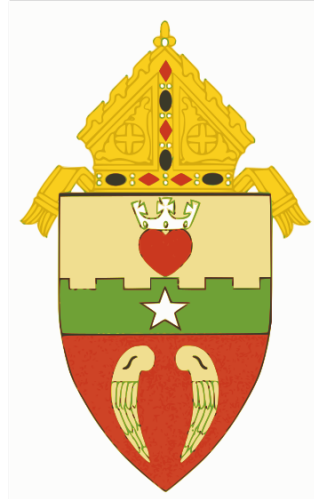


A FUTURE FULL OF HOPE

Pastoral Plan for the Diocese of San Angelo



2019-2022

"I know well the plans I have in mind for you...plans for your welfare...so as to give you a future full of hope."

Jeremiah 29:11

Vision Statement

We envision the Diocese of San Angelo as a Church with vibrant, welcoming communities in which people encounter, support, and accompany one another on the path of missionary discipleship, learning and living the Catholic faith, supporting families, and building up the next generation of Catholics.

Pastoral Plan Priorities

The Pastoral Planning process began with listening sessions, focus groups, and a survey, involving people from around the diocese. The results were distilled into the four priorities detailed in this plan.

Form Disciples	Ensure that every Catholic has access to individuals, communities, and resources to support them in deepening their relationship with Christ, learning the Catholic faith, and living it fully.
Engage Young Adults	Engage young adults with opportunities to connect to the Catholic faith in ways that are meaningful and accessible to them.
Accompany Youth	Accompany youth by helping them grow in their knowledge of their faith, find community, and grow into mature disciples.
Nurture Families	Nurture the domestic church (the family) to deepen the experience of discipleship and to support families as they meet the challenges of our complex society.

Catalysts

There are three catalysts that will be crucial to the success of the plan:

Priests	Priests are vital partners in bringing the pastoral plan to life at the parish level. Continuing formation and support are essential, such as leadership training and reducing administrative responsibilities so they can focus more fully on ministry.
Technology	We will use technology to reach people in the most effective way possible. We will assess current technology capabilities of the diocese and parishes around capacity for video meetings, effectiveness of social media, quality of parish websites, etc.
Leaders	The relational vision of this plan will require leaders in parishes throughout the diocese who are trained to invite, welcome, connect with, and accompany others in communities that foster discipleship. It will be essential to identify and develop leaders in this relational style of leadership.

Assumptions

- **Implementation Committee:** Putting the plan's initiatives into action will utilize a pastoral plan diocesan implementation committee, with a dedicated chair. The committee will have a priest liaison from the Presbyteral Council, to ensure good coordination.
- **Parishes as point of Encounter:** Since parishes are by far the most prevalent way Catholics in the diocese encounter their faith, this plan places primary focus on parishes as the place where the plan is implemented. Parishes are asked to take the four priorities of this plan and incorporate them in some way into their own local pastoral planning and ministry.
- **Multicultural reality:** Information on the plan will be provided in both English and Spanish.
- **Communications:** Communication of the plan will use multiple means of communication, such as the *West Texas Angelus* diocesan newspaper, the diocesan website, parish bulletins, social media, and pulpit announcements (when appropriate).
- **Relationship to other areas of ministry:** There are many other areas of the life of the Church that are not mentioned in this plan. This does not mean that those other areas are unimportant. The goals of this plan represent areas where we will intentionally focus particular energy at this time, in order to meet current pastoral challenges more effectively. Future pastoral plans may focus on other areas.

First 6 months

The first 6 months after the release of the Pastoral Plan (Sept 2019, to March 2020) are crucial. Many Catholics will form their impression of the plan and its value in this time period. For this reason, it is essential to communicate the plan and its value effectively. The following are recommended steps to be taken:



Fall 2019

- Oct 6 or 13: Video with bishop announcing Pastoral Plan shown in all parishes and posted on the diocesan website
- Parishes conduct discussion groups of interested parishioners. Identify parishioners interested in volunteering to implement the Plan
- Announce through additional communication vehicles such as social media, non-church media, etc.
- October 19 Mass in San Angelo for the launch of the Pastoral Plan, streaming the Mass online and through other communication vehicles
- Priests invite their parish pastoral councils to study the plan and apply it to their own deliberations about the pastoral life of the parish



Early 2020

- Offer a gathering for those who are enthusiastic about the plan, both clergy and laity, focusing on: 1) reflection on the plan's vision and spirituality of the plan and 2) training in relational style of ministry. Additional sessions may be needed. It is important that sessions be offered in English and Spanish.

Form Disciples

Every Catholic will have access to individuals, communities, and resources to support them in deepening their relationship with Christ, learning the Catholic faith, and living it fully.

Year 1 (Sept 2019- Sept 2020)	Level	Initiative
	Diocese	Establish a pastoral plan diocesan implementation committee to review the pastoral life of the diocese in the light of the pastoral plan and to assess ongoing progress.
	Parish/ Diocese	Utilize an in-person small group faith-sharing program (such as <i>Alpha</i> or <i>Renew</i>) with a trained group of leaders in each parish.
	Parish	Each parish council will review the pastoral life of the parish in the light of the diocesan pastoral plan. This review could be done by the pastoral council, or by a committee of that council, or by a special pastoral plan parish implementation committee established by the pastor and reporting to the parish council.
	Diocese	Distribute a list of current faith formation and retreat programs available in the diocese.
	Diocese	Develop a plan to expand opportunities for faith formation and retreat programs for year 2 of the plan.
	Diocese	Create a list of opportunities for personal spiritual direction/companionship, both in Spanish and English.
	Parish/ Diocese	Make accessible opportunities for personal information about the faith (e.g., parish library, Catholic websites, a program such as <i>Formed</i> , etc.).
Year 2 (Sept 2020- Sept 2021)	Diocese	Diocesan pastoral plan implementation committee will assess the progress of the diocese in all aspects of the diocesan pastoral plan.
	Diocese	Launch a webpage with an extensive list of resources (websites, apps, books, etc.) on prayer, Scripture, spirituality, liturgy, etc. Provide training for parish staff on using this resource.
	Diocese	Invite new spiritual director/companion candidates from areas or language groups where there is not currently access to spiritual directors/companions to join the next diocesan formation program for spiritual directors/companions.
	Parish	Double participation in in-person small group faith-sharing program (such as <i>Alpha</i> or <i>Renew</i>) in the parish.
	Parish	Parish council will assess the progress of the parish in all aspects of the diocesan pastoral plan.
	Diocese/	Increase participation in retreats throughout the diocese by 25%. These include

	Parish	parish retreats, ACTS, SEARCH, Cursillo, Awakening, Marriage Encounter, prison retreats, etc.
Year 3 (Sept 2021- Sept 2022)	Diocese	Diocesan pastoral plan implementation committee will assess the progress of the diocese in all aspects of the diocesan pastoral plan.
	Diocese	Focus the theme of the Diocesan Conference Day on the priorities of the Pastoral Plan.
	Diocese/ Parish	Increase participation in retreats throughout the diocese by 25%. These include parish retreats, ACTS, SEARCH, Cursillo, Awakening, Marriage Encounter, prison retreats, etc.
	Parish	Parish council will assess the progress of the parish in all aspects of the diocesan pastoral plan.

Suggested Resources

- **Formed** is an online platform providing access to Catholic audio talks, movies, e-books, and video-based studies from providers like the Augustine Institute, Ignatius Press, Catholic Answers, the St. Paul Center, and more.
 - Annual Subscription of \$1999/year provides access for unlimited members. Upon purchasing, a custom url is provided as well as a group code which can be used by new members to register free.
 - <https://market.formed.org/formed-on-demand-subscription-for-groups.html>
- **Alpha** is a free small group program which seeks to introduce the basics of the Christian faith through a series of talks and discussions. Alpha courses in English and Spanish are being run in churches, homes, workplaces, prisons, universities and a wide variety of other locations. For more information, please see <https://alphausa.org/catholic>
- **VLFFF**, the University of Dayton Virtual Learning Community for Faith Formation is a national initiative to offer adult faith formation online, both in English and in Spanish. The Diocese of San Angelo is a partner in this project.
- **Diocesan Basic and Advanced Formation Programs**

Engage Young Adults

Young adults will have the opportunity to connect to the Catholic faith in ways that are meaningful and accessible to them.

Year 1 (Sept 2019- Sept 2020)	Level	Initiative
	Diocese	Offer initiatives to listen to youth and young adults. Conduct focus groups of youth and young adults as well as meetings of the two groups with the bishop at sites throughout the diocese.
	Diocese/ Parish	Every parish will have a parish-wide conversation about engaging more young adults, with guidelines provided by the diocese.
	Parish Parish	It is recommended that each parish/mission identify a qualified young adult (age 18-35) to serve on the parish council and/or finance council. Each parish identifies how they will integrate young adults into liturgical life (readers, eucharistic ministers, etc.), social outreach ministries, as well as other ministries of the parish.
	Diocese	Provide a retreat focused on Young Adult spirituality.
	Parish/ Diocese	Identify young adult leaders to participate in the Youth and Young Adult Dialogue and Planning Summit.
Year 2 (Sept 2020- Sept 2021)	Diocese	Offer Youth and Young Adult Dialogue and Planning Summit. Some participants and leaders will be identified from listening sessions from Year 1.
	Diocese/ Parish	Begin implementation of the National Dialogue and Planning Summit at the diocesan and parish level.
	Diocese	Identify at least 3 sites in the diocese (parish, university campus, and a non-church location where young adults gather) to serve as hubs for engaging young adults.
	Parish	Every parish will assess its baptism and marriage ministries as evangelization opportunities with young adults, with resources provided by the diocese.
Year 3 (Sept 2021- Sept 2022)	Parish/ Diocese	Include young adults in consultative and leadership bodies of the diocese, the parishes, and movements.
	Diocese	Launch an online hub with resources (prayer, ministry etc.) for young adults.

Suggested Resources

- **Iskali** <https://www.iskali.org/> Hispanic ministry for young adults dedicated to evangelization, committed to be missionary disciples that grow in their faith and imitation to Christ guided by the Holy Spirit
- **FOCUS:** (www.focus.org/) FOCUS is a Catholic collegiate outreach whose mission is to share the hope and joy of the Gospel with college and university students. FOCUS missionaries encounter students in friendship where they are, inviting them into a personal relationship with Jesus Christ and accompanying them as they pursue lives of virtue and excellence.
- **Sons and Daughters of Light:** A Pastoral Plan for Ministry with Young Adults, United States Conference of Catholic Bishops
<http://www.usccb.org/beliefs-and-teachings/who-we-teach/young-adults/sons-and-daughters-of-light.cfm>
- **Connecting Young Adults to Catholic Parishes**, United States Conference of Catholic Bishops
- **Young Adult Ministry in a Box** <https://www.youngadultministryinabox.com/>
- **Response Directory:** Response is a national directory of full-time, faith-based volunteer opportunities published annually by the Catholic Volunteer Network. It is available at www.catholicvolunteernetwork.org

Accompany Youth

Accompany youth by helping them grow in their knowledge of their faith, find community, and grow into mature disciples.

Year 1 (Sept 2019- Sept 2020)	Level	Initiative
	Diocese	Offer initiatives to listen to youth and young adults. Conduct focus groups of youth and young adults as well as meetings of the two groups with the bishop at sites throughout the diocese.
	Parish	Each parish will have some form of ministry to youth. This could be either a stand-alone ministry or a partnership with other parishes.
	Diocese	Initiate training for youth ministers to serve in parishes and regionally.
	Diocese	Identify multiple youth ministry resources from which parishes can select to offer to youth.
	Parish	Each parish identifies how they will integrate youth into liturgical life (readers, eucharistic ministers, etc.), social outreach ministries, as well as other ministries of the parish.
Year 2 (Sept 2020- Sept 2021)	Diocese	Offer Youth and Young Adult Dialogue and Planning Summit. Some participants and leaders will be identified from listening sessions from Year 1.
	Diocese/ Parish	Implement recommendations from the National Dialogue and Planning Summit at the diocesan and parish level.
	Diocese	Provide online training in youth ministry.
Year 3 (Sept 2021- Sept 2022)	Diocese	Launch an online hub with resources (prayer, ministry etc.) for youth (grades 7-12).
	Diocese	Lay leaders formed in Year 2 of the plan identify regional initiatives to support youth ministry and develop additional leaders.

Suggested Resources

- **National Federation for Catholic Youth Ministry Resource Site** <http://nfcym.org/resources>

Nurture Families

Nurture the domestic church (the family) to deepen the experience of discipleship and to support families as they meet the challenges of our complex society.

Year 1 (Sept 2019- Sept 2020)	Level	Initiative
	Diocese/ Parish	Provide list of marriage and family life resources to parishes, including all those listed below.
	Diocese/ Parish	Provide parents with resources to help children learn and practice the faith at home (i.e. blessings and prayers at meals, Mass preparation, how to read the Bible with their children, Catholic prayers, lives of the saints, and information about the faith).
	Diocese/ Parish	Each parish conducts a parish self-assessment of how well they welcome families into liturgical life as well as other ministries of the parish. Parish self-assessment tool provided by the diocese.
Year 2 (Sept 2020- Sept 2021)		
	Parish	Match newly married couples with trained mentor couples.
	Diocese/ Parish	Identify resources and courses/seminars/talks on skills that couples need, such as conflict management, communication, and parenting skills, as well as subjects that adversely affect a married life, i.e., sickness, care of aging parents, financial issues, addictions, and domestic violence.
Year 3 (Sept 2021- Sept 2022)	Diocese/ Parishes	Provide formation and leadership development to those who serve as leaders in parish marriage and family ministries.
	Diocese	Provide training, awareness, and advocacy for marriage and family life.
	Diocese	Establish an outreach to families who have a family member in prison.

Suggested Resources

- Marriage Encounter and Engaged Encounter
- Movimento Familiar Cristiano
- Couples for Christ is a Catholic movement intended for the renewal and strengthening of **Christian family life**. It is an international association of the faithful of pontifical right.
- That Man is You
- Choice Wine
- Families for Christ
- Joyful Again!
- Strong Catholic Families/Strong Catholic Youth