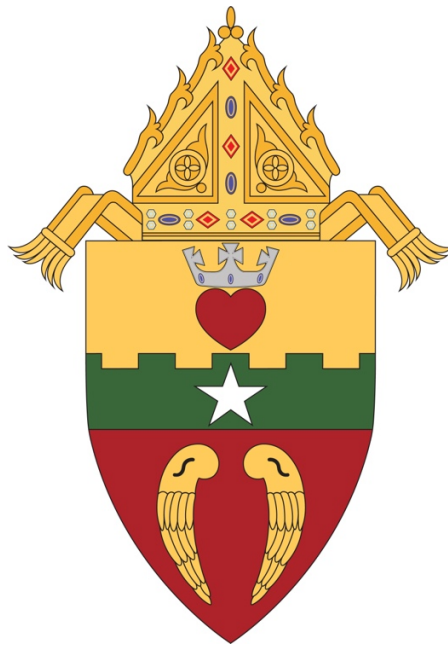


Called to Flourish: Growing into Our Full Potential

Pastoral Plan for the
Diocese of San Angelo



2025-2028

“The one who began a good work in you will continue to complete it until the day of Christ Jesus” (Phil 1:6).

Mission Statement

The mission of the Diocese of San Angelo is to be faithful to Jesus Christ, seek the salvation of souls, build the Kingdom of God, and help the Catholic faith to flourish in West Texas.

Vision Statement

We envision the Diocese of San Angelo as a Church with vibrant, welcoming communities in which people understand their identity as children of God, encounter the love of Jesus Christ, support one another in learning and living the Catholic faith, become servant leaders, and reach out in missionary discipleship.

Pastoral Plan Priorities

The Pastoral Planning process began with a survey, listening sessions, and focus groups involving a variety of people from around the diocese in the spring of 2025. Further input and clarification were provided at a leadership summit. The results were distilled into the four priorities detailed in this plan.

Faith Formation	Help people of all ages to grow in faith by deepening their relationship with Jesus Christ and by growing in their knowledge of the Catholic faith.
Spiritual Renewal	Nurture opportunities for spiritual growth through a variety of offerings.
Vocation Vision	Cultivate vocations by developing leaders and fostering support for local vocations.
Effective Communication	Develop effective avenues of communication at all levels, utilizing a variety of resources and technology, supplementing personal interaction.

There are many areas of ministry that are not specifically mentioned in this plan. This does not mean those areas are unimportant. Future pastoral plans may focus on other areas. This plan simply allows us to focus our energies in specific areas to grow into our full potential as a diocese.

While there are action items in this plan specific to the diocese or certain other groups, realistically Catholics encounter their faith primarily at the parish level. Therefore, this plan places its primary focus of action on parishes as the place of implementation.

The success of this pastoral plan will rely heavily on two things: an intentional adoption and focus by the people of the diocese, and the approach in implementation by those in leadership, both clergy and laity.

The following steps are essential for the effective implementation of this pastoral plan:

- Led by the pastor, each parish council shall review the pastoral life of the parish in the light of the diocesan pastoral plan. This review may be done by the pastoral council, or by a committee of that council, or by a pastoral plan implementation committee established by the pastor and reporting to the parish council.
- The parish council shall suggest ways for the diocesan pastoral plan to be applied and implemented in their specific community.
- The council shall assess the progress of the parish regarding all aspects of the implementation of the diocesan pastoral plan.
- A tool shall be developed for parishes to report regularly on how they have implemented this pastoral plan. Reporting shall be done at least once per year.
- In collaboration with relevant diocesan staff members, the diocesan presbyteral council shall assess the progress of the diocese regarding all aspects of the diocesan pastoral plan.

Faith Formation

Help people of all ages to grow in faith by deepening their relationship with Jesus Christ and by growing in their knowledge of the Catholic faith.

Year 1 (July 2025- June 2026)	Level	Initiative
	Diocese	Distribute a list of current faith formation offerings of the diocese; include graphics or other elements to help parishes in advertisement.
	Diocese	Evaluate current faith formation offerings and make plans to adjust/change as needed in Year Two.
	Diocese	Develop seasonal resources that can be used by families in sharing the faith at home.
	Parish	Advertise and encourage participation in current parish and diocesan faith formation offerings.
	Parish	Evaluate current faith formation offerings for all age levels and make plans to adjust/change as needed in Year Two.
	Parish	Offer a seasonal formation opportunity for adults (Advent Faith Sharing Groups; Lenten Bible Study, etc.).
	Parish	Offer one intergenerational faith event based on a liturgical season or a particular feast day.
Year 2 (July 2026- June 2027)	Diocese	Develop “Faith at Home” resources such as monthly guides based on the liturgical year for use in the domestic church.
	Diocese	Develop a “Faith and Life” Speaker Series, offering a bank of topics and presenters that parishes can host.
	Diocese	Implement any changes to current programs as discerned in Year One.
	Parish	Develop “Intergenerational Prayer Partnerships” where prayer partners are established between different generations; include an opportunity for a large gathering for them to meet.

	Parish	Implement an evangelizing formation program in the parish, such as <i>ChristLife</i> or <i>Alpha</i> .
	Parish	Implement any changes to current programs as discerned in Year One.
	Parish	Host an intergenerational learning event that brings together families, children, youth, and elders around a specific theme.
Year 3 (July 2027- June 2028)	Diocese	Develop a “Wisdom Speakers” series, suggesting topics and presenters inviting older generations to share their faith journeys to be hosted by parishes.
	Diocese	Host a father/son event where fathers and sons can come together for learning and reflection.
	Diocese	Host a mother/daughter event where mothers and daughters can come together for learning and reflection.
	Parish	Host two to three intergenerational faith nights around specific liturgical themes or particular feast days. Include opportunities for households to learn together and to complete a project/activity that can be taken home to further discussion.
	Parish	Host a parish mission; include aspects for all age groups.
	Parish	Celebrate Catechetical Sunday; include a public commissioning and ongoing appreciation of all those who help educate in the faith.
	Parish	Develop and encourage participation in Small Christian Communities.

Spiritual Renewal

Nurture opportunities for spiritual growth through a variety of offerings.

Year 1 (July 2025- June 2026)	Level	Initiative
	Diocese	Advertise current offerings for retreats, days of prayer, and other means for spiritual growth and renewal.
	Diocese	Compile and distribute a list of parish-based retreats and initiatives that are open to anybody within the diocese.
	Diocese	Organize a diocesan-wide “Annual Day of Prayer and Reconciliation”; on the same day at every parish/cluster of parishes would offer confessions with extended hours and Eucharistic Adoration.
	Parish	Advertise resources and current offerings of means of spiritual growth and renewal.
	Parish	Reintroduce a period of silence before Mass; encourage silent preparation for Mass.
	Parish	Promote Eucharistic Adoration; provide times of family-friendly Eucharistic Adoration.
	Parish	Create and distribute a parish “Home Prayer Kit”; provide kits for parishioners to use at home for prayer, including prayer books, candles, a rosary, and Scriptures.
Year 2 (July 2026- June 2027)	Diocese	Offer formation to train people how to evangelize as missionary disciples, bearing witness to the beauty of knowing Jesus Christ, and helping others to discover the joy of the Gospel.
	Diocese	Develop a “Prayer 101” Series to teach people how to pray, including various forms of prayer.
	Diocese	Develop seasonal mini-retreats that parishes can implement.
	Diocese	Develop a digital spiritual library; create an online library of spiritual resources—books, podcasts, articles, and videos—that are accessible to all.

	Parish	Introduce and promote the Liturgy of the Hours.
	Parish	Host a “Home Prayer Space Challenge”; encourage parishioners to develop a home prayer space and submit pictures that can be shared to inspire others.
	Parish	Create a Spiritual Book Corner where people can check out spiritual books, devotionals, or prayer guides.
Year 3 (July 2027- June 2028)	Diocese	Develop and distribute seasonal (Advent and Lent) reflections.
	Diocese	Develop “Pray With Us” series of short videos on the Mass, Liturgy of the Hours, Lectio Divina, Visio Divina, Rosary, silence, etc.
	Diocese	Launch a local pilgrimage program; designate key places (parishes, shrines, etc.) within the diocese as pilgrimage destinations. Each month, promote a diocesan pilgrimage where people can visit and pray at a different site.
	Parish	Host monthly hours of renewal; rotate between different types of prayer and reflection (silent adoration, guided meditation, communal rosary, etc.).
	Parish	Develop local book clubs around spiritual/faith-based books.
	Parish	Offer intergenerational day of reflection that includes activities and prayers for all ages.

Vocation Vision

Cultivate vocations by developing leaders and fostering support for local vocations.

Year 1 (July 2025- June 2026)	Level	Initiative
	Diocese	Partner with the Scanlan Foundation and Texas 100 initiative to develop a strategic plan to increase vocations to the priesthood.
	Diocese	Offer training for development of vocation teams at each parish.
	Diocese	Create a prayer initiative that develops and assigns specific prayer intentions for each vocation (clergy, consecrated/religious life, marriage, single life) monthly.
	Parish	Develop a vocations team at each parish that will promote all vocations.
	Parish	Create a travelling vocation cross initiative that families take home to pray intentionally for all vocations.
	Parish	Incorporate lessons on all vocations into religious education and youth ministry.
Year 2 (July 2026- June 2027)	Diocese	Create digital and print resources for all vocations; to include videos, testimonies, and social media campaigns.
	Diocese	Pair those discerning priesthood or religious life with a mentor; pair a young man considering seminary with a priest or a young woman considering religious life with a religious sister.
	Diocese	Celebrate National Vocation Awareness; provide resources to parishes to also celebrate.
	Parish	Create small-group discernment gatherings for those discerning various vocations, either in one parish or a group of parishes together.
	Parish	Include weekly prayers for vocations in Prayers of the Faithful; rotate intentions for different states of life (priesthood, religious life, marriage, single life).

	Parish	Invite guest speakers from each vocation to speak to religious education classes.
	Parish	Support the vocation of marriage by implementing a marriage enrichment program (ex: Choice Wine, Teams of Our Lady, Two Years After Forever).
Year 3 (July 2027-June 2028)	Diocese	Distribute diocesan-wide Vocation Novenas and Holy Hour Guides; include prayers for each vocation and instructions for use in parishes, homes, or small groups.
	Diocese	Coordinate a “Spiritually Adopt a Seminarian” program; have each parish adopt a seminarian to pray for and to send simple notes of encouragement.
	Diocese	Create a “Parents as First Teachers of Vocations” workshop that offers guidance on fostering openness to God’s call in children.
	Parish	Incorporate vocations into homilies regularly; include references to priesthood, religious life, marriage, and single life.
	Parish	Host a “Vocations Q&A Night”; a casual evening where people of different vocations take questions from parishioners.
	Parish	Host a “What Do You Want to Be...for God?” drawing contest; invite children to draw themselves as a priest, sister, husband, wife, deacon, or consecrated single. Display in a common area.

Effective Communication

Develop effective avenues of communication at all levels, utilizing a variety of resources and technology, supplementing personal interaction.

Year 1 (July 2025- June 2026)	Level	Initiative
	Diocese	Redesign and modernize the diocesan website, making it more user-friendly and easier to navigate.
	Diocese	Better utilize the use of Flocknote to communicate not just to the diocese at large but also with use for specific groups.
	Diocese	Create a list of available resources/apps to assist with communication regarding faith development.
	Diocese	Create or update a communication calendar that includes diocesan events, deadlines, etc.
	Parish	Update or launch parish websites; make them user-friendly with accurate and up-to-date information.
	Parish	Create or update a parish communication calendar that includes events, feast days, deadlines, etc.
	Parish	Use social media platforms regularly and intentionally.
	Parish	Establish and utilize clear feedback channels for questions, ideas, or concerns.
Year 2 (July 2026- June 2027)	Diocese	Foster skill refinement and leadership development of parish volunteers, staff, and clergy.
	Diocese	Use social media platforms regularly and intentionally.
	Diocese	Establish and utilize clear feedback channels for questions, ideas, or concerns.
	Diocese	Create a Cross-Parish Storytelling Series that features how different parishes are living out the Gospel, building unity, and providing inspiration.
	Parish	Standardize parish communications; ensure bulletins, announcements, emails, and social media share a unified message, tone, and visual style.
	Parish	Create Ministry Story Spotlights; regularly feature ministries or volunteers in bulletins and social media showing how faith is lived out locally.
	Parish	Develop and implement a communications survey; use results to identify communication gaps, preferred channels of communication, and language needs.

	Parish	Assess all parish signage, both on the property and on streets or highways; improve or add signs as needed for clarity, visibility, and attractiveness.
Year 3 (July 2027- June 2028)	Diocese	Develop and implement a “Trust and Transparency” Initiative; use newsletters, videos, etc. to proactively share financial updates, safe environment policies, and accountability measures.
	Diocese	Create a shared resource portal where resources and announcements can be shared between diocese and parishes, as well as parish-to-parish.
	Diocese	Create a “Faces of Faith” spotlight; showcase parishioners, ministry leaders, and personal stories via social media posts to humanize the Church.
	Parish	Develop an internal channel of communication for different parish ministries to share important updates with each other.
	Parish	Develop a quarterly “Parish Life Highlights” summarizing recent events, financial updates, and upcoming events/ministries.
	Parish	Use data analytic tools to better understand audience needs and improve messaging effectiveness on both the website and social media engagement.
	Parish	Assess the experience of visitors to the parish; make adjustments as needed to increase an atmosphere of welcome and to facilitate involvement of newcomers in parish life.