

Diocesan Gathering Summary of In-Put

November 19, 2022



Questions for Discussion

1. How might implementing the goals benefit parishes?
 - Increasing number in parish communities
 - What it was intended to be, it becomes – an engaged community
 - Opportunities for connection
 - Goals continue on the same path – connecting with other parish communities
 - Get to know people to be able to support the members (ie if there's a need, we will see it.)
 - Moving in the same direction creates best practices that can easily be shared with other communities; not working in isolation
 - Unity while respecting diversity
 - Reciprocal relationships develop using gifts to support each other
 - Work of the Holy Spirit; opportunity for renewal
 - The greatest benefit our group found was that – communication helps not only engage those who are currently church goers but also help reengage people we've lost over the lockdown. Because bring

in new people – helps encourage new perspectives which is essential for advancement in the church.

- People will want to come or come back
- Goals give us direction of how best to serve in our parish
- Good to have goals as long as we use them to guide us with steps
- The church, the tree – the groups the branches and we unite our existing groups to reach out educate and lead the parishioners with their skills and gifts for the parish's benefit
- The parish will be more active and a sense of giving and receiving (use of meet and greet)
- Personal relationship
- Welcoming area and a sense of informing people to gathering
- Branching out the joy of the church (people will invite others because of joy) People want to go and support where there is success.
- Increase discipleship
- Growth in all aspects of parish life
- Loyalty to parish
- Discipleship
- Daily conversion
- Ministry; hospitality; mission-focused
- Family
- Deeper understanding of faith
- Increase numbers of faithful – old faithful and new prospects
- Target the children and teens – education and increase numbers through participation at church level
- Listen
- Word of mouth of events
- Public visibility
- Motivation
- Why? And How?

- Take opportunities – holiday festivities; ask parents; ask children
- Communicate the general need to connect with your parish
- God welcomes all to understand our religion Reach out to a person from an under represented group to ask and listen on how to...
- Hear about parish through its presence in the community
- Keep people engaged talking about parish by our deeds and listening capacity
- We need to all be on the same page – similarities between parishes
- Too many gaps in beliefs and practices
- Need more common goals
- K of C very welcoming especially during covid
- Parish mission statements that include the word “welcome”
- Need to welcome back the divorced, the gay, others who were rejected
- Need to feel welcome and part of parish life
- Clergy need to know parishioners
- Would name tags help?
- Some reconciliation with victims of sexual abuse, Indigenous peoples, gay people, divorced people
- Ministry fair to make parishioners aware of what is actually happening
- Parish Needs Assessment – what do you need? What do you want? Discussion and dialogue
- Renewed curiosity / interest in the faith
- Grow the parish
- Benefit spiritual life – deeper appreciation of faith and work on the salvation of souls
- Sense of belonging = stronger
- More easy to implement check teachings & morals into your daily life, secular life

- Create a more active, engaged parish
- More universal application and proper use of liturgy
- More culturally diverse demographic is more relevant to the Peterborough diocese / community.
- More involved in social programs
- General health of the parish – spiritual health promotes physical health, social health, increased attendance and financial health.
- To help build the Kingdom of God for the salvation of souls through evangelization would help to cauterize the scandals experienced by the church.
- Bring more people in
- More active in the parish
- Awareness in community that we exist
- Help resources (finance / talent)
- More engagement
- Sense of belonging
- Deeper spirituality of those who are there
- Long-term rejuvenation
- Helps promote other parishes.
- We exist.
- Eco stewardship – Laudato Si “Bricks and mortar” – what about “gardens and barrels”?
- Roel model leadership to raise up volunteers
- Different group activities – one size is not everybody’s thing
- Vibrant connect to youth – with schools
- Develop Catholic ID – youth service
- Invite and approach people
- New to church
- Appreciate those who have been Catholic since birth and their faith walk

- Shared responsibility
- Respectful of how to approach and invite the service of the laity
- Welcoming / hospitality – framework
- New models to invite and welcome the laity
- Increase attendance
- Increase and encourage younger families to attend and their involvement
- Engage more people in planning – can't get more people if invitations aren't offered
- Community events for everyone (bake sale, yard sale, card parties)
- Community church event, ecumenical events
- More tech savvy to engage more people – Facebook, social media
- Music based events for all in the community
- Youth groups, folk Masses
- Nearby parishes to work together to host an event
- Play group / Mom's group / Dad's group
- Formed relationships among new and old members
- Attach an event to something after a Mass while people are there
- More faith-based events - adoration
- Help people engage with many different resources that are available
- Look out and not look in
- Increase engagement
- Knowledge is power – knowing and using goals benefits the parish
- Increase participation
- Welcoming, answering questions – people will come back
- Priests engaging with children; increases life
- Increase population – support existing organizations with new blood, new people
- Family church community school = totally connected

- 500 fewer than 100 – having liturgy – if trained, etc. – the liturgy will attract people – good sermons
- Invite all to a blessing – or the community
- Give a talk to people outside the church; tell them what we are doing
- Signs to church
- Priests and parishioners understanding that the church is not a personal ownership – it's not MY parish (priest or laity) – It is OUR parish where we share work, activities, programs among the groups and organizations.
- More people in pews
- More in collection plate
- Engaged youth – focus of issues like social justice and social engagement
- Parishioners will have a voice
- Enhanced social activities and sense of belonging
- Reverse public perception of being Catholic = pride
- Acceptance and belonging = pride
- More people in the pews – fosters growth by beauty
- Bringing people in who haven't been "home" in a while
- A welcoming church shouldn't make us jump through hoops = times have changed
- Lay involvement can help priests to do the things only priests can do – lay leadership so priests can focus upon Mass and other sacraments
- Lay ownership of parish community; hospitality ministries' temporal issues
- Witness value regarding presence of struggling demographics – dispelling false notions
- Role models for youth and young families – not only attendance but engagement
- Unity, growth of the parish proper – the people within
- Try to form relationships by coffee/donuts after Mass

- Need for ongoing conversion
- More reverence at Mass
- Mission – RCIA – to inspire and encourage us in our Catholic faith and adult faith formation
- Bazaar – opportunity to meet people in and outside of the parish
- Give people a reason to come to church – example speaker, bazaar
- Folk choir – involve youth
- Facilitate “faith relationship” through invitation to pray together – small group get-together
- Promote positive actions of lived faith through 1 to 1 conversation
- Strengthen our current membership – those lost during covid
- Attract new people
- It will provide more consistent revenue as well as bring God into our people
- Bring forth the talents to facilitate God’s call to ministry
- MUSIC
- Make the Word of Scripture relevant to parishioners
- Bulletin – the weekly message – to be relevant to parishioners
- Prepare for weekly readings and share their reflections in the Bulletin
- Revitalization
- Well prepared liturgies
- Reach out and get mission
- Start setting goals – but priests should not be the only one setting goals
- Inviting but should not be comfortable
- Centered on worship
- Christians should live the faith
- Must be honest enough to tell the truth
- Setting goals based on truth
- Families pray together

- Non Catholics attending a Mass should NOT feel comfortable
- TEACH THE FAITH
- Take the faith to the people, especially young people

2. In what ways can parishes contribute to the successful implementation?

- Shared – what works or what doesn't work
- Report on wise practices
- Sharing priests to introduce diversity
- Women's gifts called forth
- Pressures on revenue stream
- Should we consolidate the services and Masses?
- Dialogue on and around the management of assets
- By every parish participating, it shows everyone is willing to try
- Consistent message among all parishes
- Diocesan Bulletin Board – each parish has a link to a Zoom meeting for anyone to add specific details of what's happening in the parish
- Broader scope of communication among parishes
- Diocese is big, need to connect the parishes better
- Closer churches should try to work together and do something
- Every first Sunday of the month = fellowship; coffee hour; social time
- Communication – collaboratively – invite other parishes
- Diocese wide youth events need to start again to engage more youth
- Clergy needs to empower the laity – communication of boundaries; job descriptions of laity roles; create clear expectations and transparent realities of the lay roles
- The laity need to feel supported and like they are part of the process.
- Open communication – less telephone praying; general needs for ministry need to be communicated to the masses
- Defining the why behind ministries so people feel more connected to the ministry
- Creating more community time to help with the ownership of the parishes

- Meet on a quarterly basis with all associations – like a parish hall to reach out to disenfranchised
- Ask them – like in a synodal process what they want, think and can do to get involved in the larger community
- Inter-parish cooperation: unite smaller parishes to answer popular needs like fighting loneliness; support groups; availability; list their needs and answer them asap
- Deanery meetings – link information in the bulletins
- Better communication to the faithful in the parishes ie if we can't communicate our goals, how are they going to be reached?
- Listening to all the community especially First Nations
- Common platform for Reconciliation and communication – more listening and less talking
- Share talents with whole parishes and diocese
- Successful marketing (diocese)
- Consistent message
- Priests more willing to change – less closed
- Welcoming to children
- To make choices; not implement all at once; gradual so as not to fail
- Manageable implementation
- Help our people to find manageable ways to fit into implementation (Time, commitment)
- Teams as opposed to individual leadership
- Better communication – can't assist other parishes if they don't make their needs known
- Resource sharing – material and human resources should be shared among parishes
- There could be a spec for idea sharing on the intranet, dashboard – accessible to parish leaders, not only clergy and staff
- Mentors and mentees – mutual benefit

- Parishes and Diocese need to be stronger at follow-up with implementation and the challenges and the strengths therein. Get information from strong parishes to aid weaker parishes with particular goals or ministries.
- Meet as a parish to set goals with involved, key people to share vision and then inform the whole parish.
- Compromise – unite the key people open to with prudence (Not sure what this means...)
- Be willing to lose parishioners to another church or parish – with loss close the other
- Communication and listening for well-being
- Different types
- Social Media
- Personal contact
- Phone chain
- Deanery
- Concentration effort
- Good practices – blurb in bulletin each week; Herald; From the Vineyard
- Joyful commitment not just checking off the boxes
- Leading to true and certain transformation
- How / who – replace the homily – NOT the priest and NOT one of the usual suspects
- Share ideas – what works and what doesn't
- Engage people with community activities
- Continuous and ongoing planning
- Try and be open to new things
- Evaluate each step as we move forward
- Encourage involvement in volunteering
- Ministry fairs

- Continued announcements about what is needed
- We are all called to grow
- People that come just for the sacraments and never again – how do we keep them coming back?
- Keep confidentiality – especially with Confession
- How do we accommodate people with disabilities?
- Invite others to parish events by advertising in the bulletin throughout the Diocese or invite people one on one.
- Talk about the goals through the bulletin with church groups and in the homily.
- Eucharistic processions – promote visibility
- Christmas float
- Talk about the positive events going on in your parish rather than focusing on the negative
- Make use of “Catholic Corner” to inform parishioners of the work done by various organizations at the church and those within the Diocese
- Have a “Parish Reporter” to publicize what we are doing – make it easy to read, brief, and to the point.
- Consistency across parishes IN THE FAITH & ONE SPIRIT
- Priests are from different backgrounds and this is our reality.
- Parishes can contribute if they adhere to the document produced.
- BUT parishes must keep the focus on the SPIRITUAL.
- Consistency across parishes is possible if we keep the faith and spirit.
- Priests responsible to unify the team
- Implementation; welcoming diversity; diverse demographics; volunteer; break down silos;
- Inform and explain goals
- Activate implementation
- Destroy silos

- Importance of communication with the parishes
- Parishes' interactions
- Diocese listening to the parishes
- Consultation with parishioners
- Having parish feedback in many ways to the Diocese
- Sharing successes with each other; best practice sharing; communication between parishes about what is happening; learn about how we can help each other
- Attitude – positive – need to have this to be able to move forward, to grow and thrive
- Need to feed faith to the community; ensure basics are met for the community; not overextended; use community as a conduit to engage
- Understand what needs are and who the people are in the community
- School connections to the parish; needs of families and why they are not coming
- Priest engaging with the schools; engagement in Mass; opportunities to be connected; keeping youth engaged
- Promotion of opportunities for ministry
- Meet, discuss and get people excited
- We are the church – it is our chance – reach out – call by name
- Phone people no longer attending
- Personal connection – personal phone and prayer chains
- Participate in community events
- Give up apathy and get people excited
- Reach out to struggling community members
- Bring fallen away back – knowledge of faith is there
- Invite parents of children making the sacraments – support parents
- Change happens fundamentally at a grass roots level

- Share vision to Bishop
- Sharing parish gifts with Diocese without losing or forcing parish identity
- Collaboration
- Seeing bigger picture
- Focusing on needs of the faithful
- Invite Bishop to parishes to “hang out”
- Take part in Diocesan initiatives such as contribute to the Indigenous Reconciliation Fund
- Become aware of reconciliation efforts such as Trent group sharing
- At each parish, share findings from the synodal process – what other parishes are doing and their ministries
- Lay people led
- Use of the social media from many parishes
- Open to diversify; invite others from other dioceses
- Work on inter-faith relationship
- Encourage lay leadership to meet as a diocesan group
- Advocate and celebrate lay leadership
- Interfaith awareness to support diversity of thought to build Catholic life

3. What are your concerns and/or fears about implementing the goals?

This is overall fears/concerns you may have for working toward the goals in your parish, for example not being able to recruit enough volunteers.

- Too confident to change
- Fear of being out of comfort zone
- Parents and children
- Generations
- Social class
- Visible minorities
- Young couples and priests with marriage
- Inviting others to the sacraments
- That communication of goals lacks in definition
- Not only through parish priest to focus on tasks to share with prepared people
- Courage of expressing our ideas
- Fear of failure and rejection
- Competing ideas and who will win?
- Counter productive approach leads to failure
- Fear of change
- Courage to implement the goals
- Losing people already there
- Change can alienate
- Communicate in a way that the program is seen as positive and caring and exciting – invitational and rejuvenating
- Foundation of faith remains the same
- Program foundation is there but renovations are needed – like in our homes
- Grassroots process – we need every voice
- Eucharist is central
- Engage youth

- Burnout
- People not stepping up / fear to do it
- Fear change
- Support of pastor
- Lack of interest
- Perfection
- Fear of failure
- Ideological differences
- Geographical problems such as long drives
- Timing / wasting time
- Spirit of indifference
- Catechetical level
- Fear of becoming irrelevant
- How to get the parishioners on board to support implementing the goals
- Implementing the goals in a soft, gradual process
- It will bring progress to the Diocese.
- Creating a loving parish as a home to come back to
- The Diocese is on the right track to bring progress through this diocesan planning.
- The reaction of the parishioners.
- Fear that the Plan will become a social event and nothing will change
- We hope that the Plan will help parishes to grow
- We need to work toward saving souls as our primary goal.
- We are afraid that if we do not have the spiritual goods, we could lose more people.
- The goals must include a recognition of different needs for different people in the parish.
- Hope for a spiritual renewal.
- Maintaining the status quo; push back from parish with fixed patterns; inertia of clergy and laity
- Fear of trying something different

- Unable to attract and sustain youth
- Not creating parishioners that are living a Catholic life
- Fear of going back to traditional habits of Catholics in the past as opposed to living in the graces of God now
- Fear that this is an internal exercise; never reaches others; doesn't serve those we set out to serve
- What is in it for me?
- Fail in building community – need to be other focused.
- Not able to deal with objections from people
- Correct, logical information
- Language that people hear and respond to
- We will lose members
- We won't track progress
- Parishioners not getting on board or being pushed beyond their comfort zones
- Creation of factions within the parish; growth of animosity among parishioners
- Perceived pressure to participate in ways that may not be comfortable thus the Plan may not be successful
- Not getting volunteers to implement
- Do we need personal invitations?
- How effective are they? Or are they pressuring?
- Fear of parishioners about falling short of the mark for a particular task
- Concern re parishes with fluctuating congregations over the seasons – how can we have a steady group for implementation?
- Implementation must include the north and school centres
- Push back from individual clergy
- Burnout – same people
- Fear of rejection
- Not enough resources to do it
- Shut down volunteers with outside the box ideas

- Not enough communication
- Everyone wants something different with these goals
- Is there a background plan to restructure?
- Is this just a fundraising ploy?
- Cause divisiveness
- If start doesn't work, will it continue?
- Are the priests capable of leading?
- Interfering in someone's privacy
- Are the goals too ambitious or are they realistic?
- Enough people to implement these
- Will it be successful?
- Be patient, don't give up if the goal doesn't work. Try again and again.
- Keep the process consistent.
- Not be preoccupied with certain goals.
- Resistance to change from parishioners
- Bankruptcy due to lack of parishioners
- We have a rich, vast, beautiful culture – much of it we have already lost – are we going to lose more?
- We are universal but it's not our job to conform to the world but the world to conform to us – Christ.
- Root of the problem – losing faith and confidence in doctrine and don't feel backed up
- Losing focus as God intended, not losing progress
- Fear of committee, not action – talk the talk but not walk the walk
- People don't want to change – exclusivity and gate-keeping
- You can ride the wave of change or get crushed – how do we reach out?
- Guiding principles versus knowing needs – not all goals are needed
- Ensuring goals also benefit the parish

- How do these goals apply to what is happening in each parish – each parish has unique needs and it's not important to check off goals – apply the goals as needed with joy
- Each parish has its own unique needs and it's important to ensure that each parish isn't checking off but applying as needed to ensure we're going forward not backward.
- WE are the church!
- That the opportunity we have had may fizzle out or fall on deaf ears
- Be hopeful
- Communicate how we are doing annually in implementing the goals
- That we don't see substantial changes and no follow up
- Revive the way of being church
- Small group worship; house worship
- Get and maintain energy to carry it through – manage apathy or fizzle out
- Attitudes – overcoming; allowing for change
- Ensuring people are engaged in the change process instead of feeling washed over
- What's in it for me?
- How do we motivate people for change and growth?
- Fear about closing parishes and being able to manage this
- Maintaining identity
- Idea of “is this damage control?” or “are we turning this around?”
- Same old idea of talk versus meaningful action
- Communication
- Being realistic and not “smoke and mirrors”
- Keep people in the loop
- Two-way communication of what is happening
- Ability to manage diversity of changing people moving into our regions
- Reality of commuting (bedroom communities)
- Cultural reality and needs of parishioners

- Lifestyle – mindset changes
- Connection of school and parish
- Politics
- Continuity even as priests may move parishes
- Keep the same message between churches
- It's "our" church – not Mine. **We are the church!**
- Humility for everyone – priest and people of the parish
- Different talents for everyone – including priests
- Things will change but goals should stay the same
- Start off with a big bang and then it fizzles
- Will parishioners buy in?
- I'm too busy; I don't want to get involved.
- Some parishioners have seen it all – "oh no not another new thing!"
- Same people doing more jobs.
- Start with something that's really happening in your parish – turn it into a social event with more than 1 person doing it.
- Finding volunteers to take on responsibilities – human resources
- Goals – reach people for lay leadership
- Family Involvement; Youth Involvement
- Evangelization – faith should become a priority
- Excitement in the faith
- Self-serving interest
- Community should see parishes active
- Follow up – lots of work has gone into the process
- Will these goals be consistently and actively acted upon? All parishes from Huntsville to Bowmanville? Lots of feedback; few labourers.
- Implementation of the goals but no future parishioners
- Youth and secular families
- Someone pushing their only personal agenda and not keeping the Eucharist/Mass at the core.
- Are we going to have enough people in the parishes to fulfill these goals?

- Finding ways to bring new ideas and new people to implement the goals
- Must have ongoing promotion of the goals – maybe not all at once but in a manageable fashion
- Concern that the same people do the same thing and discourage new ways of doing things
- Hope for “mentoring” between parishes to share talents and help one another learn new talents.

4. What do you see as some of the challenges that may need to be addressed?

The challenges are not the same as #3, but would be more direct. So whereas #3 might be answered not being able to recruit volunteers, your challenge would be more specific: we need training on how to best recruit volunteers.

- Objections to change
- Welcoming people's opinions
- Communications – Diocese – Parishes – People
- Identify people's gifts and talents
- Recent past church scandals
- Find wellbeing
- Sustaining interest of all stakeholders
- Volunteers – educate volunteers
- Get Catholic schools involved
- Number of local priests
- Website of Diocese is easily navigated
- Communication
- Number of people to carry it out
- Need for education within the parish
- Gradual implementation through information.
- Communicate it in an enticing way
- Small town mentality
- City of Peterborough parishes should work together
- Bring parishes together through Zoom – or parish bulletin board
- Highlight best practice and share it within the Diocese
- Accommodate pre and post Vatican II believers in implementing these goals
- Keep it simple – start with the simplest goal first
- Training (eg volunteer screening)

- Getting past “perfect” volunteers stigma with ministries (Reader, Eucharistic minister) terrified of making mistakes
- Confident, training support
- Recruiting volunteers (need to be job #1)
- Personal invitation is key
- Communication (eBulletin) – slips – Q – is material read and digested?
- Fear people putting themselves out
- Support – will people show up?
- Reaching people outside the church and getting more to invest in the church/ ministries
- Reaching people spiritually disconnected
- Competing with multiple distractions
- Keeping spiritual aspects at front of activities (not just fundraising)
- Becoming aware of the God-given skills of those who make up the church and inviting them to share their skills. Convincing them that their skills are instrumental in fulfilling the mission of the church.
- Not enough volunteers for the work
- 2000 years of progress held by tradition
- Lack of interest
- Does not care
- Getting information out of people
- Difficulty in implementation, who is going to lead?
- Not having the time or energy to implement change
- Lack of parishioners is the challenge
- Apathy of the faith (indifference)
- Dwelling on past mistakes and not on the achievements and good works of faith
- No new people coming to church
- Ignorance of the faith – parishioners don’t know the faith. People believe social media.

- People are too busy for the faith – social life used to be the church – now social life is everything but the church.
- Church is divided.
- Getting new people involved – how do we improve the parish?
- Invitation from the priest to meet and create Parish Council
- Anonymous suggestion for ideas
- Put a questionnaire in the pews or bulletin insert and bring back Parish Pastoral Council
- Input from the congregation
- Personal approach instead of generic invitation
- Engaging, marketing
- Ask a variety of people to participate – not the same people
- Getting people involved
- Creating a specific plan
- Determining what talents exist in the parish
- Accepting not everything will work
- Overcoming the fear of failure
- Building a community culture
- Scheduling
- Building plans / structures that effectively use people's skills and desire to help which can maintain continuity despite transient parish membership
- Drip training and implementation
- Lack of general training for lay competency
- Hospitality – some people aren't receptive to it; needs to be a HUGE cultural shift in our parishes
- Whole family engagement – feel like everyone is participating in the church
- How are we challenging our parishioners (all of them) to take ownership of our church?
- Do we understand the proper chain of events on how to convert our parishioners?

- Are we doing this in a way to help parishioners to know and follow Jesus Christ?
- Resistance to change
- Need more workshops / training
- Time frame – can't be too fast and if too long = lost interest
- Maintain momentum
- Cost factor – who pays?
- More workers than supervisors
- Connecting the parishes of our Diocese with the geographic distribution.
- Finding volunteers
- How to inspire people
- Being relevant
- Creating a data base of associations
- How to not offend or alienate people
- Peer pressure
- Our faith in light of Residential Schools
- Reconcile church and Indigenous peoples
- Learning how to recognize our gifts
- Each one of us can be a channel of reconciliation
- Building good relationships between parishes, schools and homes – relationships of trust
- Finding a way to reach out to young families in a way that they will respond
- We are an aging church
- Priority of sports over church
- This Plan should lead to Catholics strong themselves as Catholics “being different.”
- Engaging youth – getting involved
- Catholic schools are the starting point. Encourage the relationship between church and schools.
- Engaging people who used to attend pre-covid.

- Make contact with them and ask them how to reengage.
- Catechism – now in church instead of school
- Comfort of those who are not Catholic – ie one person in a couple
- Opportunity for catechesis in the church – how do we do this?
- Learning in the homily
- Bulletin inserts
- Link from the Diocese website to parish website about catechesis
- Explanation of gospel / scripture
- Basics in homily to explain
- Make engaging and applicable
- Openness to change – priests and people
- Nothing fundamental is changing
- Aligning youth and secular values with Catholic Church teaching
- Reaching younger generations and fallen away Catholics
- Must use social media
- How to organize outreach – personal contact
- Welcome wagon; for sale signs; meet people
- Gap between youth and the church – too much – how do we address that?
- Peoples' anger toward the church
- Inclusion
- Divorced / gays / single adults are excluded
- Infallibility of the church ???
- Double standard of the church
- Fewer vocations to the priesthood
- Finances – transparency and lack of support
- Accommodations for those with disabilities
- Membership and attendance
- Parish closings and mergers
- Leaving a legacy for future generations
- Continuing traditions

- Challenges on realizing as a whole being in mind, body, and soul
- Accepting diversity
- Lack of faithful celebrations to engage different cultures
- Diversity of priests = language barrier (accents)
- Financial need
- Lack of interest and participation
- Lack of training
- Lack of support
- Not enough volunteers
- Diversity of the parish ??
- Young people are drawn to the Traditional Latin Mass.
- Lack of service to those who go to higher education to meet them where they are
- Keeping our faith alive
- What does the Eucharist mean to you? (Lack of knowledge)
- Family, church, school – renew partnership
- The family unit is struggling – broken marriages
- Weekly question about the faith to think about through the week
- Domestic violence
- First encounter for people who don't attend church
- Catholic schools
- How to maintain the fundamental of Catholicism when bringing in new people
- Guidance for new people and people returning to the church so they do not feel overwhelmed
- How to meet people where they are
- How to get people to implement and maintain momentum – how do we measure “buy-in”? Will a vote take place?
- What is “buy-in”? How to define this to make it as inclusive as it can be? Is this clearly communicated?
- What are the universal principles? Have we defined this and communicated it?

- Different parishes – low revenue and participation Can we be flexible to implement based on parish needs? What pace to implement this program?
- Who will be the lead in determining when the time is right?
- Understanding modern needs and how to equip ourselves to evangelize amongst new and current realities
- Grow our connection with God recognizing that God leads you.
- It may feel that we are taking a step back. How can we accept that it is more of God and less of us?
- How to communicate effectively the Plan at all levels of the Diocese with reinforcement through parishes and lay people
- How do we design it – bottom up and top down?
- How do we prioritize it and develop it systematically?
- How do we empower the pastoral leadership to engage the disengaged?
- How to communicate the Plan in language – the framework to empower pastoral and lay leadership to engage the disengaged and ensure an effective, sustainable implementation momentum?

5. You are Not Alone on this Journey: How can the Diocese Help?

- Good PR; consistent messaging and broad distribution
- Ecumenism
- Supporting structures that allow small acts to come together to achieve big things
- Continuing to support two-way communication
- Be prudent in writing pastoral references
- Diocese could reach out to the peripheries / marginalized
- Forum for those in our church
- Send postcards to people not in church at Christmas promoting us
- Bishop's letter as a postcard to children in Catholic schools – for parents
- Use a holiday to reach out beyond our church
- Forum on church – advertised on cable TV, postcards
- Set up Deanery meetings
- More staff for spiritual matters
- Sacraments back in the school with teachers and parish
- App for phone – Mass times, confession
- Diocesan mission preached by the Bishop in Deaneries
- Human Resources shared among all parishes
- Uniting parish events with other parishes
- Diocese make priests do things like theology on tap and stump the priest
- Make marginalized groups feel part of the Diocese
- Closing parishes
- Distribute meaningful, useful information
- Training for clergy and parish representatives
- Ongoing workshops and time to share progress
- Opportunity to share what works and what does not

- Have smaller groups in like district of the Diocese
- Use social media to hire top notch speakers
- Catechesis, social justice, speakers from St. Michael's University – on a regular basis
- Motivational speakers at Masses throughout the Diocese to engage and create interest
- Use Diocesan website for Catechesis – resource links, connect gospels and scripture
- Strategies to engage priests in goals; common structure
- Accountability for priests
- Ensuring communication
- Disseminate best practices from parishes who have experience successes
- Encourage a consistent communication plan for all parishes – items from the Diocese; message from the Bishop, etc.
- Training
- Help with costs
- Training for priests and pastoral team
- Retreat for teachers at certain times of the year
- Diocese join with PVNC school board to provide retreats and workshops for teachers and parents
- Improve the Diocesan relationship with the schools and principals
- NET ministries
- Standardizing training for ministries / guidelines
- Public Relations training – how do we nourish our spiritual health – here are the things you need to know
- Link schools with parishes (social media)
- Media person in each parish
- Need Diocesan training
- Sourcing material
- Documentation / teaching / instruction
- Share homily on Diocesan goal

- Need a person in charge of the implementation process
- Suggested time frame for putting things in place
- Each parish needs an implementation “champion”
- Broadcast good news stories
- Financial aid
- Give definitive sources on social issues
- Support / highlight youth and young adults
- Promote a Diocesan wide community
- Person power from the chancery to help people to implement, recruit, and make changes
- We need a resource bank – for example – consultants, educators, reelance, financial
- Can this resource bank be online?
- Making what’s available transparent
- Know what the Diocese CAN do
- Team to find out what is needed – parish specific needs
- Identify gaps and needs and offer to the parish what they can expect
- Roadmap for projects to set timing for the parish
- Help parishes know where they need to be
- Standards for parish communications – appropriate messaging
- Technical / IT support
- Marriage Preparation Online

6. How could Sacred Heart College help you?

- Courses that give language and catechesis on current issues and apologetics
- Program and resources for future educators
- Training for basic church ministries
- Liturgical training
- Resources for priest to address touchy subjects in a delicate manner
- Course in apologetics
- Hold conferences for a variety of age groups
- How to reach out to SHC
- Resources to support Catholics
- Catechesis of adults
- Have a “go to’ Office to assist leaders from parishes
- Adult faith formation opportunities
- SHC needs to communicate their goal, mandate and what support or programs they offer
- Website?
- Online programming and in person programming
- Helping with a Catholic response to difficult topics
- Tools on how to respond to folks who have stigmas
- Train lay leaders in the parish
- Go out to parishes for training
- Provide articles or handouts on spiritual matters
- Use social media
- Programs need to be aligned with the technology. Get messages out through social media.
- Education on how to connect
- Content that relates to youth
- Retreats for parishioners

- Resource for each parish
- Sacramental preparation training
- Ways and ideas to help raise funds
- Information folder for each parish
- Get a variety of top notch speakers – not always the same person or the same source
- Why are we all still Catholic? Resiliency
- How can we thrive and bloom where we are planted?
- Foundational teaching of the Church and current issues
- Who am I to judge? - addressing sensitive topics with humility
- Guidance on mental health and day to day issues
- Theology on tap
- Ongoing training for priests
- Videos and music for children = lending library
- Catholic events for young people – well advertised
- SHC needs to support priests to proclaim the faith
- Show the link to the CCC online
- Distance Education for RCIA – a quality program with evangelization
- Sessions in Scripture led by people who are qualified
- Sessions in catechesis led by people who are qualified
- Online Library Links for Catholic Materials
- Act as a repository for the parishes
- Research – a person qualified to do this properly?
- Host events to support faith formation of the young, the middle-aged, the elderly...
- Link with Fr. Paul Massel's work and schools to be made available to parishes
- Use Zoom to share good stories and practices
- Evangelization being done NOW. Find a way to share that with the parishes and beyond.