

Be Missionary Disciples

ARCHDIOCESAN PASTORAL PLAN

Dear Friends in Christ,

On the following pages, you will read about the latest developments related to the Be Missionary Disciples pastoral planning initiative in the Archdiocese of Baltimore. You may recall that this initiative was the subject of my 2015 pastoral letter, “A Light Brightly Visible: Lighting the Path to Missionary Discipleship,” and with the support and efforts of many people throughout the Archdiocese, much progress has been made over the past two years. During that time, we conducted and reflected on a survey of mission-readiness in our parishes, and worked to define the geographic footprint within which mission-focused, evangelization-based planning would occur in the coming years.

What you will read about in this issue of the Catholic Review relates to the final design of the pastorates. But the design of the pastorates should not in any way be mistaken as the end goal. In fact, in many ways it represents the first step along our path of missionary discipleship as we seek to spread the Gospel and re-evangelize every neighborhood and ZIP code within our Archdiocese. It is a moment for us all to re-focus on our mission to proclaim Christ and open minds and hearts to His truth and love. How we go about this privileged work within our pastorates, our communities of faith, is the work that lies ahead for all of us.

Authentic evangelization-based planning demands an ongoing conversion of mind and heart because, as Pope Francis puts it, “It is impossible to persevere in a fervent evangelization unless we are convinced from personal experience that it is not the same thing to have known Jesus as not to have known him, not the same thing to walk with him as to walk blindly, not the same thing to hear his word as not to know it, and not the same thing to contemplate him, to worship him, to find our peace in him, as not to” (*Evangelii Gaudium*, no. 266). So profound is the conversion to which we are called that, if we open ourselves to it, it will result in nothing less than the transformation of our lives and the transformation of our pastorates.

I wish you all the Lord’s blessings, and ask for your continued prayers as, together, we strive to be missionary disciples of Christ here in the Archdiocese of Baltimore.

Faithfully in Christ,



Most Reverend William E. Lori
Archbishop of Baltimore



Prayer

Merciful Father, pour out your
Spirit of wisdom and love
To guide us in this pastoral
planning process to
Be Missionary Disciples
Of your son, Jesus Christ.

Transform us through the
Eucharist we share,
That it may become the source
and summit of our lives.
Make us truly welcoming to
all of your people,
That our hearts may open to
your grace and mercy.

Walk with us as we accompany
one another
Along the path of spiritual
growth and discipleship.
And send us forth to proclaim
the joy of the Gospel
Through faith, service, justice
and love of others, most
especially the poor.

May we never lose sight of our
sacred mission
To “go and make disciples of all
nations”
So that in this Archdiocese of
Baltimore
The light of Christ would
always be
A Light Brightly Visible.

Amen.

FOUR POINTS TO KEEP IN MIND ABOUT

Be Missionary Disciples

Be Missionary Disciples is focused on conversion

- **Personal conversion** that compels us to look inward at our own faith life and the way in which our relationship with Christ is growing and being shared with others.
- **Parish conversion** that compels us to examine the way in which our parishes enable personal conversion through the formation of disciples and the embodiment of the mission to live and share the Gospel message of love and redemption.
- **Archdiocesan conversion** that compels us to be good stewards of the gifts God has given this local church by configuring our parishes to be vibrant and sustainable centers of evangelization.

It has a goal of creating a stable environment for conversion to occur

- Archbishop Lori's pastoral letter, "A Light Brightly Visible," outlined why pastoral planning must move forward in the archdiocese and what he hopes to achieve as a result. Growing and evolving social outreach and pastoral care needs, rising religious disaffiliation, shifting demographics and impending clergy retirements have created a "new normal" for the church that requires a different way of carrying out the mission.
- The pastorate design and *Be Missionary Disciples* planning process are meant to create the conditions that promote long-term stability and predictability, so that the essential work of disciple-making can be the focus.

PASTORATES: WHAT YOU NEED TO KNOW

What is the purpose of the Be Missionary Disciples planning effort?

The purpose of Be Missionary Disciples is to organize our parishes so we have a critical mass of people and resources to do the mission of the Church effectively, and to intentionally plan for how that mission will be carried out.

How will the parishes be organized?

Parishes are being organized into "pastorates," one or more parishes with a single pastor and leadership team. The pastorate defines which parishes will be planning together for how to carry out the mission of the Church in their boundaries.

Who put together the design of pastorates?

The pastorate design evolved through many rounds of consultation that occurred between June 2016 and February 2017. A small group of pastors and archdiocesan staff developed the first model of pastorates from our existing parishes. That model then was shared with the priests who serve on the Presbyteral Council or are vicars forane (priests representing the different regions in the archdiocese); all the priests and pastoral life directors in the

archdiocese; and representatives from all the parishes in the archdiocese. After each round of consultation, the design was revised to reflect the feedback that was received.

Are pastorates replacing parishes?

No, parishes will continue to be the primary expression of the local church. Pastorates are simply a way of helping them work together better through shared leadership and vision.

What kinds of planning will each pastorate be asked to undertake?

The pastorate will plan to renew and strengthen the faith of those already in our parishes, welcome back those who have become disengaged from their faith, and reach out to strangers to share the Gospel with them. It also will need to address how this can best be done in a way that will be sustainable for many years to come, which will include examining how the buildings and finances of the pastorate collectively can best serve the mission, and how our people can be brought together to do this as well.

Does this mean that parishes in a pastorate are going to have to merge? Is my church going to close?



The model does not assume that multiple parishes in a pastorate will merge. That is a decision that will have to be reached as the pastorate, once formed, goes through a thoughtful planning process that is mission-focused. The same goes for whether or not a church should remain open.

Will I still be able to go to the same Mass?

That will depend on the plan for the pastorate developed by the parishioners. The plan should identify a Mass schedule for the pastorate that responds to the needs of both long-time parishioners and newcomers or strangers, and which supports celebration of the Mass in sanctuaries that are comfortably full. For this reason, one of the parameters of the planning process is to limit the number of Masses each priest can say to three per weekend.

One of the goals of Be Missionary Disciples is to increase Sunday Mass attendance. This will include making sure the Masses we celebrate are done with care and proper planning, including great homilies, inspiring music, and other important liturgical elements that make people want to come to Mass. By limiting the number of Masses, it allows the priest and liturgical ministers to prepare for and celebrate those Masses with energy.

Will my pastor change?

Possibly, but not necessarily. There will always be a natural progression of change as pastors retire or are called to different ministries. In some cases, the gifts of a pastor may be needed elsewhere in the archdiocese, which could result in a change of pastor. In other cases, the current pastor may be the best one to continue leading the pastorate. Those decisions will be reached over the next several years and in consultation with the priests.

What happens to the staff in a multi-parish pastorate?

The pastor, guided by the pastorate



plan and his assessment of the needs within the pastorate, will determine how he wants to organize his staff. This is no different than how current pastors with multi-parish assignments have approached the same matter. In many cases, they have brought the staff together for efficiency, though some staffs remain separate.

When are the pastorates going to be implemented (“activated”)?

The implementation of the pastorates will happen in phases over the next several years (see page B5). During each phase, smaller blocks of about 10 pastorates will be “activated” based on the readiness of or need for that pastorate to begin its strategic planning process. At that time, the pastor who will lead the pastorate will be named.

In this way, phasing will allow for natural transitions to occur as pastors retire, and will allow for the appropriate dedication of archdiocesan staff and resources to support the planning process. It also will allow for relationships and a spirit of discipleship to grow in the parishes between now and the time of activation.

What can parishes do in the meantime?

Parishes that are in later phases of pastorate implementation have lots of opportunities to begin laying the groundwork for the pastorate. A few suggestions can be found on page B12 and by visiting bitly.com/bemissionarydisciples ●

The effort will be archdiocesan-wide

- Every parish in every pastorate in the archdiocese is being asked to engage in this process – some earlier, some later.
- Even those pastorates where the missionary impulse is strong are called, as Pope Francis encourages, “to make this missionary impulse ever more focused, generous and fruitful (through) a resolute process of discernment, purification, and reform” (*Evangelii Gaudium*, §30).
- A phased implementation of the pastorates will allow for pastor retirements to occur naturally, and for any new pastors to go through the planning process with their new pastorate from the beginning. It also will allow for adequate support for the pastorates from archdiocesan staff.
- In the meantime, later-phase pastorates can focus on disciple formation and relationship building, so that their planning is built on a firm foundation when it does begin.

Any changes will be gradual and discerned by the pastorate

- Many people want to know what will be different and when. They may have questions, such as:
 - Will my pastor change?
 - Is my church closing?
 - Will my Mass time change?
 - How will this affect the staff at my parish?
- The only answer to most of those questions at this point is: “We don’t know yet.” That is because questions such as these will only be answered once the pastorate pastor is named and planning begins. It will be a process that is locally driven and the answer to these questions will come from the pastorate parishes and parishioners themselves.

PILOT PASTORATES

In order to get an initial sense of what some of the greatest successes and challenges may be as pastorates undertake the planning process, a group of nine pastorates (three in each vicariate) were invited to participate in a pilot phase. The pilot phase will benefit pastorates throughout the Archdiocese for the next sever-

al years. Those pastorates taking part in this phase will be able to advance the good work they already are doing, build a culture of discipleship and bring a mission focus to their view towards the future. They also will serve as an invaluable resource for identifying how the Be Missionary Disciples planning process applies to a variety

of pastorate configurations and situations. Their experience will help identify some of the biggest challenges and how the key elements of the planning process should be refined. Most importantly, they will create a collection of success stories that can be shared with other pastorates. ●

The following pastorates were invited to participate in the pilot phase:

PILOT PHASE (2017 - 2018)			
Urban Vicariate	St. Dominic, St. Anthony of Padua, Most Precious Blood	Sacred Heart of Mary (Graceland Park), St. Rita, Our Lady of Fatima	St. Casimir, St. Brigid, St. Elizabeth of Hungary
Eastern Vicariate	St. Joseph (Cockeysville)	St. John the Evangelist (Severna Park)	Ascension (Halethorpe), St. Augustine (Elkridge)
Western Vicariate	St. Joseph (Sykesville)	Our Lady of the Mountains	Holy Family (Middletown), St. Francis of Assisi (Brunswick), St. Mary (Petersville)

Highlights of the Vision

WHAT MISSIONARY DISCIPLESHIP LOOKS LIKE IN A PASTORATE

When we focus on these goals ... It produces these good fruits

CORE MISSION PRIORITY: *Liturgy*

GOAL: *Vibrant Liturgy*

- The Good News is proclaimed and understood
- Music is inspiring and participatory
- Homilies are a source of conversion, renewal and growth
- Parishioners are more fully engaged disciples

CORE MISSION PRIORITY: *Welcome*

GOAL: *Belonging*

- Outsiders are prioritized
- Disenfranchised and strangers are sought out and welcomed
- All feel they belong and value community life through groups, activities and events

CORE MISSION PRIORITY: *Encounter*

GOAL: *Conversion*

- New people are visible in community
- Sharing of faith is common and encouraged
- An encounter with Christ has been experienced

CORE MISSION PRIORITY: *Accompaniment*

GOAL: *Spiritual Growth*

- Growing number of adults active in faith formation and engaged in service
- Ongoing conversion is experienced
- The domestic church is sustained and enriched
- Young people remain engaged in the parish

CORE MISSION PRIORITY: *Sending*

GOAL: *Disciple-Making*

- Spiritual friendships are formed

• Priestly and religious vocations are promoted and fostered

- Families are equipped and empowered as missionary disciples
- The vulnerable, grieving and neglected receive care
- The poor are prioritized and served

CORE MISSION PRIORITY: *Mission Support*

GOAL: *Mission Support*

- Financial support for the mission is predictable and stable
- Support for the mission occurs at many levels
- Priests and their staff members are healthy, happy and holy
- Mission-ready facilities are safe, welcoming, attractive, accessible and right-sized

PASTORATE PHASES

PHASE 1 PASTORATES (2018-2020)

St. Anthony Shrine (Emmitsburg) and Our Lady of Mount Carmel (Thurmont)

St. Edward, St. Gregory the Great, Church of the Immaculate Conception (Baltimore), St. Peter Claver and St. Pius V

St. Francis de Sales (Abingdon), Church of the Holy Spirit (Joppa) and Prince of Peace (Edgewood)

Holy Cross; St. Mary, Star of the Sea; and Our Lady of Good Counsel

St. Margaret (Bel Air), including St. Mary Magdalen Mission

St. Mary of the Assumption (Govans) and St. Pius X

St. Matthew and Blessed Sacrament

Our Lady of Perpetual Help (Edgewater) and Our Lady of Sorrows (Owensville)

Our Lady of Pompei, St. Patrick (Broadway) and Sacred Heart of Jesus

St. Alphonsus Rodriguez (Woodstock)

Cathedral of Mary Our Queen

Divine Mercy

St. Elizabeth Ann Seton (Crofton)

St. Gabriel (Woodlawn)

Holy Rosary

St. Ignatius

St. Isaac Jogues

St. John the Evangelist (Columbia)

St. John the Evangelist (Frederick)

St. Joseph (Fullerton)

St. Joseph (Odenton)

St. Leo

Church of the Nativity

Our Lady of the Fields (Millersville)

Our Lady of Victory (Arbutus)

St. Peter (Hancock), including St. Patrick (Little Orleans)

St. Vincent de Paul

PHASE 2 PASTORATES (2019-2021)

St. Athanasius and St. Rose of Lima

St. Augustine (Williamsport), St. James (Boonsboro) and St. Joseph (Hagerstown)

St. Cecilia and New All Saints

St. Charles Borromeo (Pikesville) and Sacred Heart (Glyndon)

St. Clement (Lansdowne) and St. Philip Neri (Linthicum)

Corpus Christi and St. Thomas Aquinas

St. Francis of Assisi and Shrine of the Little Flower

Catholic Community of St. Francis Xavier and Our Lady of Grace (Parkton)

St. Joan of Arc (Aberdeen) and St. Patrick (Havre de Grace)

St. Katharine Drexel and St. Timothy (Walkersville)

St. Luke (Edgemere) and Our Lady of Hope (Dundalk)

St. Mary (Annapolis), including St. John Neumann

St. Paul (Ellicott City) and Church of the Resurrection (Ellicott City)

St. Alphonsus

Basilica of the Assumption

Holy Family (Davidsonville)

Holy Family (Randallstown)

Holy Korean Martyrs

St. Ignatius (Hickory)

St. John the Evangelist (Long Green Valley)

St. Joseph-On-Carrollton Manor (Buckeystown)

St. Mark (Catonsville)

Our Lady of LaVang

Our Lady of Perpetual Help (Ellicott City)

Our Lady of the Angels (Charlestown)

St. Peter (Libertytown)

St. Peter the Apostle (Oakland), including St. Peter at the Lake

Shrine of the Sacred Heart

St. Stephen (Bradshaw)

St. Ursula

PHASE 3 PASTORATES (2020-2022)

St. Agnes and St. William of York

St. Ann, St. Francis Xavier and St. Wenceslaus

St. Ann (Hagerstown) and St. Mary (Hagerstown), including St. Michael (Clear Spring)

Church of the Annunciation (Rosedale), St. Clement Mary Hofbauer (Rosedale) and St. Michael the Archangel (Overlea)

St. Bernadette (Severn), Church of the Crucifixion, Church of the Good Shepherd and Holy Trinity

St. Bartholomew (Manchester) and St. John (Westminster)

St. Benedict and St. Joseph's Passionist Monastery

St. Clare (Essex), Our Lady of Mount Carmel (Middle River), and Our Lady, Queen of Peace (Middle River)

St. Francis of Assisi (Fulton) and St. Louis (Clarksville)

Immaculate Heart of Mary (Baynesville) and St. Thomas More

St. Jane Frances de Chantal (Pasadena) and Our Lady of the Chesapeake (Lake Shore)

St. Joseph (Emmitsburg) and St. Joseph (Taneytown)

St. Lawrence Martyr (Jessup) and Resurrection of Our Lord (Laurel)

Transfiguration and St. Veronica

St. Ambrose

St. Andrew by the Bay (Cape St. Claire)

St. Bernardine

St. Ignatius Loyola (Frederick)

Church of the Immaculate Conception (Towson)

St. Mark (Fallston)

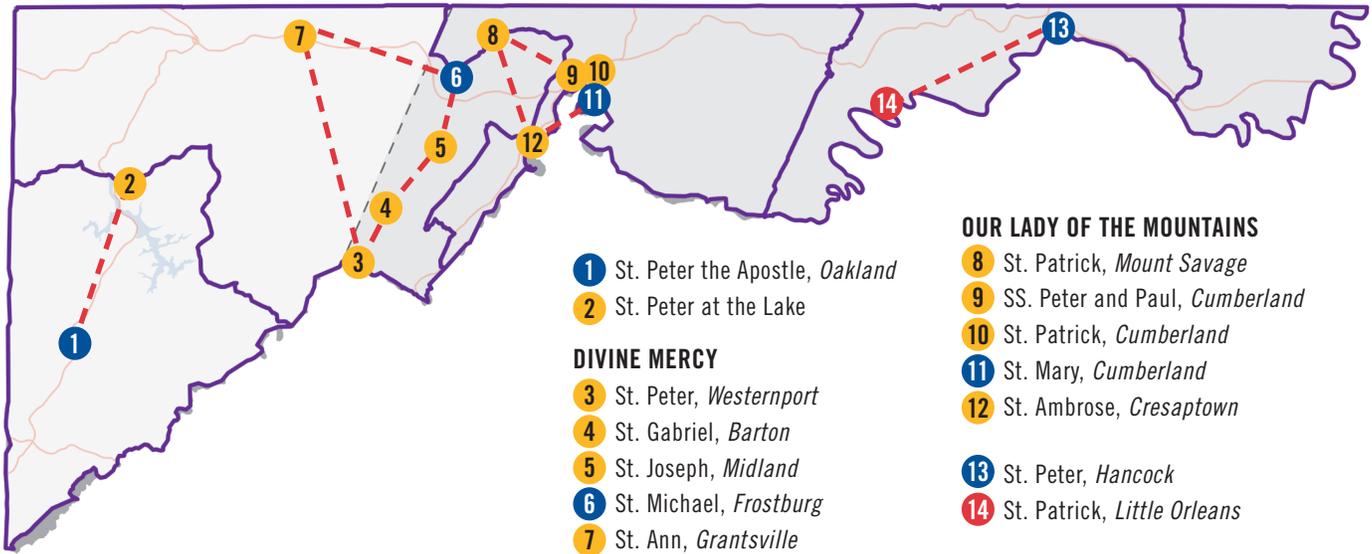
St. Mary of the Assumption (Pylesville)

St. Michael (Poplar Springs-Mount Airy)

SS. Philip and James

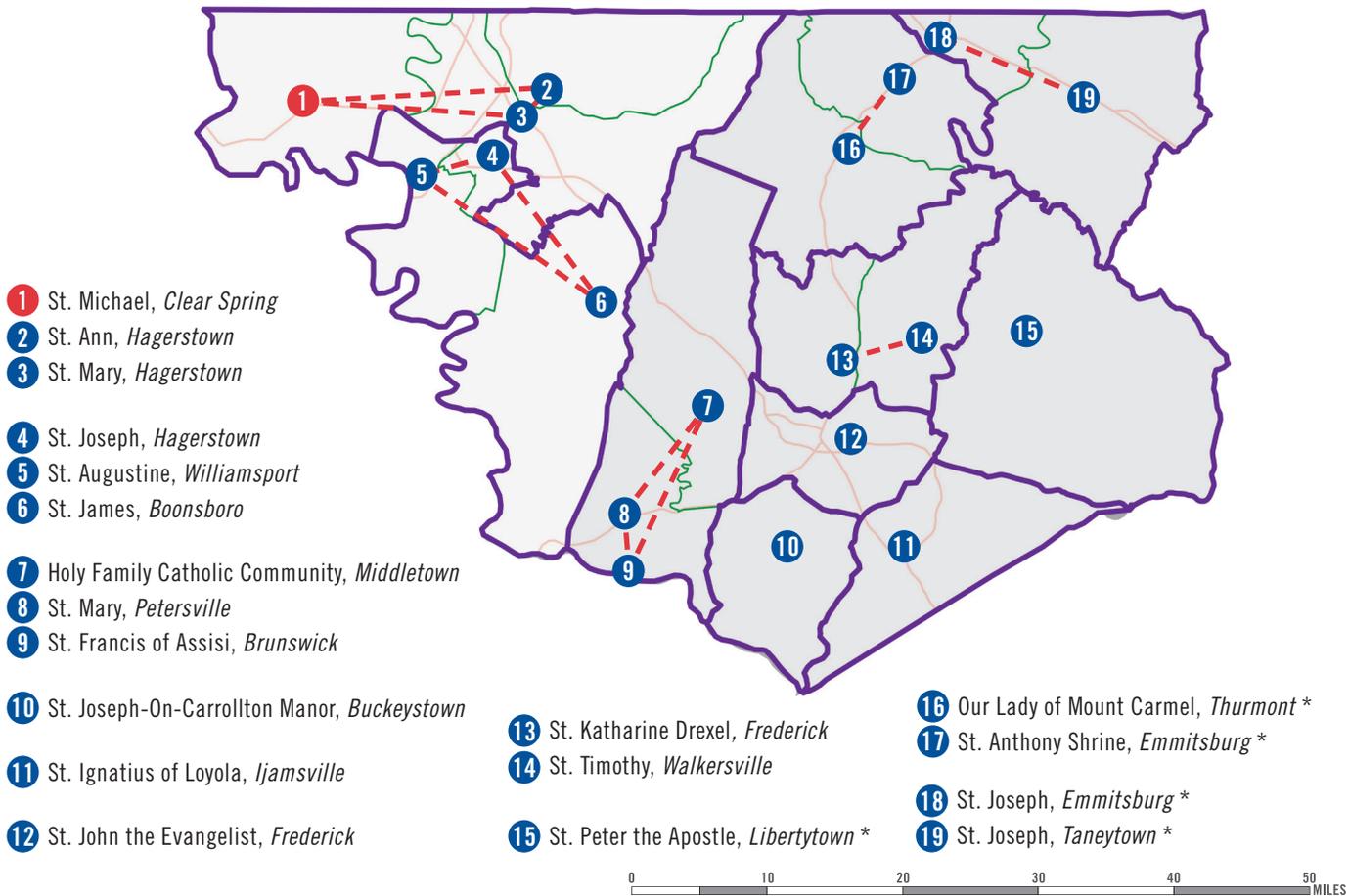
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GARRETT AND ALLEGANY COUNTIES



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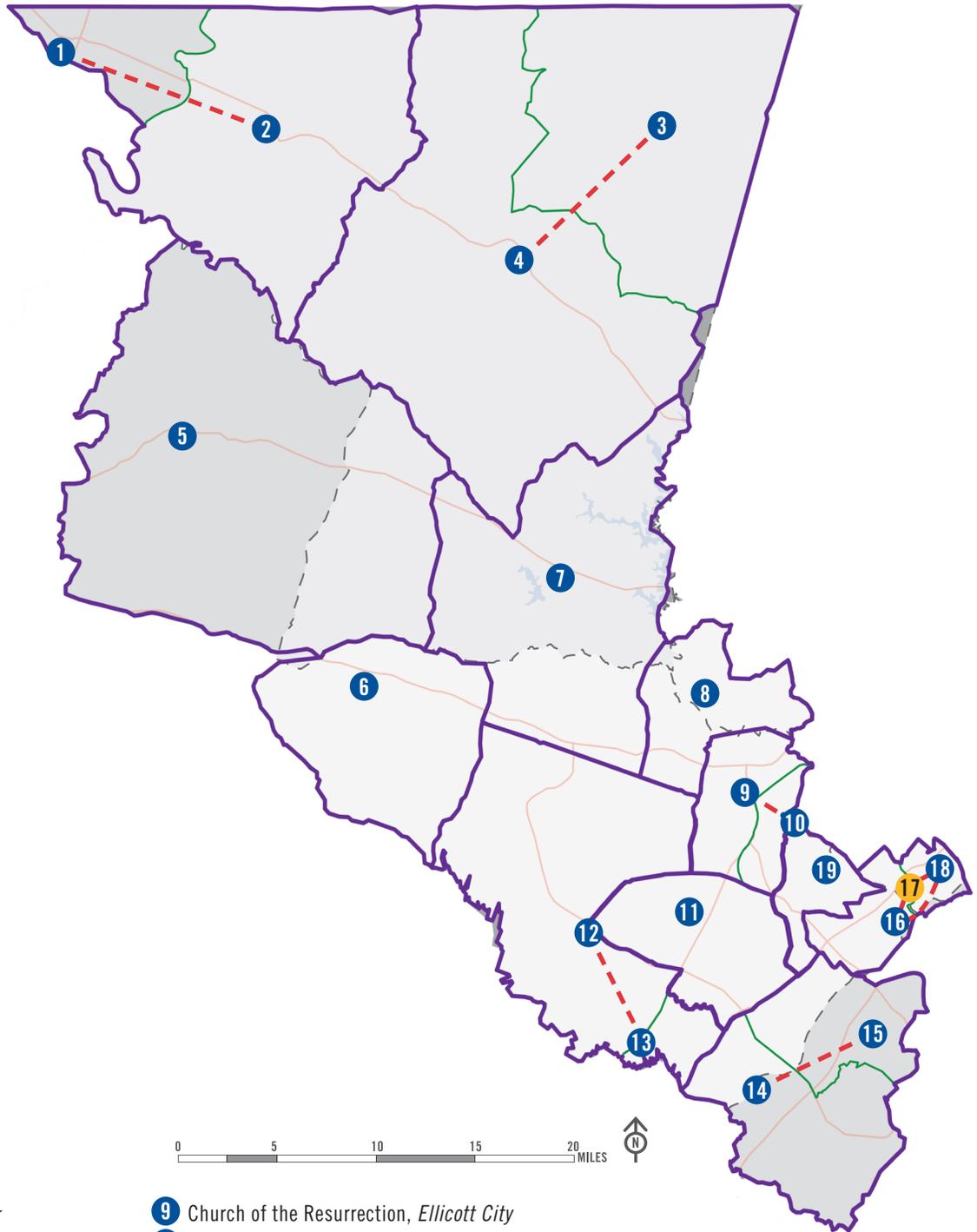
WASHINGTON AND FREDERICK COUNTIES



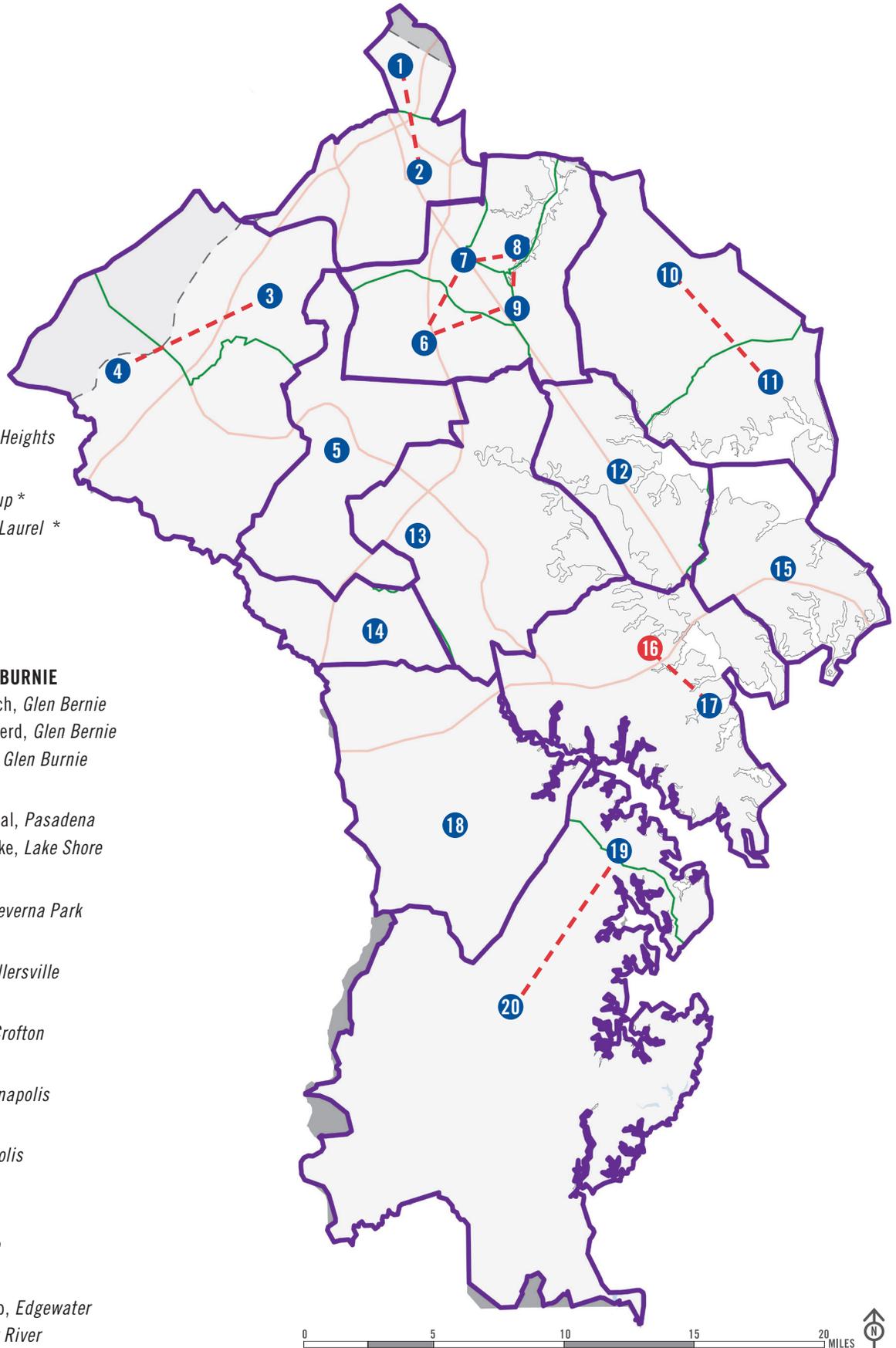
* Some parishes are depicted on more than one map, due to their location near county borders.

MAP KEY

- PARISH
- WORSHIP SITE
- MISSION
- NON-TERRITORIAL
- PASTORATE BOUNDARY
- PARISH BOUNDARY
- CONNECTION



- | | | |
|--|--|---|
| <ul style="list-style-type: none"> 1 St. Joseph, <i>Emmitsburg</i> * 2 St. Joseph, <i>Taneytown</i> * 3 St. Bartholomew, <i>Manchester</i> 4 St. John, <i>Westminster</i> 5 St. Peter the Apostle, <i>Libertytown</i> * 6 St. Michael, <i>Poplar Springs</i> 7 St. Joseph, <i>Sykesville</i> 8 St. Alphonsus Rodriguez, <i>Woodstock</i> | <ul style="list-style-type: none"> 9 Church of the Resurrection, <i>Ellicott City</i> 10 St. Paul, <i>Ellicott City</i> 11 St. John the Evangelist, <i>Columbia</i> 12 St. Louis, <i>Clarksville</i> 13 St. Francis of Assisi, <i>Fulton</i> 14 Resurrection of Our Lord, <i>Laurel</i> * 15 St. Lawrence Martyr, <i>Jessup</i> * | <ul style="list-style-type: none"> 16 St. Augustine, <i>Elkridge</i> * 17 Catholic Community at Relay * 18 Church of the Ascension, <i>Halethorpe</i> * 19 Our Lady of Perpetual Help, <i>Ellicott City</i> |
|--|--|---|



- 1 St. Clement I, *Lansdowne*
- 2 St. Philip Neri, *Linthicum Heights*
- 3 St. Lawrence Martyr, *Jessup* *
- 4 Resurrection of Our Lord, *Laurel* *
- 5 St. Joseph, *Odenton*
- 6 St. Bernadette, *Severn*
- CATHOLIC CHURCH OF GLEN BURNIE**
- 7 Holy Trinity Catholic Church, *Glen Bernie*
- 8 Church of the Good Shepherd, *Glen Bernie*
- 9 Church of the Crucifixion, *Glen Burnie*
- 10 St. Jane Frances de Chantal, *Pasadena*
- 11 Our Lady of the Chesapeake, *Lake Shore*
- 12 St. John the Evangelist, *Severna Park*
- 13 Our Lady of the Fields, *Millersville*
- 14 St. Elizabeth Ann Seton, *Crofton*
- 15 St. Andrew by the Bay, *Annapolis*
- 16 St. John Neumann, *Annapolis*
- 17 St. Mary, *Annapolis*
- 18 Holy Family, *Davidsonville*
- 19 Our Lady of Perpetual Help, *Edgewater*
- 20 Our Lady of Sorrows, *West River*

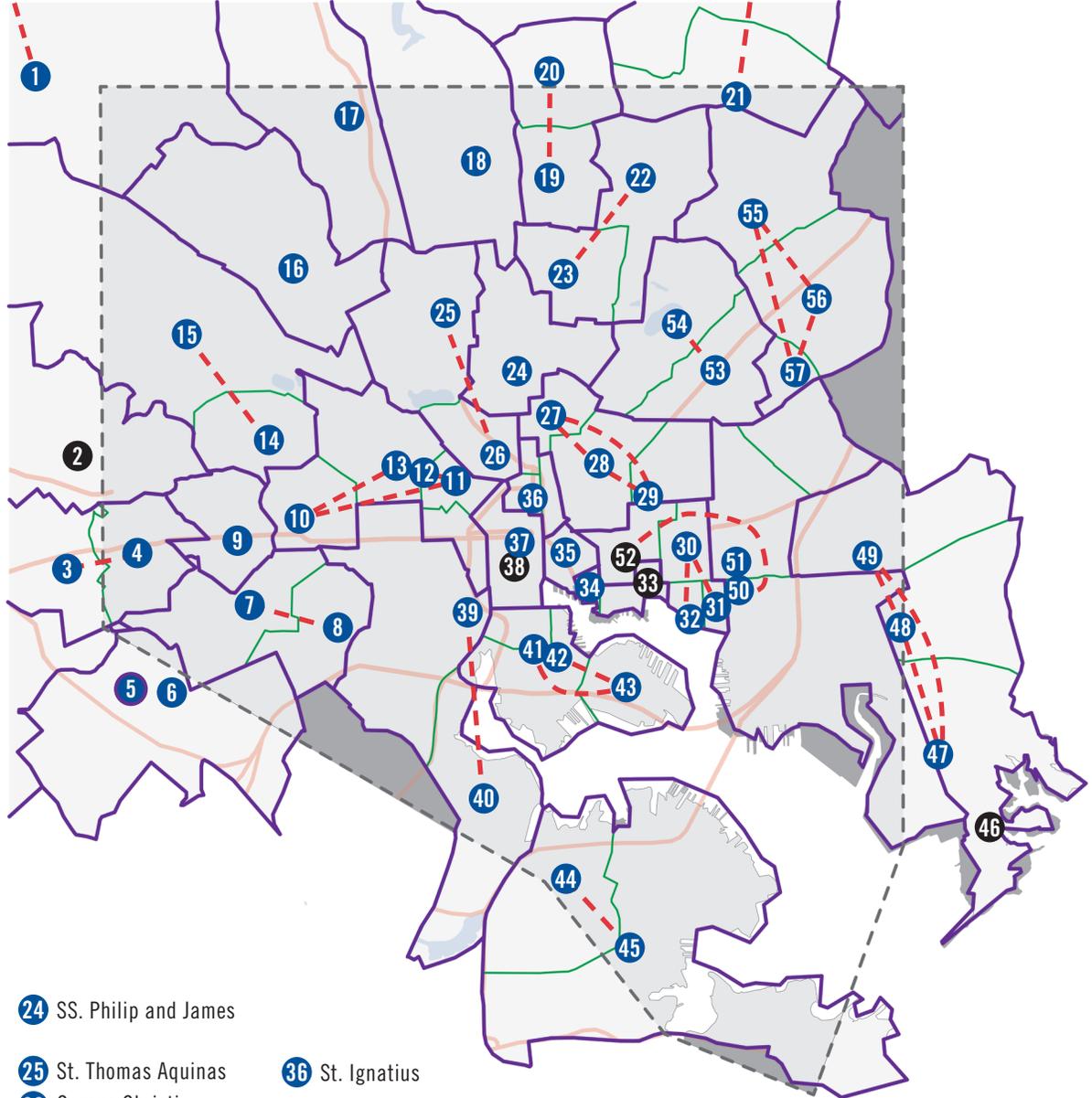
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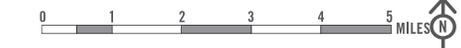
SEE MAP 6 – BALTIMORE COUNTY

- 1** St. Charles Borromeo, *Pikesville* *
Sacred Heart, *Glyndon*
- 2** Holy Korean Martyrs *
- 3** St. Agnes *
- 4** St. William of York *
- 5** Our Lady of the Angels, *Catonsville* *
- 6** Our Lady of Victory, *Arbutus* *
- 7** St. Joseph's Passionist Monastery
- 8** St. Benedict
- 9** St. Bernardine
- 10** St. Edward
- 11** Church of the Immaculate Conception
- 12** St. Peter Claver/
St. Pius V
- 13** St. Gregory the Great
- 14** St. Cecilia *
- 15** New All Saints *
- 16** St. Ambrose
- 17** Shrine of the Sacred Heart *
- 18** Cathedral of Mary Our Queen
- 19** St. Mary of the Assumption, *Govans* *
- 20** St. Pius X *
- 21** St. Thomas More *
Immaculate Heart of Mary, *Baynesville* *
- 22** St. Matthew
- 23** Church of the Blessed Sacrament



- 24** SS. Philip and James
- 25** St. Thomas Aquinas
- 26** Corpus Christi
- 27** St. Ann
- 28** St. Francis Xavier
- 29** St. Wenceslaus
- 30** St. Elizabeth of Hungary
- 31** St. Brigid
- 32** St. Casimir
- 33** Holy Rosary
- 34** St. Leo the Great
- 35** St. Vincent de Paul
- 36** St. Ignatius
- 37** Basilica of the Assumption
- 38** St. Alphonsus Liguori
- 39** Transfiguration Roman Catholic Congregation
- 40** St. Veronica
- 41** Holy Cross
- 42** St. Mary Star of the Sea
- 43** Our Lady of Good Counsel
- 44** St. Athanasius
- 45** St. Rose of Lima
- 46** Our Lady of LaVang *
- 47** St. Rita, *Dundalk* *
- 48** Sacred Heart of Mary, *Graceland Park* *
- 49** Our Lady of Fatima *
- 50** Sacred Heart of Jesus/
Sagrado Corazon de Jesus *
- 51** Our Lady of Pompei *
- 52** St. Patrick (Broadway)
- 53** Shrine of the Little Flower
- 54** St. Francis of Assisi
- 55** St. Dominic
- 56** St. Anthony of Padua
- 57** Most Precious Blood

CATHOLIC COMMUNITY OF SOUTH BALTIMORE

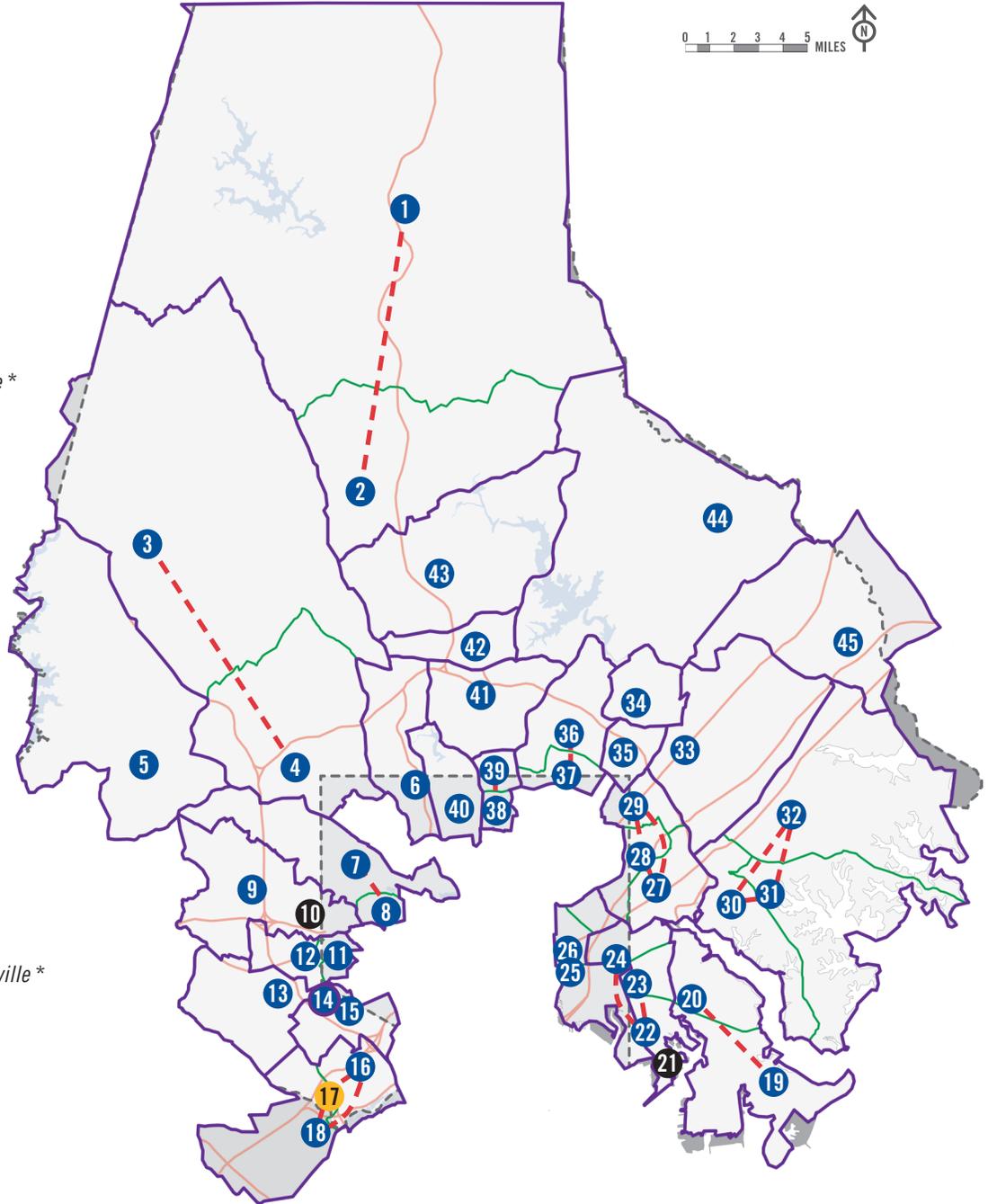


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BALTIMORE COUNTY



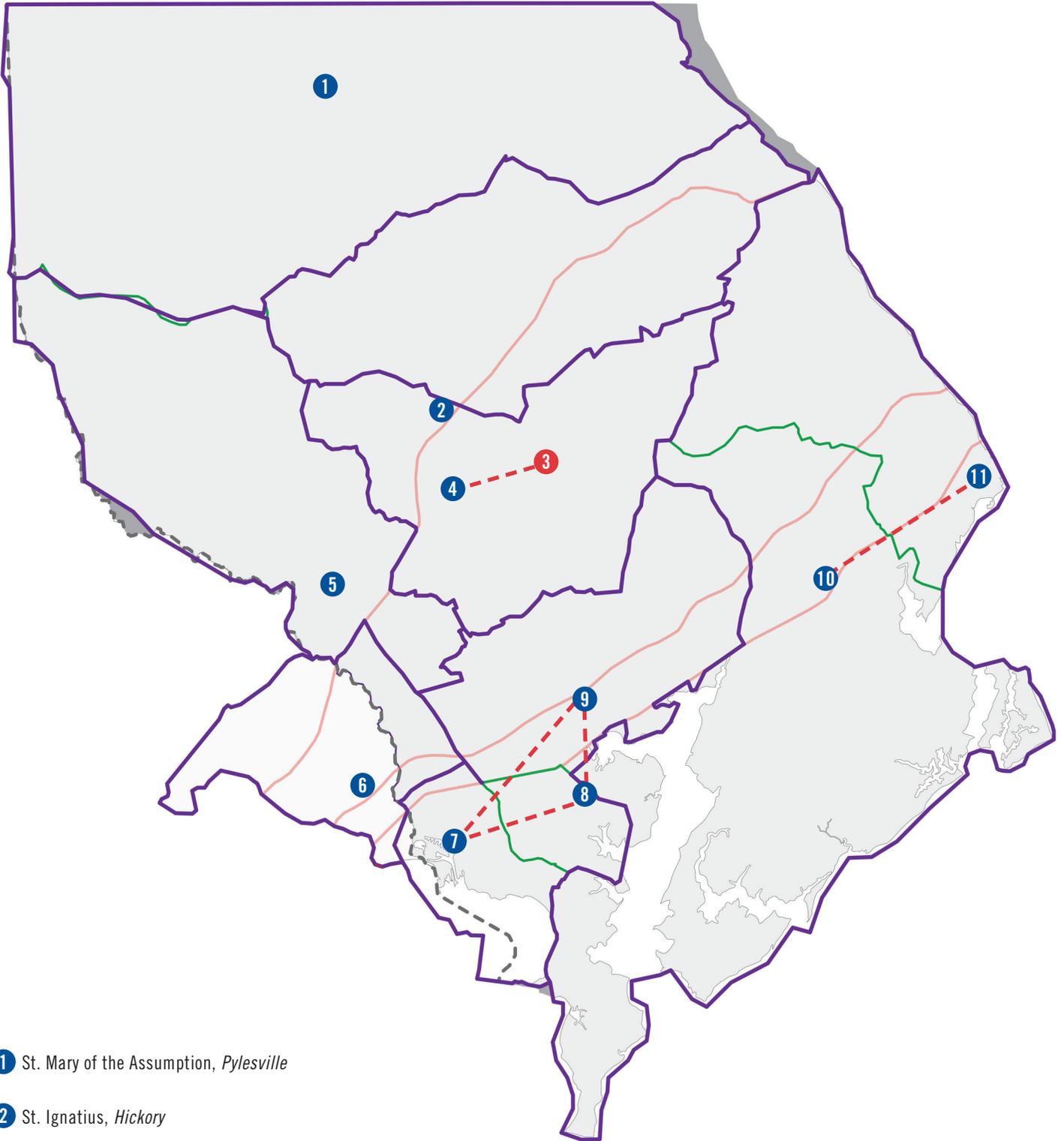
- 1 Our Lady of Grace, *Parkton*
- 2 Catholic Community of St. Francis Xavier, *Hunt Valley*
- 3 Sacred Heart, *Glyndon*
- 4 St. Charles Borromeo, *Pikesville* *
- 5 Holy Family, *Randallstown*
- 6 Shrine of the Sacred Heart *
- 7 New All Saints *
- 8 St. Cecilia *
- 9 St. Gabriel, *Woodlawn* *
- 10 Holy Korean Martyrs *
- 11 St. William of York *
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- 14 Our Lady of the Angels, *Catonsville* *
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- 19 St. Luke, *Edgemere*
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- 21 Our Lady of LaVang *
- 22 St. Rita, *Dundalk* *
- 23 Sacred Heart of Mary, *Graceland Park* *
- 24 Our Lady of Fatima *
- 25 Sacred Heart of Jesus/ Sagrado Corazon de Jesus *
- 26 Our Lady of Pompei *
St. Patrick (Broadway) *
- 27 St. Clement Mary Hofbauer, *Rosedale*
- 28 Church of the Annunciation, *Rosedale*
- 29 St. Michael the Archangel, *Overlea*
- 30 St. Clare, *Essex*
- 31 Our Lady of Mount Carmel, *Middle River*
- 32 Our Lady, Queen of Peace, *Middle River*
- 33 St. Joseph, *Fullerton*
- 34 St. Isaac Jogues
- 35 St. Ursula
- 36 Immaculate Heart of Mary, *Baynesville* *
- 37 St. Thomas More *
- 38 St. Mary the Assumption, *Govans* *
- 39 St. Pius X *
- 40 Cathedral of Mary Our Queen*
- 41 Church of the Immaculate Conception, *Towson* *
- 42 Church of the Nativity
- 43 St. Joseph, *Cockeysville*
- 44 St. John the Evangelist, *Long Green Valley*
- 45 St. Stephen, *Bradshaw* *



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1 St. Mary of the Assumption, Pylesville

2 St. Ignatius, Hickory

3 St. Mary Magdalen

4 St. Margaret, Bel Air

5 St. Mark, Fallston

6 St. Stephen, Bradshaw *

7 Church of the Holy Spirit, Joppa

8 Prince of Peace, Edgewood

9 St. Francis de Sales, Abingdon

10 St. Joan of Arc, Aberdeen

11 St. Patrick, Havre de Grace



KEY STEPS IN THE PASTORATE PLANNING PROCESS

The pastorate planning process is meant to achieve certain objectives in all pastorates in the Archdiocese. However, each pastorate will approach this process from its unique situation, so the specific way in which the process will unfold is flexible and will take into account the varying conditions that exist. The specific process to be used will be agreed upon at an on-site visit shortly after the pastorate is activated. ●

FORMING MISSIONARY DISCIPLES

See the “10 Things You Can Do Now” section for ways to grow in discipleship today

PASTORATE ACTIVATION

Pastorates are activated in phases and blocks over the next several years

PASTORATE PLAN – STEP 1: ORIENTATION

- Ministry and outreach activities, demographics, parish data and existing strategic plans within the parish(es) are examined
- Initial opportunities/challenges for evangelization-based planning are identified

PASTORATE PLAN – STEP 3: STRUCTURES AND SCHEDULES

- A strategy is developed for aligning pastorate organizational and physical structures and schedules to the goals, including: Liturgies, Ministries, Councils, Staffing and Facilities

PASTORATE PLAN – STEP 2: GOALS AND MEASURES

- Priority areas for evangelization-based planning are identified
- Goals are set within the priority areas, and ways to measure progress toward them are identified

PASTORATE PLAN – STEP 4: KEY INITIATIVES

- Key initiatives for achieving the goals are identified, along with how and when they will be implemented
- Steps for tracking progress and conducting an annual review of plan are laid out



TEN THINGS YOU CAN DO NOW TO *Be Missionary Disciples*

Go to the *Formation* page of the *Be Missionary Disciples* website (bitly.com/bemissionarydisciples) to explore some great ideas for putting these “10 Things” into practice.

1. *Go Back to the Basics*

Pray every day and explore different prayer techniques that bring you closer to God.

2. *Hit the Books*

Read about missionary discipleship and mission-focused planning with books that have inspired others, such as “Rediscover Catholicism” by Matthew Kelly.

3. *Go Surfing or Window Shopping*

Browse websites of parishes and programs that are having a transformative effect on discipleship, such as amazingparish.org or divinerenovation.net. Visit others parishes to learn what they are doing well.

4. *Tap into Local Expertise*

Subscribe to and read the helpful blog posts on the *Be Missionary Disciples* website.

5. *Entertain Angels*

Invite a friend to Mass or a parish event. Use their feedback on the Sunday experience or the sense of welcome to work with others to prioritize the outsider.

6. *Build Some Bridges*

Get to know people in the other parishes in your pastorate, or even between pastorates – worship with them, serve with them and celebrate with them!

7. *Get to Know People in your Pastorate*

Seek out those in the pastorate boundaries who are marginalized, hurting or feel

forgotten. Consider how you can minister to their needs.

8. *Be Formed – or Re-formed*

Participate in Bible studies, retreats, missions and other reflection opportunities to discern ways the Holy Spirit is leading you into deeper discipleship.

9. *Find the Nearest Intersection*

Intersect faith and culture by using your favorite social media apps to spread the Gospel.

10. *Journal your Experience*

Be intentional about growing in your faith. As you pray or reflect on Scripture readings, keep a journal of the ways in which God is speaking to you.