration by making visible the radical demands of the gospel message in our daily lives.



Goal 7: Strengthen the ongoing relationship of youth, college students and young adults with the Church.

Strategy A: Ensure continuity in serving youth as they move into their young adult years and beyond.

Strategy B: Hire qualified leadership for youth and young adult ministry.

7.1 Engage youth, college students and young adults through ministry and creative programming.

Strategy A: Develop ways to evangelize youth, college students and young adults that will sustain them in the Church.

Strategy B: Advocate for youth, college students and young adults through prayer and education of the parish community.

Strategy C: Establish Catholic youth and young adult councils to plan regular inter-parish activities.

Strategy E: Promote awareness and use of the Michigan Catholic Conference registry program of graduating seniors from public and parochial high schools.

7.2 Engage more adults in ministry with youth and young adults.

Strategy Develop guidelines for parish and inter-parish collaboration to recruit and form volunteers.

7.3 Engage youth and young adults in the life of the parish.

Strategy Establish a commission for youth and young adult participation in the life of the parish.

7.4 Nurture and develop the leadership potential of youth and young adults.

Strategy Promote opportunities and levels of responsibility for youth and young adults to experience leadership.

COMMON STRATEGIES

1. Make stewardship a priority and commitment for the diocese, regions and parishes.
2. Develop an assessment tool based on the seven goals to address parish life.
3. Assist every parish to develop a plan to improve communication.



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After Jubilee 2000, The Vicar of Christ, on January 7, 2001, charted the course for our Church in the new millennium.

In “Entering The New Millennium” he urges: “Now we must direct our thoughts to the future. Now is the time for each diocese to assess its fervor and find fresh enthusiasm for its spiritual and pastoral responsibility.” He repeatedly calls for pastoral planning in each diocese.

Since 1999, the Church of Lansing, united in the Holy Spirit, identified the specific features of a detailed pastoral plan for our journey ahead. I promulgated the goals during the Common Conference, November 15, 2001. Now, during this Christ Mass, it is my joy to present to the Church of Lansing the complete plan for our journey.

Our goal is to deepen and intensify our authentic identity as Church; the Body of Christ, living in a communion of faith, hope and love as a

**WORSHIPING CHURCH
PRAYING CHURCH
EVANGELIZING CHURCH
SERVING CHURCH**

John Paul II insists: “We shall be saved by a Person, and his assurance: “I am with you.” It is not a matter of inventing a new program. It already exists. It is Christ.

Bishop of Lansing
March 28, 2002