Uniting in Heart 2030 Diocesan Pastoral Plan

DIOCESE of LAFAYETTE-IN-INDIANA

GUIDING CHANGE Document

Change Readiness Phase ***Second Half of 2019***	**Change Management Phase** ***June/July 2020***	**Ongoing Practice Phase**

• Formation of a Diocesan Transition Team
• Formation of Parish Transition Teams
• Assess change readiness for ordained and parish leaders
• Evangelization Assessment
• Stewardship Assessment
• Vocations
• Financial Assessment
• Human Resources Assessment
• School Assessment
• Technology Assessment
• Child Protocol Assessment
• Safe Facility Assessment
• Facilities Condition Assessment
• Inventory of Sacred and Secular Goods
	• Creation of a Leadership Team (must include school principals)
	• Implementing new Pastorate structures
	• Learning to lead as a team; change management capacity and skills development
	• Creation of a Parish Pastoral Plan based on data and consistent with the Uniting in Heart 2030 Pastoral Plan that envisions the next 10 years for the parish
	• Implementing the 3 Pillars through prayer and formation as the foundation of all we do
	  ○ Mission (Evangelization, Missionary Discipleship)
	  ▪ Experience and renew our encounter w/ Jesus, e.g., ALPHA, discipleship groups, connect groups, Ascension Press products, etc...
	  ▪ Vocations
	  ▪ Stewardship
	  ○ Community
	  ▪ Renewal in the Holy Spirit through ways to create vibrant parishes
	  ▪ 7 signs of parish vitality
	  1. Culture of Evangelization
	  2. Ongoing Formation and Discipleship
	  3. Prayerful and Vibrant Worship
	  4. Meaningful Community Life
	  5. Commitment to Service
	  6. Passion for Vocations
	  7. Faithful Stewardship
	  ○ Witness
	  ▪ Faith in action
	  ▪ Society engagement and bringing Jesus to the world
		• Pre-pastorate clergy formation
		• Annual Parish Pastoral Plan refinement and extension for 3 years
		• Continuous monitoring and refinement of ministries and management
		• Coaching
		• Mentoring
		• Implement Called & Gifted Charisms, Temperaments, or Personality Traits (Myers-Briggs) of team members
		• Leadership training
		• Monthly formation for clergy Canon 279 §2
		• Monthly formation for pastors and leadership teams