

# DIOCESE OF VICTORIA

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## REPORT OF THE DIOCESE OF VICTORIA PASTORAL PLANNING COMMITTEE

2010 - 2015

*Mission, Priorities,  
Goals and Actions*



Two documents relate to the Diocese of Victoria Pastoral Planning process:

- Diocesan Pastoral Plan: Bishop Richard Gagnon's Pastoral Letter – an overview of the Report of the Diocese of Victoria Pastoral Planning Committee; and,
- The Report of the Diocese of Victoria Pastoral Planning Committee - a comprehensive final report based on research, consultation findings including goals, specific Diocesan actions, some suggested parish initiatives as well as implementation recommendations.

Both documents are posted on the Diocese of Victoria website: [www.rcdvictoria.org](http://www.rcdvictoria.org)

August 23, 2010

The Most Reverend Richard Gagnon  
Bishop of the Diocese of Victoria  
1 - 4044 Nelthorpe Street  
Victoria, BC, V8X 2A1

Dear Bishop Gagnon:

We appreciate the opportunity to present the Report of the Diocese of Victoria Pastoral Planning Committee for your consideration and approval. We sincerely hope that this Report will be helpful as you develop the Diocesan Pastoral Plan.

As a group invited and charged with proposing planning directions for the Diocese for the next five years and beyond, our mandate was to gather and document information about pastoral concerns and hopes, and to propose recommendations by preparing a comprehensive final report based on our research and consultation findings.

It's been a year long planning effort by Vancouver Island Catholics to discern on the future of the mission and life of the Church. The content of this Report springs from prayer, research, feedback and reflection.

At the heart of these consultations, however, has been the desire to do the will of the Lord, and to be committed to the service of our Diocesan faith community.

The Six Core Diocesan Pastoral Priorities that have emerged from the pastoral planning process and which will be of assistance in the Mission are listed alphabetically below:

- Liturgy and the Sacraments, Prayer and the Word of God
- Marriage, Family Life and Sanctity of Human Life
- Parish Outreach, Social Justice and Ecumenism
- Religious Education and Vocations
- Stewardship, Administration and Finance
- Youth and Young Adults

Led by the Holy Spirit, and taking into account the wisdom and experience of a broad cross section of both clergy and laity of the Diocese, this document offers goals, specific Diocesan actions, some suggested parish initiatives as well as implementation recommendations.

We also benefited tremendously from our consideration of other documents such as:

- Forging a Pastoral Vision Between Parishes and Schools - Best Practices by the Diocese of Victoria, Office of Religious Education;
- Diocesan Directive on Sacraments of Initiation for Children article by Jim O'Reilly, Office of Religious Education (June 2010 Diocesan Messenger);
- The Synod held in the Diocese of Victoria during 1986 - 1991, entitled Forward in the Spirit;
- Island Catholic School 2009/2010 related pastoral questions survey results; and,
- The Community Consultation Services (CCS) Fundraising Feasibility and Planning Study (May 8, 2009)

We are confident that both the spirit and the many core areas of these documents have been captured and woven into this report.

As you know, there are two Diocesan areas that have their own distinctive tracks of the “Diocesan Pastoral Planning Initiative”, the Island Catholic Schools and the First Nations, which have been developing in a parallel manner:

- The Island Catholic Schools are committed to Catholic education founded on gospel-centered values, teachings and the tradition of the Church. They are directly responsible for annual surveys, school planning, and the implementation of their required annual plans.
- The reconciliation journey to build the foundation for a fully engaged process with First Nations Peoples has been developing in the Diocese. We offer our prayers for the grace and guidance of the Holy Spirit to assist in paving the way for justice and healing.

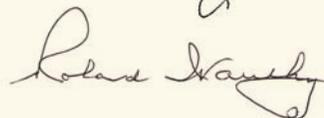
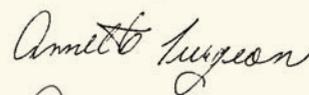
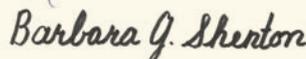
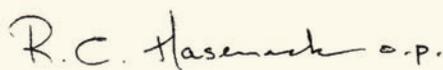
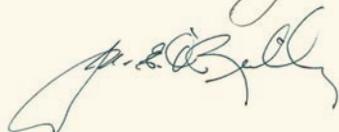
Pastoral Plans do entail resources and have cost implications if they are to bear fruit. We are encouraged by the work being done in the Diocese to develop a Diocesan Appeal to meet these challenges.

The Diocesan Pastoral Planning Committee members would like to thank you for entrusting us with the important and necessary work of laying out an action report for the next five years as well as for your guidance and support during the pastoral planning journey over this past year.

May God bless you and fill you with the joy, grace and peace of His presence.

Respectfully,

The Diocese of Victoria Pastoral Planning Committee



Rev. Msgr. Michael Lapierre, JCL  
Moira King  
Jim O'Reilly  
Rev. William Hann  
Rev. Rolf Hasenack, OP

Simon Di Castri  
Roseline Ferré  
Kimberly House  
Barb Shenton  
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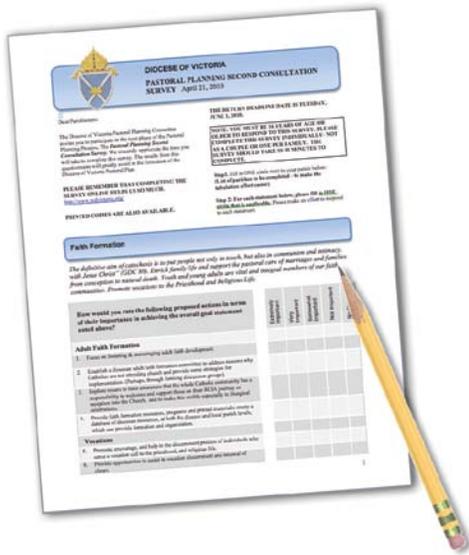


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# Executive Summary



In the summer of 2009, Bishop Richard Gagnon appointed a Diocese of Victoria Pastoral Planning Committee of clergy and laity to develop a comprehensive five-year Pastoral Planning Report for ministry in the Diocese (2010-2015) Reflecting on this information and proposed recommendations he would then develop a Diocesan Pastoral Plan for promulgation in September 2010.

The Diocese of Victoria Pastoral Planning Committee had four aims:

1. Involve the people of God in the journey forward with a process that is rooted in prayerful community discernment and focused on the mission of the Church.
2. Explain the pastoral planning process to parishioners throughout the Diocese by using all appropriate methods to establish as wide ranging a consultation as possible.
3. Explore various aspects of church life through parishioner feedback.
4. Use the data source to assist in the development of both the *Report of the Diocese of Victoria Pastoral Planning Committee* and leading to the development of Bishop Richard's *Diocese of Victoria Pastoral Plan*.

It's been a year long planning effort with two surveys and 32 regional discussions. Vancouver Island Catholics had the opportunity to discern on the future of the mission and life of the Church. The content of this Report springs from prayer, research, hard work, feedback and reflection.

The report is organized into several parts:

**Section One:** provides a brief background about the Diocese.

**Section Two:** explains the Vision, Mission and Guiding Principles and the aims of the Diocese of Victoria Pastoral Planning Committee.

- **Our Vision** is the Kingdom of God.
- **Our Mission** is to proclaim the Gospel, to teach the Word of God, to celebrate the Liturgy and the Sacraments, and to serve those in need with love and generosity. This calling to evangelization and justice is integral to the identity of the faithful.

**Section Three:** covers key social, economic and demographic factors that characterize the geographic region covered by the Diocese.

**Section Four:** reflects the three phases of consultation with our Diocesan Family and contains the principal data that have been produced during the pastoral planning process and collation of research.

“ It's been a year long planning effort with two surveys and 32 regional discussions. ”

**Phase 1:** Key characteristics of the November 2009 Diocese of Victoria Pastoral Planning Parishioner Questionnaire:

- 3,162 respondents\* (age 16 and over) from 27 parishes participated in the survey. This result represents a response rate of 32% or approximately 1/3 of the Diocese of Victoria registered Catholics. \* *It's worth noting that couples may have submitted one response without identifying they were a couple.*
- 65% are female; 35% are male
- 71% of respondents are aged 55 or older. The percentage of respondents under 18 years of age is by far the smallest age group (1%); 18-24 year olds (2%); 25-34 year olds (4%); 35-44 (8%); and 45-54 year olds (14%)
- The majority of respondents are married (70%); widowed (13%); single (12%); and divorced (6%).
- Three quarters of respondents have no children under the age of 18 at home.
- Given the maturity of the survey respondents, it is not surprising that 36% of respondents have been with their parish for 15 or more years.
- Church attendance is significantly high among the parishioners surveyed, with 80% reporting weekly church attendance. Receiving the Eucharist, hearing a good homily, and experiencing a sense of community are key factors contributing to Mass attendance.
- Over 45% of respondents indicate volunteering in numerous ministries. However, comments reflected the need to recruit more ministry volunteers.

**Phase 2:** Regional Discernment Discussions

Various parishes hosted diocese-facilitated meetings: prayer, discussions and discernment around the **Six Core Trends**, possible action strategies as well as any additional initiatives and recommendations put forward for consideration.

Laity, religious and clergy of the Diocese focused on the increased need for: family support; youth and seniors; lay and clergy ministry formation; Liturgy, sacraments and prayer; parish outreach and social justice; stewardship; leadership; human resources

and financial support; and other ministry skills training; as well as the improved communications between the Diocese and parishes and between the parishes themselves.

**Phase 3:** Key characteristics of the May 2010 Second Pastoral Planning Consultation Survey

- 1,114 respondents participated in the survey, or 19%. This result represents approximately 10% of Diocesan registered Catholics and is considered a reasonable sample of responses.
- Sixty-one percent of responses were received using hard copies.
- Parishioners were also encouraged to submit their responses online. The percentage of respondents using the online option rose by 36% over the first survey, which was (3.2%).
- The majority of comments (75%) relate to and support the six recommended priorities (Six Core Trends).
- A majority of respondents reported they would support a Diocesan fundraising program annually. More than half of respondents were in support (59%). Those who were "Not Sure" (33%) indicated a need for more details; and 8% of respondents answered "No".

**Section Five:** identifies the six confirmed priorities.

Based on the combined results of the two consultation surveys and parishioners' comments, five priorities were updated: ***Marriage, Family Life and Sanctity of Human Life; Liturgy and Sacraments, Prayer and the Word of God; Parish Outreach, Social Justice and Ecumenism; Religious Education and Vocations; and Stewardship, Administration and Finance. The Youth and Young Adults priority remained the same.***

These **Six Pastoral Priorities** were confirmed as equally important and interdependent and therefore determined to be Diocesan-wide priorities. Efforts in one area will strengthen and foster efforts in any of the others.

Other sections include the Pastoral Planning Measured Outcomes and the Diocese of Victoria Pastoral Planning Committee recommendations. ■

# The Diocese of Victoria Pastoral Planning Committee



## Diocese of Victoria:

His Excellency, Bishop Richard Gagnon

Rev. Msgr. Michael Lapierre, JCL – Diocese of Victoria Chancellor/Vicar General

Moira King (Consultant) – Office of Pastoral Planning and member of the St. Joseph the Worker Parish

Jim O'Reilly – Office of Religious Education and member of the St. Andrew's Cathedral Parish

### Co-Chairs

Rev. William Hann – Pastor, St. Joseph the Worker Parish

Rev. Rolf Hasenack, OP – Pastor, Saanich Peninsula Parish

## Parish Representatives

Simon Di Castri – Principal, St. Joseph Elementary School and member of the St. Joseph the Worker Parish

Roseline Ferré – Parish Pastoral Council Chair – St. Joseph the Worker Parish

Kimberly House – DPPC Youth representative and a Saanich Peninsula Parish member

Barb Shenton – Parish Assistant and Religious Education Coordinator – St. Patrick's Parish

Annette Turgeon – St. Andrew's Cathedral member

Roland Wauthy – Knights of Columbus District Deputy for 2010/2011 (District 1 Victoria Council 1256 Victoria) and member of the St. Andrew's Cathedral Parish

A special thank you to Sr. Sarah Comeau, S.S.A. who was a committee member before having to depart for Africa.

“...a committee of clergy and laity to develop a comprehensive five-year Pastoral Planning Report for ministry in the Diocese ...”

# Diocesan Pastoral Planning Timeline

Prayer and reflection helped to animate each meeting.

## April/May 2009

- March 9th and April 6th: Preliminary Pastoral Strategy Committee meetings. Selected regional clergy and lay members invited to consult on a process of how the pastoral planning might proceed. Guiding Principles confirmed.

## August

- Bishop Gagnon forms a Diocese of Victoria Pastoral Planning Committee composed of clergy, religious, and laity of various professional and pastoral backgrounds.
- Two co-chairs confirmed: Fr. Rolf Hasenack, OP and Fr. William Hann.
- Office of Pastoral Planning Coordinator retained on contract until the end of August 2010.

## September

- Bishop Gagnon announces the Pastoral Planning process in the *Diocesan Messenger* and a copy of his Pastoral Letter is included in parish bulletins.
- September 19th, 2009: Diocese of Victoria Pastoral Planning Committee members gather for their inaugural meeting.
- Two preliminary consultation meetings held and chaired by Bishop Richard, one in Victoria and the other hosted by the Church of the Ascension (Parksville) to brief clergy and their invited parish representatives on the importance of the “Diocese of Victoria Pastoral Planning Initiative.”
- Ongoing communications with pastors and parish staff commences.

## October

- October 24<sup>th</sup> DPPC meeting: Discussions regarding the *Diocese of Victoria Pastoral Planning Parishioner Questionnaire*; an intercessory prayer confirmed and provided to parishes for the “Pastoral Planning Process”.
- Development of the *Pastoral Planning Parishioner Questionnaire*; advance discussions take place with representative local lay leaders

(e.g. Catholic Women’s League, Knights of Columbus, Parish Pastoral

- Councils, etc.) to discuss the *Pastoral Planning Parishioner Questionnaire*, although each survey was completed by individual parishioners.

## November

- *Pastoral Planning Parishioner Questionnaire* launched on November 8th (Stewardship Sunday) and conducted until December 12th, 2009.
- November 24<sup>th</sup> DPPC meeting: Preliminary status of the questionnaire discussed with members.
- Crafting of the Diocese of Victoria Pastoral Planning Update article.

## December

- Diocese of Victoria Pastoral Planning Update article in the *Diocesan Messenger*.
- Data entry, tabulations and analysis of the *Pastoral Planning Parishioner Questionnaire*.

## January 2010

- January 23<sup>rd</sup> DPPC meeting: Members briefed on the *Pastoral Planning Parishioner Questionnaire* results; discussions on the process of regional Trend Discernment meetings to be held in March.

## February

- Planning for regional trend discussions around the six core trends that surfaced from the *Pastoral Planning Parishioner Questionnaire* and the process of the *Diocese of Victoria Second Pastoral Planning Consultation Survey*.

## March

- Thirty-two regional Trend Discernment Meetings presented to laity and clergy in attendance for input and dialogue around action strategies.
- *Pastoral Planning Parishioner Questionnaire* results article and Bishop Gagnon’s Pastoral Letter naming the Pastoral Plan: *Claiming the Past with Gratitude, Living the Present with Enthusiasm, Looking to the Future with Hope*.

## Diocesan Pastoral Planning Timeline *continued*



### April

- April 10th DPPC meeting: The Planning Team received an overview of the March Trend Sessions. Input gathered from these sessions helped to craft the *Diocese of Victoria Second Pastoral Planning Consultation Survey*. Diocese had to deal with.

### May

- *Diocese of Victoria Second Pastoral Planning Consultation Survey* launched in the first weekend of May.
- May 9<sup>th</sup> DPPC meeting: Preliminary discussions of drafting the *Report of Pastoral Strategy Committee* and related graphic requirements.
- Survey data input commences.

### June

- Second Consultation Survey data results tabulated and analyzed.
- June 26th DPPC meeting: Briefing on the survey results.
- Bishop Gagnon's briefing to members regarding the Pastoral Plan and the Promulgation Mass at St. Andrew's Cathedral on September 12, 2010.

### July

- Crafting of the *Report of the Diocese of Victoria Pastoral Planning Committee* commences.
- Preliminary drafts of the *Report of the Diocese of Victoria Pastoral Planning Committee* reviewed.

### August

- Draft version of the *Report of the Diocese of Victoria Pastoral Planning Committee* reviewed by the Council of Priests.
- Final version of the *Report of the Diocese of Victoria Pastoral Planning Committee* is presented to Bishop Gagnon.
- Final Pastoral Planning articles written for the September *Diocesan Messenger*.
- Planning for Bishop Gagnon's September 12 Promulgation Mass at St. Andrew's Cathedral; Mass notice in Diocese-wide bulletins.
- *The Diocese of Victoria Pastoral Plan* and *The Report of the Diocese of Victoria Pastoral Planning Committee* are sent to the printer.

### September

- September 9<sup>th</sup> final DPPC meeting
- September 12<sup>th</sup>
  - » The September *Diocesan Messenger* and the *Diocese of Victoria Pastoral Plan* are distributed to parishioners. Limited copies of the *Report of the Pastoral Planning Committee* are made available to parish pastoral planning groups.
  - » *The Diocese of Victoria Pastoral Plan* and the *Report of the Pastoral Planning Committee* are posted on the Diocesan Website.
  - » Bishop Gagnon celebrates the Pastoral Plan Promulgation Mass at St. Andrew's Cathedral. Members of the Diocese of Victoria Pastoral Planning Committee members in attendance.
  - » The Diocese of Victoria Pastoral Planning Committee concludes.

## Section 1

## Background

“For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.”

Jeremiah 29:11



The Roman Catholic Diocese of Victoria comprises the whole of Vancouver Island, the islands off the west coast and the islands to the west of the main shipping channel along the Inside Passage, an area of approximately 95,000 square kilometers. According to Census Canada, there are 94,000 people who have identified themselves as Catholics. There are approximately 10,000 registered Catholics in the Diocese. St. Andrew's Cathedral in Victoria, British Columbia, is the Mother Church of the Diocese.

For more than 167 years, Catholics in the Diocese of Victoria have dedicated themselves in following their baptismal call to continue Jesus' mission. With God's grace, the clergy, religious and laity of the Diocese today strive to serve this mission in continuity and solidarity with those who have come before us.

It's been about 20 years since the last Diocesan Synod. Conditions both inside and outside the Church have changed considerably over that time, not to mention the difficulties resulting from the financial crisis the Diocese had to deal with in the recent past.

Each historical moment in the life of the local Church is unique and presents its own challenges to the faithful of that time. As such, pastoral priorities

for the Church must evolve in order to meet the pastoral needs of the people entrusted to her.

*"No one can have God as Father who does not have the Church as Mother."* – St. Cyprian, De unit. 6: PL 4, 519.

Pastoral planning is a process by which a faith community, with a deep appreciation of its past and an understanding of its present strengths and weaknesses, seeks to respond to the spiritual and pastoral needs of people within and beyond the community.

This *Report of the Diocese of Victoria Pastoral Planning Committee* is designed to:

- Inspire by bringing us all to a deeper encounter and friendship with the living person of Jesus Christ;
- Encourage greater participation in the life of the Church so that all can become stronger in faith, joyfully celebrate the sacramental life in hope, and be active in charity; and,
- Strengthen and renew evangelization to share the power, beauty, and joy of the faith with others.

The purpose of a Pastoral Plan is to continue the work of the Second Vatican Council, by being faithful to the Church's Magisterial documents which have ensued from the Council to the present.

One such document is Pope John Paul II's Apostolic Letter at the close of the Jubilee Year 2000, *Novo Millennio Ineunte*. In it, the Holy Father called on each Diocese to assess its fervor and find fresh enthusiasm for its spiritual and pastoral responsibilities. He called on each Diocese to draw up a new pastoral plan, to search for and obtain necessary resources in order to invest in concrete initiatives that will generate renewed excitement and hope for faith.

To this end, Bishop Gagnon announced his desire to begin the important work of pastoral planning.

## Section 2

# Vision, Mission and Guiding Principles



“ Bishop Gagnon announced the naming of the pastoral plan: *Claiming the Past with Gratitude; Living the Present with Enthusiasm; Looking to the Future with Hope.* ”

### ***Vision***

**Our Vision** is the Kingdom of God. This **Vision** is centered on Christ and on how we can respond to His call today.

### ***Mission***

By our baptism and confirmation, our **Mission** is to proclaim the Gospel, to teach the Word of God, to celebrate the Liturgy and the Sacraments, and to serve those in need with love and generosity. This calling to evangelization and justice is integral to the identity of the faithful.

### ***Naming the Diocesan Pastoral Plan***

Bishop Gagnon announced the naming of the pastoral plan: ***Claiming the Past with Gratitude; Living the Present with Enthusiasm; Looking to the Future with Hope.*** His scriptural focus was the passage from Luke (24:32) describing the disciples' encounter with the Lord on the Road to Emmaus.

### **Guiding Principles:**

Pastoral planning leads to:

1. A renewed appreciation for prayer, contemplation, the Word of God and for the Sacramental Life leading to communion with Jesus Christ.
2. The awakening of vocations for Christian Marriage, the Ministerial Priesthood and Religious Life.
3. A readiness to participate in the life of the Church at the local, regional and Diocesan level.
4. A commitment to catechesis and a capacity for teaching the Faith enabling the formation of Christian Life.
5. A desire to be present as Christians in the public square and the awakening of charitable, cultural and spiritual works.
6. The spirit of detachment and evangelical poverty leading to greater generosity in charity towards all.
7. Conversion to Christian life or the return to communion with the Church of those baptized members who have fallen away from the Faith.

(Referenced from “The Lay Members of Christ’s Faithful People”- Synod document by Pope John Paul II.)

## Section 2

## Vision, Mission and Guiding Principles *continued*



The Diocese of Victoria Pastoral Planning Committee had four aims:

1. Involve the people of God in the journey forward with a process that is rooted in prayerful community discernment and focused on the mission of the Church.
2. Explain the pastoral planning process to parishioners throughout the Diocese by using all appropriate methods to establish as wide ranging a consultation as possible.
3. Explore various aspects of church life through parishioner feedback.
4. Use the data source to assist in the development of both the *Report of the Diocese of Victoria Pastoral Planning Committee* and leading to the development of Bishop Gagnon's *Diocese of Victoria Pastoral Plan*.

“ Involve the People of God in the journey forward with a process that is rooted in prayerful community discernment and focused on the mission of the Church. ”

## Section 3

# Challenges Leading To Pastoral Opportunities



“ The good news for Christians is that teens who are attending churches are demonstrating faithful beliefs and values. And the more frequently they attend, the stronger their faith. ”

Source: Project Teen Canada 2008 Survey.  
Dr. Reginald W. Bibby

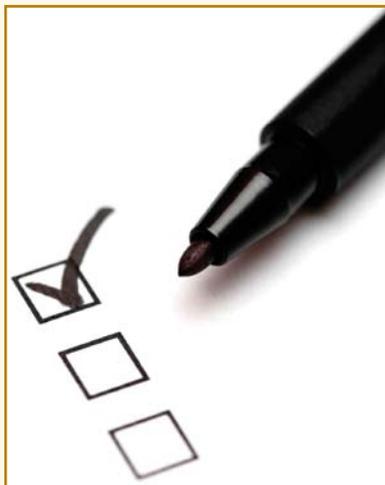
- There is a diminishing number of priests and religious in the Roman Catholic Church in Canada: Diocesan and Religious Order priests declined by 50% between 1965 and 2009. Between 1965 and 1995, the number of female religious dropped by 46%. (Source: Various editions of the Canadian Conference of Catholic Bishops' Directory for the indicated year, and the 2007/2008 editions of the Holy's See's Statistical Yearbook of the Church).
- The largest Church in Canada is the Roman Catholic Church. Canadian census figures reveal that Roman Catholics made up 42% of the Canadian population in 1901. That percentage rose to 46% of the population by 1971. The census enumerated just fewer than 12.8 million Roman Catholics, or 43% of the population, down from 45% in 1991.
- One reason for the recent growth among Roman Catholics was immigration. According to Statistics Canada, of the 1.8 million immigrants who came to Canada between 1991 and 2001, Roman Catholics accounted for nearly one-quarter (23%) of this total, the highest proportion for any major religion among these recent arrivals. Just under half of Canada's Roman Catholics live in Quebec; they accounted for 83% of the province's population. Catholics were also the majority in New Brunswick, with 54%. British Columbia, with 17%, had the lowest proportion of Catholics. (Source: Statistics Canada - 2001 Census of Population data released May 13, 2003)
- Church attendance is significantly high among the Diocese of Victoria parishioners surveyed in 2009, with 80% reporting weekly church attendance. Receiving the Holy Eucharist, hearing a good homily, and experiencing a sense of a caring community are key factors contributing to Mass attendance.
- It's harder to attract and keep younger people. Congregations and households find it increasingly difficult to share faith with the next generation. Teens (aged 15 -19) who "definitely" believe in God accounted for 37% of all in that age bracket, compared with 54% in 1984. Atheism has climbed from six to 16%. "*The good news for Christians is that teens who are attending churches are demonstrating faithful beliefs and values. And the more frequently they attend, the stronger their faith.*" (Source: Project Teen Canada 2008 Survey. Dr. Reginald W. Bibby, widely recognized as one of Canada's leading experts on religious and social trends.)
- An increasing secularization of society and the power of the media to shape people's attitudes and question the relevance of the Church: However, in his book entitled, *Restless Gods - The Renaissance of Religion in Canada*, Dr. Bibby explains: "*Secularization is a myth. There are signs of new life in the Churches. Spirituality*

*and a sense of “something else” are everywhere. Growing numbers of teenagers are interested in religion.”*

- Complacency and a lack of sufficient catechesis (which enables the ability to articulate and share the love of God among all people) have had a significant impact on passing on the Faith.
- Diocese of Victoria parishioners survey summary results in 2009 and in March 2010 regional Trend Discussions indicate a lack of leadership, formation and skills.
- While loyal and precious assets, 50% of our Diocesan faithful are 65 years of age and older. Some are looking for younger volunteers to come forward to replace them for ministry needs.
- Collaboration between clergy and laity is essential although each have distinct functions. *“The functions of the ordained minister, taken as a whole, constitute a single indivisible unity in virtue of their singular foundation in Christ” .36 “Indeed the ministerial priesthood does not of itself signify a greater degree of holiness with regard to the common priesthood of the faithful; through it, Christ gives to priests, in the Spirit, a particular gift so that they can help the People of God to exercise faithfully and fully the common priesthood which it has received” .24*  
*“For the building up of the Church, the Body of Christ, there is a diversity of members and functions but only one Spirit who, for the good of the Church, distributes his various gifts with munificence proportionate to his riches and the needs of service.” (cf. 1 Cor 12, 1-11) .25*  
*“Communion, truth, justice, peace and charity are all interdependent terms”. 52 (Instruction on Certain Questions Regarding the Collaboration of the Non-Ordained Faithful in the Sacred Ministry of Priest Ecclesiae De Mysterio)*
- Parishes are facing significant financial challenges in the midst of an ailing economy, including rising costs in employment, utilities and maintenance of facilities.
- We live in a transient and changing society. Some have no sense of rootedness. Others are searching for something to satisfy them at a deeper spiritual level. As St. Paul says, these roots are in Jesus Christ. (Colossians 2:7). *“A truly secular society, as it realizes its ideological futility and moral rootlessness, may, in fact, become increasingly open to the Christian gospel and the Christian ethic.”* (John H. Redekop, Canadian author and political scientist)
- Geography of the Diocese: 30 parishes, 11 missions, seven schools, as well as Catholics living in numerous First Nations communities spread across Vancouver Island and the Gulf Islands.
- The environment faces unprecedented threats.
- A rich multicultural environment, but with diverse needs.

## Section 4

# Consultation With Our Diocesan Family



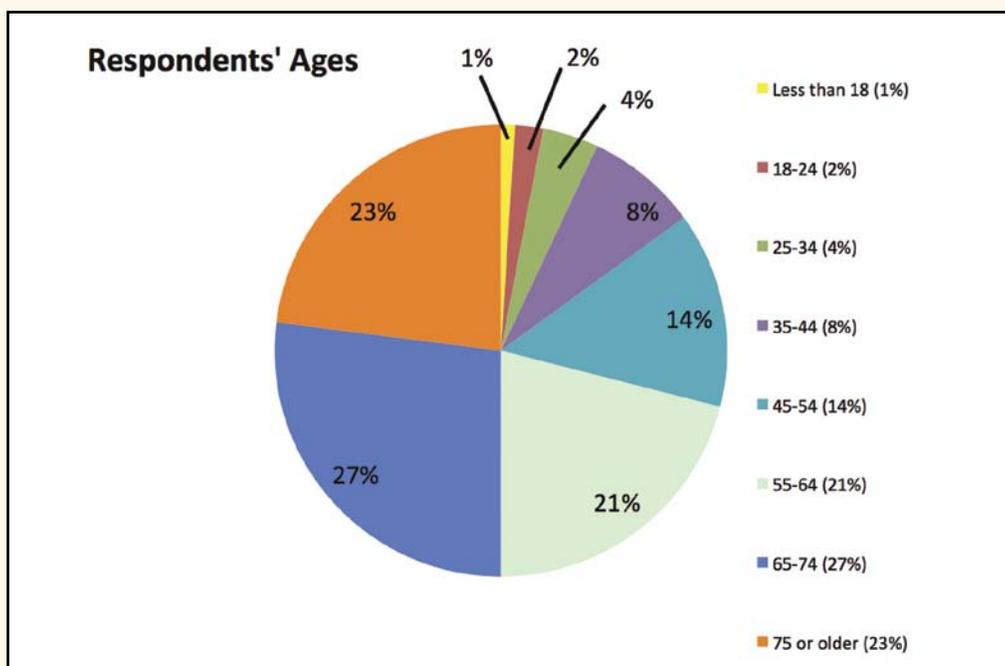
This section contains a snapshot of the data that has been produced during the pastoral planning process and collation of research. (See Appendices for full data)

## Phase 1: Pastoral Planning: Parishioners' Questionnaire Results

As current data was limited, the purpose of this first phase consultation survey was to explore various aspects of church life, at the local level, through parishioner feedback. The Diocese of Victoria Pastoral Planning Committee developed a six-page questionnaire that was conducted from November 2009 - December 2009.

- A total of 3,162 respondents\* (age 16 and over) from 27 parishes participated in the survey. This represents a response rate of 32%, which is a large return sample. As surveys go, this result is considered to be successful. *\* It's worth noting that couples may have submitted one response without identifying they were a couple.*
- Response rates were highest for the 11 parishes located in the Greater Victoria area. These accounted for 80% of all responses. The remaining respondents were from outside the greater Victoria area.

“...the purpose of this first phase consultation survey was to explore various aspects of church life...”



## Section 4

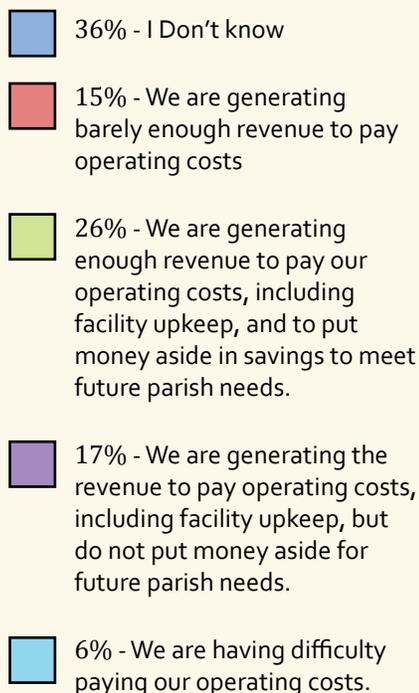
## Consultation With Our Diocesan Family *continued*

Key characteristics of respondents include the following:

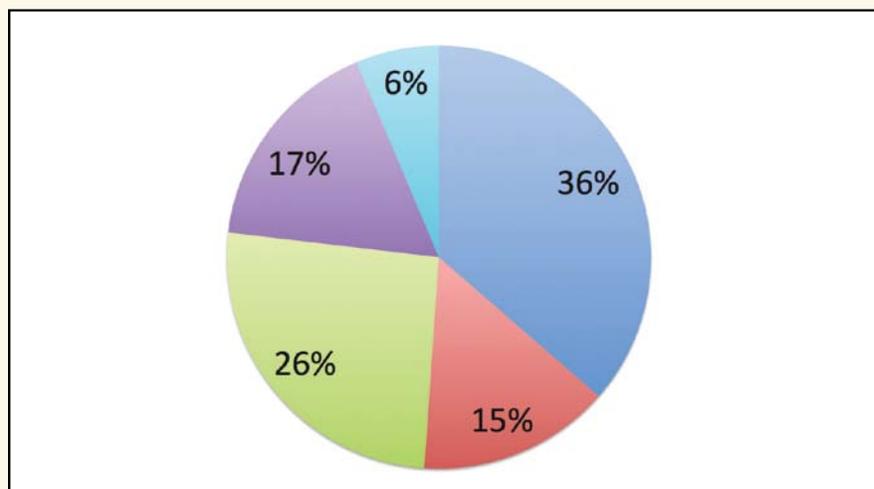
- 65% are female; 35% are male
- 71% of respondents are aged 55 or older. The percentage of respondents under 18 years of age is by far the smallest age group (1%); 18-24 year olds (2%); 25-34 year olds (4%); 35-44 (8%); and 45-54 year olds (14%)
- The majority of respondents are married (70%); widowed (13%); single (12%); and divorced (6%).
- Three quarters of respondents have no children under the age of 18 at home.
- Given the maturity of the survey respondents, it is not surprising that 36% of respondents have been with their parish for 15 or more years.
- Church attendance is significantly high among the parishioners surveyed, with 80% reporting weekly church attendance. Receiving the Eucharist, hearing a good

homily, and experiencing a sense of community are key factors contributing to Mass attendance.

- Over 45% of respondents indicate volunteering in numerous ministries. However, comments reflected the need to recruit more ministry volunteers.
- A majority of respondents (78%) indicate they would not consider becoming a Pastoral Parish Council member.
- On the question “has and/or actively supports local Catholic schools”: 57% of respondents indicate *Good to Excellent; Not Applicable*: 12%; *Don’t Know*: 29%; *Needs Improvement*: 6%
- On the question of Social Justice (Aboriginal, visible minorities, etc,) 43% indicate *Don’t Know* and 12% of respondents illustrate *Needs Improvement*.
- More than 91% of participants indicate they are willing to financially support their parish.

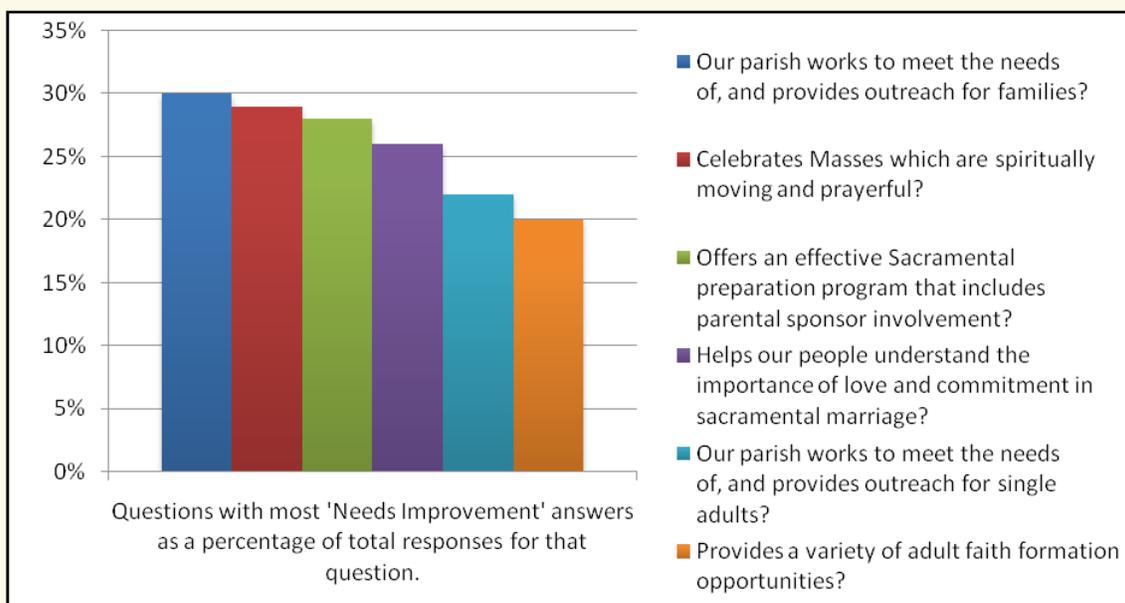


**Financial Status: What is the perception of the current financial situation of your parish?**



- Thirty-six percent of respondents report they don't know the current financial situation of their parish and 15% indicate “Needs Improvement”.

## Questions with most “Needs Improvement” answers



- Nearly 40% of respondents chose to offer open-ended comments to the last questions on each section. The responses provided a wide-range of opinions and perspectives. An average of three comments per respondent was provided bringing the total to 4,000. Questions with most “Needs Improvement” answers as a percentage of total responses for that question above.

### Emerging Trends of Identified Needs

Based on the 32% survey questionnaire responses, including 4,000 open-ended comments, the following key areas of pastoral priority emerged:

#### Liturgy and the Sacraments, Prayer and Spirituality

- The Holy Eucharist
- Sacrament of Reconciliation
- Devotional opportunities
- How we welcome our members and especially those who have become inactive or in some way alienated from the Church.

#### Marriage and Family Life

- Marriage Preparation
- Family Enrichment
- Divorced, separated; widowed
- Sanctity of Life

#### Parish Outreach and Social Justice

- Older and aging parishioners
- Hospitalized and homebound parishioners

- Non-practicing Catholics
- The poor; the homeless
- The marginalized
- First Nations
- Ecumenism

#### Religious Education (Catechesis/Faith Formation) and Vocations

- Adults; Young Adults; Youth; and Children
- Vocations - especially to the Priesthood and Religious Life.

#### Stewardship and Finance

- Strong Leadership
- Vibrant Parishes in the life of the Church
- Effective Governance: Parish Pastoral Councils and Finance Committees

#### Youth and Young Adults

- Solid support of the current programs for Youth in the Diocese and for the need to do more to develop effective Christian leadership among our Youth.

## Phase 2: Regional Discernment Discussions

Various parishes hosted diocese-facilitated meetings: prayer, discussions and discernment around the **Six Core Trends**. Possible action strategies as well as any additional initiatives and recommendations were also put forward for consideration. Thirty-two regional sessions were convened during Lent 2010 - a time of reflection with hope. The meetings were held in ten locations: Campbell River; Duncan; Nanaimo; Parksville; Port Alice; Port Hardy; and Port McNeill; Tofino; Ucluelet; and Victoria.

- Laity, religious and clergy of the Diocese focused on the increased need for: family support; youth and seniors; lay and clergy ministry formation; Liturgy, sacraments and prayer; parish outreach and social justice; stewardship; leadership; human resources and financial support; and other ministry skills training; as well as improving communications between the Diocese and parishes and between the parishes themselves.

The recommended strategies that emerged from the regional discussions greatly assisted in developing the *Diocesan Second Pastoral Planning Consultation Survey*.

## Phase 3: The Second Consultation Pastoral Planning Survey Summary Results

In May 2010, the Diocese of Victoria Pastoral Planning Committee conducted a Second Pastoral Planning Consultation Survey.

The purpose of the survey was to invite, once again, the Diocesan faithful to consider **the Six Core Trends to be confirmed as priorities** - especially if they were not able to attend the March 2010 regional discernment meetings.

- The Second Pastoral Planning Consultation Survey consisted of 32 specific questions and two additional questions allowing for open-ended responses.
- The survey was promoted in parish bulletins over three weeks.
- Twenty-eight parishes participated.
- Nine surveys were excluded as not completed.
- That left 1,114 respondents for analysis, or 19% based on 6,000 surveys delivered to parishes. This result represents approximately 10% of Diocesan registered Catholics and is considered a reasonable sample of responses.
- All percentages reported have been rounded to the nearest whole number.
- The response rate was down from the first survey (13%). However, this was expected. Considerations that may have affected the response rate: First Communion and Confirmation Sacraments took place in some parishes during the launch month, which could have also affected regular Mass attendance.
- Sixty-one percent of responses were received using hard copies.
- Parishioners were also encouraged to submit their responses online. The percentage of respondents using the online option rose by 36% over the first survey, which was (3.2%).

Other key characteristics include the following:

- Of the 1,114 respondents who participated in the survey, 15% provided comments on the two open-ended questions. The majority of comments (75%) relate and support the six recommended priorities (Six Core Trends).
- There was clarity about the overall mission of the Church - to proclaim the Word of God, to celebrate the Sacraments, and to serve those in need with love and generosity.
- When combining all three responses: Extremely Important; Very Important; and Somewhat Important, the respondents indicated the following:

## Section 4

## Consultation With Our Diocesan Family *continued*

### ***Religious Education and Vocations***

Q1: 97% - Focus on fostering and encouraging adult faith development.

Q5: 96% - Promote, encourage and help in the discernment process of individuals who sense a vocation to the priesthood or religious life.

### ***Liturgy and Sacraments, Prayer and Spirituality***

Q7: (96%) - Provide faith formation and training resources for a better understanding of the celebration of the Eucharist, other Sacraments, prayer and devotions.

### ***Youth and Young Adults***

Q10: (97%) - Explore strategies to welcome, engage, and involve youth in the local faith community.

### ***Marriage and Family Life***

Q17: (96%) - Encourage the establishment of ministries within parishes so that catechists and other lay persons can work with pastors to prepare for Sacraments of Baptism, Confirmation and Marriage.

### ***Stewardship and Finance***

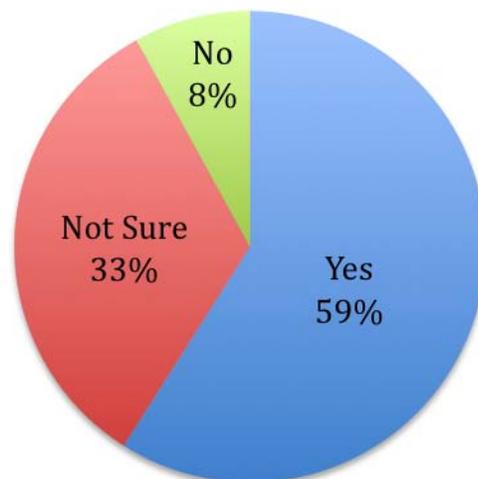
Q21: (96%) - Enable all parishes to have access to Diocesan lay training opportunities to develop confident, vital and faithful leaders.

### ***Parish Outreach and Social Justice***

Q 27: (97%) - Encourage local faith communities to develop a ministry to support the lonely, homeless, poor, vulnerable, unemployed and those in prison.

- A majority of respondents reported they would support a Diocesan fundraising program annually. More than half of respondents were in support (59%). Those who were “Not Sure” (33%) indicated a need for more details; and 8% of respondents answered “No”.

**Q 33. Would you support a fundraising program annually in the Diocese of Victoria to support the proposed initiatives?**



## Section 5

# Pastoral Priorities and Actions for the Future



“ Our Christian Communities must become genuine ‘schools’ of prayer where the meeting with Christ is expressed not just in imploring help but also in thanksgiving, praise, adoration, contemplation, listening and ardent devotion, until the heart truly ‘falls in love’. ”

Pope John Paul II, *Novo Millenio Ineunte*, 33.

Based on the combined results of the two consultation surveys and parishioners’ comments, five priorities were updated: ***Liturgy and Sacraments, Prayer and the Word of God; Religious Education and Vocations; Marriage, Family Life and Sanctity of Human Life; Parish Outreach, Social Justice and Ecumenism; and Stewardship, Administration and Finance.*** ***The Youth and Young Adults priority remained the same.***

The **Six Priorities** were confirmed as equally important and interdependent and therefore determined to be Diocesan-wide priorities. Efforts in one area will strengthen and foster efforts in any of the others.

## Liturgy and Sacraments, Prayer and the Word Of God

*Full, conscious and active participation of all the faithful in the celebration of the liturgy nourishes, like a font, a vibrant community, with which evangelization and care of the least are embodied. – Shaping Catholic Parishes: Pastoral Leaders in the Twenty-First Century by Carol Ganim, p. 146, in reference to Paul VI’s Sacrosanctum Consilium, 14.*

*“Our Christian Communities must become genuine ‘schools’ of prayer where the meeting with Christ is expressed not just in imploring help but also in thanksgiving, praise, adoration, contemplation, listening and ardent devotion, until the heart truly ‘falls in love.’” – Pope John Paul II, Novo Millenio Ineunte, 33.*

### Goals:

1. To be the People of God building up the Body of Christ, formed by Word and Sacrament, through full, conscious and active participation in our liturgical celebrations as we worship and praise God, and are focused on the Eucharist.
2. Nurture a greater knowledge of the Lord through the prayerful reception of Sacred Scripture so that we can renew and deepen our celebration of the liturgy, sacraments and prayer in our Diocese.
3. Celebrate and offer the Sacrament of Reconciliation as the compassion, love and healing of Christ which strengthens us on our journey to holiness.
4. Promote our responsibility to practice hospitality, caring and welcoming at Mass. The ability to draw people together is an integral part of a successful parish community.

## Section 5

### Pastoral Priorities and Actions for the Future *continued*



“ Nurture a greater knowledge of the Lord through the prayerful reception of Sacred Scripture so that we can renew and deepen our celebration of the liturgy, sacraments and prayer in our Diocese. ”

#### **Recommended Diocesan Actions**

- Encourage the Diocesan faithful to fully be the People of God, building up the Body of Christ, formed by Word and Sacrament, through full, conscious and active participation in our liturgical celebrations, to worship and praise God, and focused on the Holy Eucharist.
- Provide faith formation and training resources for a better understanding of the Word of God, the celebration of the Holy Eucharist and the Sacraments, as well as other prayers and devotions.
- Encourage local faith communities to initiate a “Welcome/Hospitality Ministry” in each parish to welcome all persons with a spirit of welcome, caring and inclusivity: include children, the elderly, persons with disabilities and all those who are marginalized.
- Promote and educate parishioners on the revisions to the new *Roman Missal* and the *General Instruction of the Roman Missal*. Provide education on the revised Lectionary with regard to proclaiming and receiving the Word of God, as well as its impact on liturgical music.
- Inform parishes of liturgical changes in a timely manner and assist them when needed.

#### **Some Suggested Parish Actions**

- Provide for a worship environment that promotes a loving, prayerful, accessible, and welcome atmosphere where there is openness to diverse cultures and forms of expression of the faith.
- Explain the meaning and structure of the Mass to children, youth, catechists, parents and adults.
- Establish and maintain an active “Liturgy Committee” to schedule and invigorate worship throughout the liturgical year.
- Help the local faithful deepen their appreciation for the Mass by offering regular opportunities for Eucharistic adoration.
- Establish a welcoming atmosphere so that everyone - parishioners and visitors - feel comfortable in the parish; promote this in the parish to evangelize, welcome, and strengthen the community.
- Create a “Social Committee” to foster a sense of community. The “Social Committee” could play two major roles within the parish: to promote the ministry of welcoming for all members of the parish community and to help organize planned events at least on a quarterly basis for the parish.

## Section 5

### Pastoral Priorities and Actions for the Future *continued*



“Dear families... do not let love, openness to life, and the incomparable bonds that unite your home be corrupted. Ask this continually of the Lord, praying together, that your intentions be illuminated by faith and exalted by divine grace on the path toward holiness.”

Pope Benedict XVI

## Marriage, Family Life and Sanctity of Human Life

### MARRIAGE AND FAMILY LIFE

*“Dear families... do not let love, openness to life, and the incomparable bonds that unite your home be corrupted. Ask this continually of the Lord, praying together, that your intentions be illuminated by faith and exalted by divine grace on the path toward holiness.”*

*In this way, with the joy of sharing everything in love, you will give the world a beautiful witness of how important the family is for the human being and for society. The Pope is by your side, asking especially of the Lord for those in each family who have the greatest needs of health, work, comfort, and companionship.”* – Pope Benedict XVI, Angelus address, Feast of the Holy Family of Nazareth, December 30, 2008.

Each Christian husband and wife is called to be a Sacrament of love through their union with each other, their caring for a family and living witness to others. The family is called to be the ‘domestic Church’. The Sacrament of Marriage is at the center of Catholic family life. Through the Sacrament of Marriage Christ gives Christian couples the grace to live in love and fidelity, and to raise their children in the Faith.

#### **Goals:**

1. Enrich family life and support the pastoral care of marriages and families.
2. Place a strong emphasis on Marriage as a Sacrament and a Christian vocation.
3. Focus on the importance of fostering the faith in the family, offering tools for parents to fulfill their role as the primary educators of the faith, and enabling each family to be an authentic “domestic church. (Cf. John Paul II, *Familiaris Consortio*, 38.)

#### **Recommended Diocesan Actions**

- To promote family life in all its aspects, but especially in regard to the spiritual life.
- Establish a “Diocesan Family Life Advisory Committee” to identify and implement a Diocesan-wide “Marriage Preparation Course”.
- Design ways to support parents to fulfill their role as primary educators of the faith for their children at home.

## Section 5

### Pastoral Priorities and Actions for the Future *continued*



“May the ‘people of life’ constantly grow in number and may a new culture of love and solidarity develop for the true good of the whole of human society.”

Pope John Paul II, *The Gospel of Life*, 101



- Develop and oversee the implementation of a “Diocesan Family Life Plan” to assist parishes with best practices training and resources to address such issues as marriage enrichment, parenting, and troubled marriages, and offer programs for separated, widowed and divorced people.
- Encourage the establishment of “Family Life” ministries within parishes so that catechists and other laity could assist pastors to prepare for the Sacraments of Initiation and of Marriage.
- Promote a wider understanding and appreciation of the Theology of the Body, and integrate this theology into marriage preparation, marriage enrichment and other family life programs.
- Provide marriage, family enrichment retreats and other opportunities throughout the Diocese.

#### ***Some Suggested Parish Actions***

- The parish, or a group of parishes, could foster discussions and/or establish a “Ministry to Families” and possibly a “Support Group for the Bereaved, Divorced & Separated”.
- Laity to be invited to assist in programs designed to help Marriages and Families.
- Promote marriage preparation programs for all engaged couples and support Catholic marriage and family life in cooperation with the Diocesan efforts.
- Prepare and deliver homilies and/or workshops on the Theology of the Body and on the family as the domestic Church.
- Promote marriage, marriage refresher, and family workshops and conferences available through the Diocese.
- Encourage the establishment of “Family Life” ministries within parishes.

#### **SANCTITY OF HUMAN LIFE**

*“May the ‘people of life’ constantly grow in number and may a new culture of love and solidarity develop for the true good of the whole of human society.” – Pope John Paul II, *The Gospel of Life*, 101.*

#### **Goals**

1. Enhance the Church’s teaching of respect for human life from conception to natural death.
2. Ensure a culture where human life is respected and protected at all stages and sensitive pastoral care is offered particularly to those affected by abortion, suicide and euthanasia.

## Section 5

## Pastoral Priorities and Actions for the Future *continued*

### ***Recommended Diocesan Actions***

- Continue to strongly encourage respect for human life from conception to natural death.
- Promote Natural Family Planning (NFP), including the recruitment of couples to be trained as NFP instructors.
- Promote and support parish ministry initiatives that have a mandate to assist single pregnant mothers in need of protection and support.
- Encourage homilies and diverse ways of presenting the Church's teaching regarding the dignity of human life.
- Promote and coordinate programs of prayer and worship that focus on the sanctity of all human life.
- Counter the prevailing attitude on euthanasia as "death with dignity" and address the need to promote enhanced palliative care.
- Maintain working relationships with local pro-life groups and encourage the development of local pro-life lobbying networks.
- Develop responsible and effective communications with elected representatives: getting to know them personally through one-on-one visits, telephone calls, letters, and e-mail.

### ***Some Suggested Parish Actions***

- Encourage ongoing awareness and development of parish programs through workshops to raise awareness of the problems both women and men often encounter, which may lead them to consider abortion, about the needs of pregnant women and about post-abortion syndrome.
- Promote a pro-life culture by preaching "Respect for Life" homilies and encourage engaged couples to attend Natural Family Planning informative sessions before they enter into marriage.
- Invite the faithful to participate in services, which help women in crisis pregnancies and post-abortion trauma.
- Encourage devotional prayer such as Adoration of the Blessed Sacrament for those who have suffered the loss of an unborn child due to miscarriage, people experiencing crisis pregnancies and for all human life.
- Advocate on behalf of those suffering from injustices relative to human life within our secular culture.

“ Continue to strongly encourage respect for human life from conception to natural death.. ”



## Section 5

### Pastoral Priorities and Actions for the Future *continued*

## Parish Outreach, Social Justice and Ecumenism

### PARISH OUTREACH

*“It is not how much we do, but how much love we put in the doing. It is not how much we give, but how much love we put in the giving.” – Mother Theresa*

In God’s plan, all humanity must live in solidarity and mutual respect. Our Baptismal Covenant asks that we *“seek and serve Christ in all persons, loving your neighbor as yourself.”*

In reaching out to our parish members who are in need, including seniors, the wounded, the searching, those in material and spiritual need, and others who are marginalized including First Nations, we show our love of God in action.

#### Goals

1. Recognize and seek to protect the dignity of all people.
2. Continue the work of Jesus by responding to human needs in compassion and love both within and beyond our parishes.
3. Inspire and invite laity to volunteer and to make a commitment to parish outreach services in the Diocese.
4. Work with other churches and ecclesial communities as a response to Jesus’ prayer that they all be one for Christian Unity.

#### Recommended Diocesan Actions

- Support local parishes in their task of engaging people to actively work for parish outreach and social justice within our local faith communities, neighbourhoods, workplaces, and around the world.
- Offer educational programs to provide regional training and speakers to find ways to address those in need and the marginalized.
- Formalize the *Diocese of Victoria Hospital and Homebound Outreach Ministry Training Program* (presently in a pilot stage) to introduce, educate and assist parishioners involved in hospital and homebound visits.
- Develop and implement a “Ministry to the Elderly” strategy.
- Continue to support and develop programs that further healing and reconciliation in First Nations communities.
- Continue to promote *Returning to Spirit* workshops throughout the Diocese.



“ In reaching out to our parish members who are in need, including seniors, the wounded, the searching, those in material and spiritual need, and others who are marginalized including First Nations, we show our love of God in action. ”



## Section 5

## Pastoral Priorities and Actions for the Future *continued*

### **Some Suggested Parish Actions**

- Develop strategies to enhance the parish community's care for people who are most in need.
- Invite parishioners to generously serve others by offering concrete spiritual, social and outreach opportunities.
- Offer educational, speaker programs, and regional networking for the development and strengthening of parish outreach activities.
- Encourage parishioners to support the needs of those beyond the Diocese, through prayer and contributions to national and international charities approved by the Church.
- Promote and participate in the *Diocese of Victoria Hospital and Homebound Outreach Ministry Training Program* designed to introduce, educate and assist participants involved in hospital and homebound visits, including visits to seniors.
- Provide a welcoming and inclusive environment to show respect for First Nations' culture and spiritual identity.
- Be willing to participate in First Nations' Ministry.

### **SOCIAL JUSTICE**

*"Love of God and love of neighbour have become one: in the least of the brethren we find Jesus himself, and in Jesus we find God."* – Pope Benedict XVI, *Deus Caritas Est.*, #15.

*I know that the LORD secures justice for the poor and upholds the cause of the needy.* – Ps. 140:12

What is social justice? In essence, it is the fulfillment of the equitable rights and needs of the poor and the powerless. It is the rendering in justice to another that which is due her or him. Pope John Paul II has described this special obligation to the poor as *"a call to have a special openness with the small and the weak, those that suffer and weep, those*

*that are humiliated and left on the margin of society, so as to help them win their dignity as human persons and children of God."* Jesus has called us to act with justice and to care for one another with values of love, equality, compassion and humble service, including protection of the environment, which affects the quality of life for all.

### **Goals:**

1. Develop knowledge and an understanding of Catholic Social Justice Teaching through worship, catechesis, and direct service action.
2. Advocate for issues of charity and justice through appeals to the appropriate government levels and other social structures within society.
3. Increase awareness and understanding of environmental sustainability issues in light of the Bible and Tradition of the Catholic Church.

### **Recommended Diocesan Actions**

- Provide opportunities for the faithful to participate in living the social teaching of the Church.
- Through the Office of Social Justice provide training and educational programs to encourage local faith communities to develop a ministry to support the isolated, lonely, poor, homeless, those imprisoned, orphans, refugees and others who are also marginalized.
- Provide training on the implementation of the social teachings of the Church and the role of social justice in their ministries to coordinators of religious education, liturgists, catechists, and other ministers and in the areas of advocacy for those in need.
- Encourage parishioners to support the needs of those beyond the Diocese, through prayer and contributions to national and international charities approved by the Church such as Development and Peace. Continue to reach the faithful and the clergy of the Diocese in support of this movement

## Section 5

## Pastoral Priorities and Actions for the Future *continued*

for international solidarity, which supports partners in the Third World in the pursuit of alternatives to unjust social, political and economic structures.

- Develop and publish on the web a resource for parishes detailing information about local, Canadian, and global social justice organizations; profile Diocesan personnel who work for social justice; and list contacts from parishes for networking purposes.
- Foster greater collaboration with the efforts of the St. Vincent de Paul Society in addressing the needs of those less fortunate in our midst.
- Stewardship of Creation: Encourage parishes to develop “Practical Steps” to educate parishioners about current environmental issues, raise awareness of the importance of caring for the environment, and emphasize models of ministry that incorporate protection, preservation, and sustainable use of God’s creation.

### ***Some Suggested Parish Actions***

- Create strategies to enhance the parish’s community care for those who are most in need.
- Support and participate in the work of Development and Peace.
- Inspire and invite laity to volunteer and to serve in social justice ministries and/or organizations.
- Parishes should provide regular updates to the Office of Social Justice about local social justice activities and persons who are leading these activities with the view of parish involvement where possible.
- Develop a collaborative relationship with the Office of Social Justice and members of other parishes who are working for social justice both locally and globally.
- Provide support through ongoing education and mentoring from workshops and seminars in collaboration with other parishes in the Diocese.

- Collaborate closer with the efforts of the St. Vincent de Paul Society in addressing the needs of those less fortunate in our midst.
- Stewardship of Creation: Develop “Practical Steps” to educate parishioners about current environmental issues, raise awareness of the importance of caring for the environment, and emphasize models of ministry that incorporate protection, preservation, and sustainable use of God’s creation.

### **ECUMENISM**

*“We can only obtain unity”, says Pope Benedict XVI, “as a gift of the Holy Spirit. Consequently, spiritual ecumenism - prayer, conversion and the sanctification of life - constitutes the heart of the meeting and of the ecumenical movement.” – Pope Benedict XVI, Address to ecumenical meeting at the Twentieth World Youth Day, 19 August 2005.*

### **Goals:**

1. Working with neighbouring churches and ecclesial communities for Christian unity, under the inspiration of the Holy Spirit, as well as developing new relationships between Christians and peoples of other faiths, is a response to Christ’s prayer.
2. The Second Vatican Council in its document *Nostra Aetate* called for “*new relationships between Christians and peoples of other faiths, and urges that, rather than highlighting the differences that exist in the human family, emphasis should be made on the human commonality that exists.*”

### ***Recommended Diocesan Actions***

- Provide increased opportunity for education in ecumenism and the values of inter-religious dialogue to the people of the Diocese.
- Inspire parishes to get involved in ecumenism and inter-faith dialogue such as during the Week for Christian Unity.
- Encourage parishes to develop working relationships with ecumenical partners, other Christian churches, and other religions.

## Section 5

### Pastoral Priorities and Actions for the Future *continued*

#### *Some Suggested Parish Actions*

- Provide education in ecumenism and the values of inter-religious dialogue to parishioners.
- Foster ecumenical relations and prayer with other Christians, interfaith relations with other Christian churches, as well as interreligious relations with other religions; create opportunities to encourage dialogue such as participation in the Annual Week of Prayer for Christian Unity.
- Strengthen practices that enable women and men of different denominations to act together to build unity.
- Form a group for ecumenical faith sharing, prayer, encounter and exchange.



## Religious Education and Vocations

### RELIGIOUS EDUCATION

*“The new evangelization is not a matter of merely passing on doctrine but rather of a personal and profound meeting with the Savior.” – Pope John Paul II.*

*“The gift of faith calls all Christians to co-operate in the work of evangelization. This awareness must be nourished by preaching and by catechesis, by the liturgy, and by constant formation in prayer. It must grow through the practice of welcoming others, with charity and spiritual compassion, through reflection and discernment, as well as pastoral planning, of which attention to vocations must be an integral part.” – Pope Benedict XVI 45<sup>th</sup> World Day Prayer for Vocations, April 13, 2008.*

Catechesis is the responsibility of the entire Christian community. Christian initiation, indeed, *“should not be the work of catechists and priests alone, but of the whole community of the faithful.”* Continuing education in the faith is a question which concerns the whole community: catechesis, therefore, is an educational activity which arises from the particular responsibility of every member of the community, in a rich context of relationships, so that catechumens and those being catechized are actively incorporated into the life of the community. The Christian community follows the development of catechetical processes for children, young people and adults, as a duty that involves it directly. (*General Directory for Catechesis*, 220, Cf. *Ad Gentes*, 14 and *Catechesi Tradendae*, 16, and includes the quote above.)

In reference to Catholic Schools as an important means of education in the faith, the Bishops of B.C. have stated: *“In partnership with the*

“ Continuing education in the faith is a question which concerns the whole community. ”

## Section 5

## Pastoral Priorities and Actions for the Future *continued*

*family and the parish, the Catholic school shares in the saving mission of the Church by teaching Christian truth."*

### **Goals:**

1. To put people of all ages not only in touch, but also in communion and intimacy, with Jesus Christ, by facilitating life-long growth in experiencing and understanding our Call to be the People of God. This necessarily entails on-going catechetical formation in the faith of all ages with participation from and the support of all members of the parish community.
2. To grow in our understanding of evangelization and commitment to live and spread the Gospel.
3. As Faith Communities we seek to foster and encourage adult faith development among those who are marginal in or who have drifted away from their faith.
4. We continue the vision of the founders of Catholic schools on Vancouver Island based on commitment and dedication and rooted in the belief that the school and parish are partners with parents who are the prime educators of their children. (Source: Mission Statement - Island Catholic Schools)

### **Recommended Diocesan Actions**

- Actively foster lay education, formation and certification (through retreat opportunities, days of reflection, small Christian groupings, lay and catechist formation sessions) as well as other educational opportunities. Call upon people who have experienced these opportunities to take a leadership role in the area of faith formation.
- Seek to develop new and innovative ways to more effectively proclaim Christ in the contemporary secular culture.
- Provide advice on faith formation resources, programs and printed materials as well as the required support for the organization and implementation of local catechetical

programs including a centralized database of catechetical resources available at both the Diocesan and local parish levels.

- Enhance communication with and among parishes through the use of electronic media, particularly the Internet and the Diocesan Website.
- Ensure the commitment to strengthening relationships between Pastors and Principals and to promoting strong Catholic identity in our schools.

### **Some Suggested Parish Actions**

- Provide the necessary human and material resources required to reach out and welcome or welcome back and support marginal or inactive Catholics.
- Provide the necessary human and material resources required to nurture and support readiness to celebrate full sacramental initiation into the Church, as well as the necessary on-going faith formation required to live the sacramental life for all age groups: children, youth, and adults.
- Maintain communications with the Diocesan Office of Religious Education to keep current with regard to training opportunities, resource requirements and to participate and support in Diocesan initiatives in the area of catechetical formation.
- Pastors and principals can support each other by collaborating to ensure the involvement of parents in the preparation of their children for the sacraments.

## Section 5

### Pastoral Priorities and Actions for the Future *continued*



“Every vocation is born, is nourished, and develops in the Church and is linked to the Church in its origin, purpose, and mission.”

#### VOICATIONS

*“Every vocation is born, is nourished, and develops in the Church and is linked to the Church in its origin, purpose, and mission. For this reason diocesan and parish communities are called to strengthen their commitment to the priesthood and religious life...”* – Message of Pope John Paul II, XXXIII World Day for Vocations (1996)

*“God saved us and called us to a holy life . . . in Christ Jesus.”* 2 Timothy 1

#### Goals

1. Nurture our collective responsibility to contribute to the prayerful discernment of vocations to the priesthood and the religious life.
2. Recognize that true happiness and joy come through answering God’s Call, regardless of our state in life: married or single, clergy or religious.
3. Focus on the mission that calls forth our baptismal commitment to be lay leaders, in collaboration with our pastors, to share in the Church’s ministries.

#### Recommended Diocese Actions

- Foster a “vocations culture” by promoting, encouraging and assisting in the discernment for individuals who sense a call to the priesthood, religious life, single life or marriage.
- Engage all members of the Diocese in inviting, praying for, and supporting those who are discerning their calling to the priesthood or religious life.
- Provide renewal opportunities for clergy.

#### Suggested Parish Actions

- Clergy could provide opportunities for parishes, schools and groups to focus on vocations in the Church today and promote the need for priestly vocations in their homilies.
- Invite parishioners to pray for men and women in our Diocese who are discerning their vocation and encourage them to pursue God’s personal Call to the priesthood, religious, single or married life.

## Section 5

## Pastoral Priorities and Actions for the Future *continued*



### Sharing God's Gifts

“Your light must shine before others so that they can see the good things you do and praise your Father in heaven.”

Matthew (5:16)

## Stewardship, Administration and Finance

*“The promotion of the practice of stewardship is important for the mission of the Church and for the spiritual well-being of each individual Christian. Everyone benefits from the sacrificial gift one makes of his time, talent and treasure.” – Pope Benedict XVI*

How do we follow Jesus? Stewardship begins with God through the power of the Holy Spirit. We are called to serve. In the deepening conversion of love, we learn to give of ourselves through time, talent and treasure, not out of obligation and duty, but out of sincere desire and gratitude for all His blessings.

### Goals

1. Affirm and promote Stewardship (Time, Talent and Treasure) as a significant priority of the Diocese.
2. Stimulate greater participation in developing a vibrant life for the parish community and in the mission of the Church.
3. The laity collaborate in mutual support and cooperation, in union with their pastors, by studying and reflecting on Diocesan Pastoral Priorities, and recommending how these can be implemented in the parish.
4. Provide Best Practices in stewardship training and forming effective, collaborative and faithful Diocesan and parish lay leaders.
5. Nurture, support and acknowledge the contributions of ministry volunteers and those having provided long-service commitment.
6. Employ governance practices at the Diocesan and parish levels to ensure appropriate mutuality in decision-making and to promote transparency, efficiency and accountability.
7. Improve communications within the parish, other parishes and between the Dioceses.

### STEWARDSHIP

#### Recommended Diocesan Actions

- Develop and implement a “culture of stewardship” within the Diocese to support the clergy and lay leadership parish efforts towards fostering Stewardship as a way of life.
- Sponsor educational and training opportunities for Diocesan and parish leaders to encourage effective efforts for nurturing and sustaining stewardship and pastoral planning, including Parish Pastoral Council and Finance Committee members.

## Section 5

## Pastoral Priorities and Actions for the Future *continued*

- Provide a Speakers' Roster on Stewardship.
- Establish a Diocesan-wide program to nurture and support volunteers who are involved in the stewardship mission of the Church.

### ***Some Suggested Parish Actions***

- Parishes could create and maintain an active "Stewardship Committee" dedicated to help the community grow and mature.
- Invite individual parishioners to examine their quality of stewardship in the areas of prayer, ministry and finance; recruit and train volunteers, including children and youth, to assist in parish activities.
- Consider an assessment of ministry succession by identifying required positions and leadership training opportunities. A renewal of leadership roles enhances opportunities for increased participation by parishioners.
- Clergy could provide stewardship-related homilies.

### **ADMINISTRATION**

#### ***Recommended Diocesan Actions***

- Assist parishes regarding best practices in administrative policies and guidelines.
- Integrate the Diocesan pilot "Governance Workshop" for new Pastoral Parish Council members with regional "Annual Pastoral Planning Workshops", in early fall, to assist parishes in developing their annual pastoral plans. This annual session would be hosted and facilitated by the Diocese.
- Develop improved approaches to enhance communications between the diocese and parishes, and between parishes.

### ***Some Suggested Parish Actions***

- Ensure maintenance of an efficient parish office by incorporating best practices.
- Promote and attend Diocesan "Annual Pastoral Planning Workshops" to develop local parish plans.
- Incorporate local annual pastoral plans in the Diocese of Victoria Spiritual Reports.
- Parish secretary or parish office administrator schedules and attends workshops offered by the Diocese or other professional organizations.
- Parish Pastoral Councils and Pastors promote communication and understanding within their parish, and between parishes and the Diocese.
- Schedule and promote Annual General Meetings; provide access to or copies of required reports to parishioners.

### **FINANCE**

#### ***Recommended Diocesan Actions***

- Establish an "Annual Financial Appeal", which will enable the Diocese to enact its Pastoral Plan and ensure a sound foundation for years to come.
- Incorporate stewardship teachings, principles and practices into fund-raising, budgetary decisions and statements of accountability.
- Provide guidance to parishes for improved internal controls that will give parishioners confidence that the Diocese and the parishes are fulfilling their fiduciary responsibilities for contributions.
- Provide financial training to parishes as required.

## Section 5

### Pastoral Priorities and Actions for the Future *continued*

#### ***Some Suggested Parish Actions***

- Support the Diocesan “Annual Financial Appeal” to ensure the local parish ministries remain vibrant in challenging economic times and amid growing needs.
- Promote openness and incorporate stewardship teachings, principles and practices in all financial dealings so that parishioners have a better understanding of the financial reality of the parish.
- Seek parishioner participation in setting parish goals and objectives, including the associated costs.

#### **Youth and Young Adults**

*The Church [must] proclaim the Gospel to the young in ways that they can understand, ways that can enable them to grasp the hand of Christ.*  
– Pope John Paul II *Ecclesia in Oceania*, 44.

Youth and young adults are vital and integral members of our faith communities. As a part of the body of Christ, our mission is to help our young people experience a greater sense of welcome and belonging in our faith communities, and grow to love Christ and His Church.

Today we are also dealing with a significant cultural and generational gap between young people and adults. Openness and dialogue within the Diocese and parishes are essential. There is a need to bridge this gap by increasing awareness of the needs of young people today, the challenges they face, and the distinct characteristics of their culture and the ways adults can bless their lives.

#### ***Goals:***

1. Engage Youth (13-18 yrs) and Young Adults (19-35 yrs) more deeply in a relationship with Jesus Christ and the Diocesan community; increase youth and young adults’ identification and participation in the Mass and hearing the Word of God.
2. Involve youth in their local faith community for example, through social action.
3. Bring youth from across the Diocese together in faith so they may feel connected in Christ despite distance and boundaries between them.
4. Form youth and young adults in discernment to help them seek the guidance of the Holy Spirit in vocational choices.



“ The Church [must] proclaim the Gospel to the young in ways that they can understand, ways that can enable them to grasp the hand of Christ. ”

Pope John Paul II *Ecclesia in Oceania*, 44.

## Section 5

### Pastoral Priorities and Actions for the Future *continued*



#### ***Recommended Diocesan Actions***

- Establish a Youth Ministry Office, with a full-time youth leader, which will provide outreach to youth and young adults in all parishes of our Diocese.
- Provide resources and opportunities for social and community involvement for our youth and assist parishes with best practices to involve youth.
- Plan additional annual activities that encourage youth to gather and find mutual support in each other on their journey of faith.
- Advocate for the importance of a Young Adult Ministry and support the formation of young people to serve in this ministry including ongoing support for the University of Victoria Chaplaincy.
- Investigate engagement options for parish youth coordinators throughout the Diocese.
- Explore the possibilities of creating a resource for youth in online social networking that helps connect youth as part of the faith community, supports them on faith matters, as well as helping them get involved with social justice issues.

The Diocesan Youth Ministry Team is currently overseeing the needs of youth and would support a Diocesan Youth Office.

#### ***Some Suggested Parish Actions***

- Establish a form of Youth Ministry in parishes that connect with the Comprehensive Youth Ministry Model to assist with Parish Pastoral Councils, Liturgy Committees and other parish ministries.
- Promote the importance of a Young Adult Ministry and support the formation of young people to serve in this ministry including ongoing support for University Chaplaincy and/or colleges within the Diocese.
- Plan two or three youth events or activities annually in the parish that are also open to other parishes.
- Consider posting a youth notice board in the parish to serve as a tool for keeping young people informed about events, gatherings, pilgrimages, education opportunities, and ways they can become active and connect in the community.
- Pursue resources; online, personnel, materials, and programs that will ensure a smooth transition from children's education towards learning opportunities for young adults while providing support during the pre-teen years through to young adults.

## Section 6

## Measured Outcomes

Pastoral Planning Measured Outcomes		Status
Diocesan faithful should feel involved in the consultation process. <i>* More than 3,100 People of God in the Diocese of Victoria participated.</i>	✓	Very good feedback in survey comments, at Trend Discernment Meetings; phone calls and emails
The consultations should result in both a Diocesan Pastoral Planning Committee Report and the <i>Diocesan Pastoral Plan</i> to ensure the continued vitality of the Diocese of Victoria as we plan for the next five years (2010 – 2015) and beyond.	✓	Both documents have been produced.
There is a timeframe for critical stages and activities of the project and how results will be reported.	✓	Each milestone deadline was met.
First Questionnaire expected results: 20% - 22%	✓	32% responses actually received <i>*Approximately 1/3 of the Diocesan registered Catholics.</i>
Provide regular communications to inform the Diocesan faithful and invite them to be part of the planning process.	✓	Six articles including three Pastoral Letters in the <i>Diocesan Messenger</i> , regular parish bulletin messages and ongoing communication with pastors and parish offices
Second Consultation Survey: a lower response number was expected. 1,000 - 1,500 <i>* Considerations that may have affected the response rate: First Communion and Confirmation Sacraments took place in some parishes during the launch month, which could have also affected regular Mass attendance.</i>	✓	19% responses received (1,114) <i>* Approximately 10% of Diocesan registered Catholics.</i>

\* Check marks indicate successful measured outcomes.

## Section 7

# Connecting the Report With Other Documents and Projects

The four documents and First Nations information, which follow, have been the source of thoughtful insight and have relevance to this report. Several specific intersecting links made within those documents have been annotated with letters A–F listed below, which correspond to the “**Six Core Pastoral Priorities**” discussed in this report.

1. ***Forging a Pastoral Vision Between Parishes and School - Best Practices:*** From Diocesan working sessions 2007-2010, aimed at better understanding the responsibilities associated with parish and school leadership, this practical document contains a set of guidelines developed from the discussions and suggestions put forward by Pastors and Principals for providing mutual support in the common areas of their work of evangelization and catechesis.

Best Practices - A Commitment to:

- Improved Communication **A, C, D, F**
- Strengthening Relationships **C, D, E, F**
- Sharing Social and Liturgical Life **F, A, B, C**
- Social Justice **A, B, C, D, F**
- Evangelization, Formation and Education **A, B, C, D, E, F**
- Responsive Stewardship **A, C, E**
- Nurturing Authentic Catholic Identity Through Mutually Supportive Spiritual Leadership **A, B, C, D, E, F**

2. ***First Nations:*** Outreach to First Nations, which will lead to pastoral planning include: **A, B, C, D, E, F**
  - Two pastoral appointments – one for the West Coast and one for the Cowichan Valley (St. Ann’s Parish)
  - *Returning to Spirit Workshops* have been held in Ahousat, Nanaimo and Victoria. Several workshops are being planned in the Cowichan Valley in the spring, 2011.
  - The Diocese of Victoria is in dialogue with pastoral workers to assist with the “First Nations Outreach Ministry” in the Cowichan Valley.
3. ***Forward in the Spirit:*** The last Synod for the Diocese took place between 1986 -1991. There has been considerable change in the Church and society since that time. The great pastoral effort of the Synod identified 400 proposals featuring different aspects of the Faith.

For manageability we categorized the numerous proposals into 22 pastoral headings, which served for reference and reflection. Our “Diocesan Pastoral Planning Process” has reflected on these topics, as well as the others listed in this section, to assist in the development of our first “Diocesan Five-Year Pastoral Plan”.

**A** Liturgy & Sacraments, Prayer & the Word of God  
**B** Marriage, Family Life & the Sanctity of Human Life

**C** Parish Outreach, Social Justice & Ecumenism  
**D** Religious Education & Vocations

**E** Stewardship, Administration & Finance  
**F** Youth & Young Adults

# Section 7

## Connecting the Report With Other Documents and Projects *continued*

### ***Forward in the Spirit: Synod Topics***

Administration <b>E</b>	Outreach to Marginalized Catholics <b>A, B, C, D, E, F</b>
Adult Faith Development <b>A, B, C, D</b>	Parish Life <b>A, B, C, D, E, F</b>
Basic Communities <b>A, C, D</b>	Parish Pastoral Councils <b>C, E, F</b>
Child Faith Development <b>B, C, D</b>	Priesthood <b>A, B, C, D, E, F</b>
Ecumenical and Interfaith Development <b>A, C, D</b>	Sacraments <b>A, B, C, D, E, F</b>
Family Support <b>A, B, C, D, E, F</b>	Sexuality <b>B, D, F</b>
Liturgy <b>A, B, C, D, E, F</b>	Social Communication <b>C, E, F</b>
Marriage <b>A, B, D, E</b>	Spirituality <b>A, B, D</b>
Ministry <b>A, B, C, D, E, F</b>	Social Justice <b>A, B, C, D, E, F</b>
Native Issues <b>A, B, C, D, E, F</b>	Youth <b>A, B, C, D, E, F</b>
	Wider Participation <b>A, C, D</b>

4. ***Community Consulting Services (CCS) Fundraising Feasibility and Planning Study.*** Prior to initiating a capital campaign, an organization should conduct a feasibility study to measure organizational readiness among constituencies and determine the likelihood of success. The principal objective of a feasibility study, sometimes referred to as a market survey or analysis, is simply to judge whether or not a capital campaign is feasible. Once this information is collected and digested, a judgment can be made as to whether the campaign is feasible and progress can be made in establishing goals.

The Diocese commissioned a *CCS Fundraising Feasibility and Planning Study* in March 2009.

- CCS interviewed 27 priests and religious, and 61 lay leaders throughout the Diocese.
- Overall 86% of interviewees approved moving ahead with a campaign.

### ***THE CCS FEASIBILITY STUDY TOPICS***

Religious Education <b>A, B, C, D, E, F</b>
Diocesan Youth Programs <b>A, B, C, D, E, F</b>
Parish Needs <b>A, B, C, D, E, F</b>
Seminarian Endowment (Vocations) <b>D, E</b>
Priest Retirement (Stewardship) <b>E</b>
Capital Upgrade of Catholic Schools <b>E, F</b>

### **Capital Upgrade of Catholic Schools**

A Strategic Planning Committee was struck in 2008/2009 and charged to look at the Diocesan facilities with the view of how best to use them, how they inter-relate with each other, what direction should be taken for future planning and to strengthen and sustain the long-term viability of Catholic schools. Bishop Gagnon released a plan for the future of Catholic schools in Greater Victoria on April 9, 2010

<b>A</b> Liturgy & Sacraments, Prayer & the Word of God	<b>C</b> Parish Outreach, Social Justice & Ecumenism	<b>E</b> Stewardship, Administration & Finance
<b>B</b> Marriage, Family Life & the Sanctity of Human Life	<b>D</b> Religious Education & Vocations	<b>F</b> Youth & Young Adults

# Section 7

## Connecting the Report With Other Documents and Projects *continued*

### 5. Island Catholic Schools 2009/2010 pastoral-related survey questions.

All Island Catholic Schools are surveyed annually.

#### ISLAND CATHOLIC SCHOOLS 2009/2010 PASTORAL - RELATED SURVEY QUESTIONS

##### Grade 4 – 7 Student Surveys

1. I have opportunities to participate in religious celebrations in school. 96% agree. **A, D, F**
2. I am learning that God loves me. 97% agree. **A, D, F**
3. My teachers are Catholic role models. 90% agree. **D, F**
4. My school tries to do all things like Jesus would want them done. 88% agree. **A, D, F**

##### Grade 8 – 12 Student Surveys

1. With the religious celebrations at your school? 87% satisfied **A, D, F**
2. That Staff at your school are role models. 85% satisfied **D, F**
3. That religious faith is a part of all aspects of school life? 77% satisfied (down from 82% in 2008/09) **D, F**
4. With your school's effort to do all things faithful to the teachings of Christ? 84% (up from 77%) **D, F**
5. With how your school promotes Catholic values that are consistent with the values taught in your home? 95% **A, B, D, F**

##### Parents

1. With the school's effort to do all things faithful to the teachings of Christ? 97% **A, D, F**
2. With how religious faith is a part of all aspects of school life? 96% **A, D, F**
3. With how the school provides opportunities for celebrating God's Word and school religious celebrations? 96% **A, D, F**

##### Overall Staff Responses

1. With how religious faith is a part of all aspects of school life? 96% Teacher: 93% - down from 95%; Support staff: 100% **A, D, F**
2. With how your school provides opportunities for celebrating God's Word through religious celebrations? Teacher 97%; Support Staff: 96% (down from 100%) **A, D, F**
3. With how your school encourages respectful relationships among all staff and students? 92% (up from 83%) (Teacher 90% - up from 88%) Support Staff: 89% (up from 71%) **A, D, F**
4. With your school's effort to do all things faithful to the teachings of Christ? 95% (up from 88%) Teacher (95%) Support Staff: 93% (up from 81%) **A, D, F**
5. With the cooperation among the school, the parish, and the home? 95% - up from 91%) Teacher 95%; Support Staff: 93% (up from 88%) **A, B, C, D, E, F**
6. That your school provides students with activities that promote volunteerism and community contribution? 98% (up from 94%) Teacher 97% - up from 92%) Support Staff: 100% **C, E, F**

**A** Liturgy & Sacraments, Prayer & the Word of God  
**B** Marriage, Family Life & the Sanctity of Human Life

**C** Parish Outreach, Social Justice & Ecumenism  
**D** Religious Education & Vocations

**E** Stewardship, Administration & Finance  
**F** Youth & Young Adults

## Section 8

# Committee Implementation Recommendations

The Diocese Pastoral Planning Committee Report is bold and exciting. It can change the nature of our Diocese, strengthen our core values and enhance our opportunities to serve, grow and proclaim Christ's love on Vancouver Island and beyond.

It is important to note that the goals and initiatives will be implemented over time. Each parish is encouraged to consider focusing on one or more of the priorities, actions and suggestions and develop a parish plan, which is reflective of local needs and realities.

It is imperative that every parish engages in pastoral planning. In order for the Pastoral Plan to be a success, each parish must seriously discern how it can live out the **Six Diocesan Pastoral Priorities**, according to their own circumstances and abilities, and then document their parish's progress over the next five years.

*"The pastoral planning process should be one that is ongoing, includes evaluation and adjustment of past plans, and provides an opportunity for constantly refreshing the ministry of the Church."* – US Conference of Catholic Bishops.

The great task ahead however, is to ensure that the implementation of the goals and actions is conducted in a manner that is effective, affordable and measurable.

As we consider the implementation of the Diocesan Pastoral Plan we recall the words of Pope John Paul II: *"With its universal and indispensable provisions, the programme of the Gospel must continue to take root, as it has always done, in the life of the Church everywhere. It is in the local churches that the specific features of a detailed pastoral plan can be identified - goals and methods, formation and enrichment of the people involved, the search for the necessary resources - which will enable the proclamation of Christ to reach people, mould communities, and have a deep and incisive influence in bringing Gospel values to bear in society and culture."* – Pope John Paul II, *Novo Millennio Ineunte*, 29.

## RECOMMENDATIONS

*"You are the body of Christ, each of you with a part to play in the whole."*

–1 Corinthians 12:27

### **Embracing the Plan**

1. Approve and utilize the recommendations within this report.
2. The faithful to be provided with a broad understanding about the *Diocesan Pastoral Plan*, the structural organization of the implementation of the Plan, the respective functions and responsibilities of the Diocese and the local parish.
3. Post the Vision and Mission Statements, and the **Six Core Priorities** in every parish in the Diocese. Vision and Mission Statements are listed again below:

**Our Vision** is the Kingdom of God.

*Our Mission is to proclaim the Gospel, to teach the Word of God, to celebrate the Liturgy and the Sacraments, and to serve those in need with love and generosity. This calling to evangelization and justice is integral to the identity of the faithful.*

4. All parishes to adequately reflect the "Diocesan Pastoral Plan Vision and Mission Statements" as part of their pastoral planning process.
5. All parishes are greatly encouraged to establish a Parish Pastoral Council, if one is currently not in place.
6. Pastors and Parish Pastoral Councils to make full use of the *Diocesan Pastoral Plan* and *The Report of the Diocese of Victoria Pastoral Planning Committee* to guide their deliberations in developing short-term and long-term goals and actions for their local pastoral plans; Catholic organizations and groups (e.g. religious communities, Knights of Columbus, Catholic Women's League, St. Vincent De Paul, etc.) are invited to reference

these documents as well to inform and guide their unique ministries.

### ***Implementing the Plan: Tools and Resources***

7. The Diocese should provide ongoing support to parishes as they organize and implement their action plans by:
  - Use of an intercessory prayer crafted by the Diocese and provided to parishes.
  - Appoint both a Parish Pastoral Council, if necessary, and a “Diocese of Victoria Pastoral Planning Implementation Committee” - to keep the Diocese and the local parishes focused on the objectives/initiatives of the *Diocese of Victoria Pastoral Plan* and *The Report of the Diocese of Victoria Pastoral Planning Committee*.
  - Each parish should recruit an “Implementation Contact” to liaise with the Implementation Committee.
  - The Diocese should facilitate “Annual Pastoral Planning Workshops” \* (early fall). Meeting annually provides valuable time for pastors and Parish Pastoral Council Chairs and members to learn from their experiences and to grow together. They can celebrate what went well, encourage those who need more support and, if necessary, recalibrate actions to ensure initiatives are achieved in a timely manner.

\* Parishes may want to consider purchasing copies of the publication: *Revisioning the Parish Pastoral Council - A Workbook* by Mary Anne Gubis and Susan Jenny, S. C. with Arelene McGannon.

### ***Reporting Progress to the Diocese***

8. Parishes should develop a process of measuring the effectiveness and implementation of their local pastoral plans by:

- Regularly reporting the results of self-evaluations on specific actions related to their Parish Pastoral Plan.
  - Conducting a periodic review, perhaps every two years, of the projected goals of their Parish Pastoral Plan.
9. Parish Pastoral Plans could be incorporated in the “Diocesan Annual Spiritual Reports” and updated in the “Diocesan Annual Fall Pastoral Planning Workshop”.

### **How Can We Get Involved?**

There will be many opportunities for the People of God to become involved in the ministry activities that will bring the *Diocese of Victoria Pastoral Plan* as well as our local *Parish Pastoral Plans* into reality. Some are:

- **Prayers**
- **Personal faith renewal**
- **Being good stewards of our time, talent and treasure.**

## Section 9

# Closing Comments - A Message from the Committee



Dear Friends in Christ:

We are made one by our Baptism in Christ. Called to be good Stewards we're on a journey to do our Father's business. With healing and a more intimate relationship and friendship with God, we can concentrate more fully on the work that He has graciously given us to do. It means that we journey together: strengthening, challenging, and supporting one another.

Yes...the challenges that face us in the world today are significant, but the opportunities that we have as disciples of Christ are greater. God is in the midst of any challenge or crisis we may have. He is calling us to bear witness to His love in our lives. We are empowered by our Baptism. We have the gift of the Holy Spirit to inspire and help us act upon his calling.

We believe God is active in our day-to-day lives through the gift of the Holy Spirit. With the transformative power of the Word of God and the Sacraments, especially the Holy Eucharist, may we be bonded together into a community of faith, stewardship and a humble, caring people of hope and love.

“ ...the challenges that face us in the world today are significant, but the opportunities that we have as disciples of Christ are greater. ”

## Section 10

# Acknowledgements

“ Pastoral planning does not simply emerge; it is the result of a collaborative process, supported by prayer and discernment, with focused consultation and dialogue. ”

Pastoral planning does not simply emerge; it is the result of a collaborative process, supported by prayer and discernment, with focused consultation and dialogue.

Heartfelt thanks are extended to our fellow committee members for the inspiring and thought-provoking discussions, hard work as well as unity efforts on the pastoral planning initiative.

We'd like to acknowledge the Council of Priests whose feedback and support were greatly appreciated.

We appreciate the hospitality of the parishes that hosted the regional consultation discernment meetings and those who participated in these sessions including the facilitators and note takers.

The action and implementation recommendations provided within this document are the fruit of consultation efforts with many of our Diocesan Family members.

We could not have completed this project without the support of the many clergy, religious, laity (including our youth), Parish Pastoral Council chairs and members, Diocesan and parish staff - those who generously gave their time and input to this new pastoral planning process, and who continue to do so in time and prayer for a successful implementation. Thank you.

Our thanks and sincere appreciation goes out to the Knights of Columbus who generously delivered the two consultation surveys to the parishes in the Diocese.

Finally, and most importantly, we are grateful to God, Our Father, His only Son, Jesus Christ, and the Holy Spirit for providing the inspiration and guidance in our work on this stage to develop a *Report of the Diocese of Victoria Pastoral Planning Committee* so that we all may know Christ better and understand our Call to holiness.

To direct comments or inquiries, please contact:

The Diocese of Victoria  
[chancery@rcdvictoria.org](mailto:chancery@rcdvictoria.org)



# APPENDICES

## Appendix 1: Pastoral Planning: Parishioners' Questionnaire Results

- The first Pastoral Planning Parishioners' Questionnaire consisted of 67 specific questions with nine additional questions allowing for open-ended responses.
- Five point response scales were used depending on the questions (*Needs Improvement/ Good/ Excellent/Don't Know/ and Not Important*)
- Seven questions provided for open-ended comments.
- One question offered three *Yes/No* options.
- Approximately 10,000 surveys were distributed to parishes in the Diocese based on discussions with parishes. Completing the survey online was also an option.
- The first questionnaire project was promoted in parish bulletins for three weeks in advance of the launch.
- All percentages reported have been rounded to the nearest whole number.
- A total of 3,162 respondents\* (age 16 and over) from 27 parishes participated in the survey. This represents a response rate of 32%, which is a large return sample. As surveys go, this result is considered to be successful. \* *It's worth noting that couples may have submitted one response without identifying they were a couple*
- Response rates were highest for the 11 parishes located in the Greater Victoria area. These accounted for 80% of all responses. The remaining respondents were from outside the greater Victoria area.

### ***Respondent profile characteristics***

- 65% are female; 35% are male
- 71% of respondents are aged 55 or older. The percentage of respondents under 18 years of age is by far the smallest age group (1%); 18-24 year olds (2%); 25-34 year olds (4%); 35-44 (8%); and 45-54 year olds (14%)
- The majority of respondents are married (70%); widowed (13%); single (12%); and divorced (6%).
- Three quarters of respondents have no children under the age of 18 at home.
- Given the maturity of the survey respondents, it is not surprising that 36% of respondents have been with their parish for 15 or more years.
- Church attendance is significantly high among the parishioners surveyed, with 80% reporting weekly church attendance.

## Liturgy, Sacraments & Ministries

Check the most applicable box on the right.

### OUR PARISH ...

	Needs Improvement	Good	Excellent	Don't Know	Not Applicable
...celebrates Masses which are spiritually moving and prayerful.	29%	16%	41%	12%	2%
...provides opportunities for devotions and worship services other than Mass.	9%	33%	51%	7%	0%
... fosters a welcoming environment where visitors and new members feel a part of the church family.	5%	38%	41%	15%	1%
...exhibits a spirit of warmth and hospitality at Masses and other parish events.	4%	40%	44%	11%	1%
...meets the needs of all age groups at Mass and other worship services.	13%	26%	42%	18%	1%
...invites parishioners to share in liturgical ministries (e.g. hospitality, greeter, usher, lector, Eucharistic minister, choir, etc.)	5%	46%	41%	7%	1%
...calls parishioners to a deeper faith and full participation.	10%	32%	45%	12%	1%
...offers an effective Sacramental preparation program that includes parental and sponsor involvement.	28%	26%	37%	5%	4%
...provides the Sacrament of Reconciliation (Confession) at conveniently scheduled times.	14%	28%	48%	9%	1%
...helps our people understand the importance of love and commitment in sacramental marriage.	26%	24%	38%	8%	4%
...provides a variety of adult faith formation opportunities.	20%	23%	42%	13%	2%
...promotes opportunities for spiritual growth such as retreats, parish missions, etc.	15%	20%	44%	19%	2%

Please add your comments regarding what needs to improve and suggestions on how to accomplish the needed changes.

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## Pastoral Care & Outreach

Check the most applicable box on the right.

**OUR PARISH works to meet the needs of, and provides OUTREACH for ...**

	Needs Improvement	Good	Excellent	Don't Know	Not Applicable
... families.	25%	26%	15%	20%	14%
... parishioners with addictions (drugs, alcohol, gambling, etc.)	14%	13%	3%	66%	4%
... parishioners who are divorced.	14%	13%	3%	67%	4%
... parishioners in hospitals and nursing homes.	8%	44%	23%	24%	1%
... single adults (social opportunities to meet other singles, retreats, etc.)	22%	14%	4%	55%	5%
... single parents (emotional and spiritual support, etc.)	15%	12%	4%	64%	5%
... the elderly and their special needs (mobility, dementia, abuse, etc.)	12%	45%	32%	10%	1%
... the homebound (Communion, visits, meals, etc.)	5%	37%	26%	28%	4%
... the marginalized from the Church.	9%	48%	28%	14%	1%
... the marginalized from society (prisoners, the homeless, etc.)	8%	38%	24%	26%	4%
... the non-evangelized (returning Catholics, etc.)	14%	42%	23%	20%	1%
... the physically and mentally challenged.	19%	44%	20%	15%	2%
... youth and children (at risk, addiction, broken homes, parental addiction, etc.)	15%	12%	5%	66%	2%
... the poor.	13%	44%	5%	36%	2%
... other (please specify) _____					

**OUR PARISH works to meet the needs of, and provides OUTREACH for ...**

...the foreign missions.	6%	51%	16%	25%	1%
...social justice (Aboriginal reconciliation, visible minorities, etc.)	12%	32%	10%	43%	3%
...human rights and rights for children including the unborn.	9%	44%	18%	27%	2%
...refugees.	9%	26%	8%	54%	3%

Please add your comments regarding what needs to improve and how to accomplish the required changes.

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## Youth

Check the most applicable box on the right.

### OUR PARISH ...

	Needs Improvement	Good	Excellent	Don't Know	Not Applicable
... offers an active and effective children's liturgy program.	8%	40%	29%	18%	5%
... offers an active and effective ministry program for pre-teen and youth 12 to 16 years old.	13%	30%	20%	31%	6%
... has youth who actively participate in ministries at Mass.	17%	38%	27%	14%	4%
... has and /or actively supports local Catholic schools.	6%	28%	25%	29%	12%
... has a youth program that bridges with other Catholic churches in the Diocese.	9%	22%	13%	49%	7%
... has a youth program that bridges with other churches and public schools in the Diocese.	11%	13%	8%	61%	7%

Please add your comments regarding what needs to improve and how to accomplish the required changes.

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## Our Parish & Pastor

Check the most applicable box on the right.

### OUR PARISH...

	Needs Improvement	Good	Excellent	Don't Know	Not Applicable
... understands the many responsibilities our priests face in today's church.	11%	45%	29%	15%	0%
... is aware of the critical shortage of priests and vowed religious men and women.	7%	46%	33%	13%	0.5%
... promotes vocations to the priesthood and religious life.	20%	57%	10%	12%	1%
... provides adequate training for parish ministers and parish staff.	9%	34%	19%	37%	1%
... informs parishioners of parish activities (bulletin, pulpit announcements, newsletters, etc.)	7%	59%	26%	8%	0%
... maintains an informative website.	7%	25%	22%	42%	4%
Do you know who is on your Parish Pastoral Council?	Yes	55%	No	45%	
Do you think that your Parish Pastoral Council is effective?	9%	36%	10%	43%	2%
Would you consider becoming a PPC member?	Yes	22%	No	78%	

Please add your comments regarding what needs to improve and how to accomplish the required changes.

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Check the most applicable box on the right.

**OUR PARISH PRIEST**

...delivers homilies that are well prepared and meaningful to my life.

...is accessible, welcoming and affirming.

...is grounded culturally and linguistically.

...is prepared to minister in today's modern world.

Needs Improvement	Good	Excellent	Don't Know	Not Applicable
15%	33%	48%	3%	1%
15%	34%	46%	5%	0%
1%	13%	33%	44%	9%
20%	48%	17%	14%	1%

Please add your comments regarding what needs to improve and how to accomplish the required changes.

Should you have more than one priest in your parish, feel free to add additional comments.

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**Stewardship & Giving**

I am willing to financially support my parish.

Yes  93% No  7%

I am kept informed about and have the opportunity to obtain a copy of our parish's financial statements.

Yes  77% No  23%

I am in agreement with our parish spending.

Yes  80% No  20%

Please add your comments regarding what needs to improve and how to accomplish the required changes.

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## Financial Status of Your Parish

What is your perception of the current financial status of your parish? (Please check one).

- We are generating enough revenue to pay our operating costs, including facility upkeep, and to put money aside in savings to meet future parish needs. **26%**
- We are generating the revenue to pay operating costs, including facility upkeep, but do not put money aside for future parish needs. **17%**
- We are generating barely enough revenue to pay operating costs. **15%**
- We are having difficulty paying our operating costs. **6%**
- I don't know. **36%**

## Parish Building

Check the most applicable box on the right.

### OUR PARISH BUILDING...

...has appropriate space for worship.

...has facilities which adequately meet the needs of the parish (e.g. for the disabled, education, meetings, offices, etc.)

...has an ongoing grounds maintenance and repair program that creates appeal.

	Needs Improvement	Good	Excellent	Don't Know	Not Applicable
...has appropriate space for worship.	11%	44%	42%	3%	0%
...has facilities which adequately meet the needs of the parish (e.g. for the disabled, education, meetings, offices, etc.)	20%	40%	30%	8%	0.9%
...has an ongoing grounds maintenance and repair program that creates appeal.	12%	44%	28%	16%	0%

## About You

How many years have you been in this parish? \_\_\_\_\_

How often do you attend Mass?

- Daily
- Weekly
- Several times a month
- Several times a year
- Once or twice a year

Which weekend Mass do you most often attend?

\_\_\_\_\_

**See Respondents Profile Above for About You Results.**

Which ministries you are presently involved in?

\_\_\_\_\_

\_\_\_\_\_

How many children under age 18 do you have living at home? \_\_\_\_\_

Are you:

- Male
- Female

Age:

- |                                       |                                      |
|---------------------------------------|--------------------------------------|
| <input type="checkbox"/> less than 18 | <input type="checkbox"/> 45 – 54     |
| <input type="checkbox"/> 18 – 24      | <input type="checkbox"/> 55 – 64     |
| <input type="checkbox"/> 25 – 34      | <input type="checkbox"/> 65 – 74     |
| <input type="checkbox"/> 35 – 44      | <input type="checkbox"/> 75 or older |

- Married
- Widowed
- Separated
- Divorced
- Single

What postal code do you live in?

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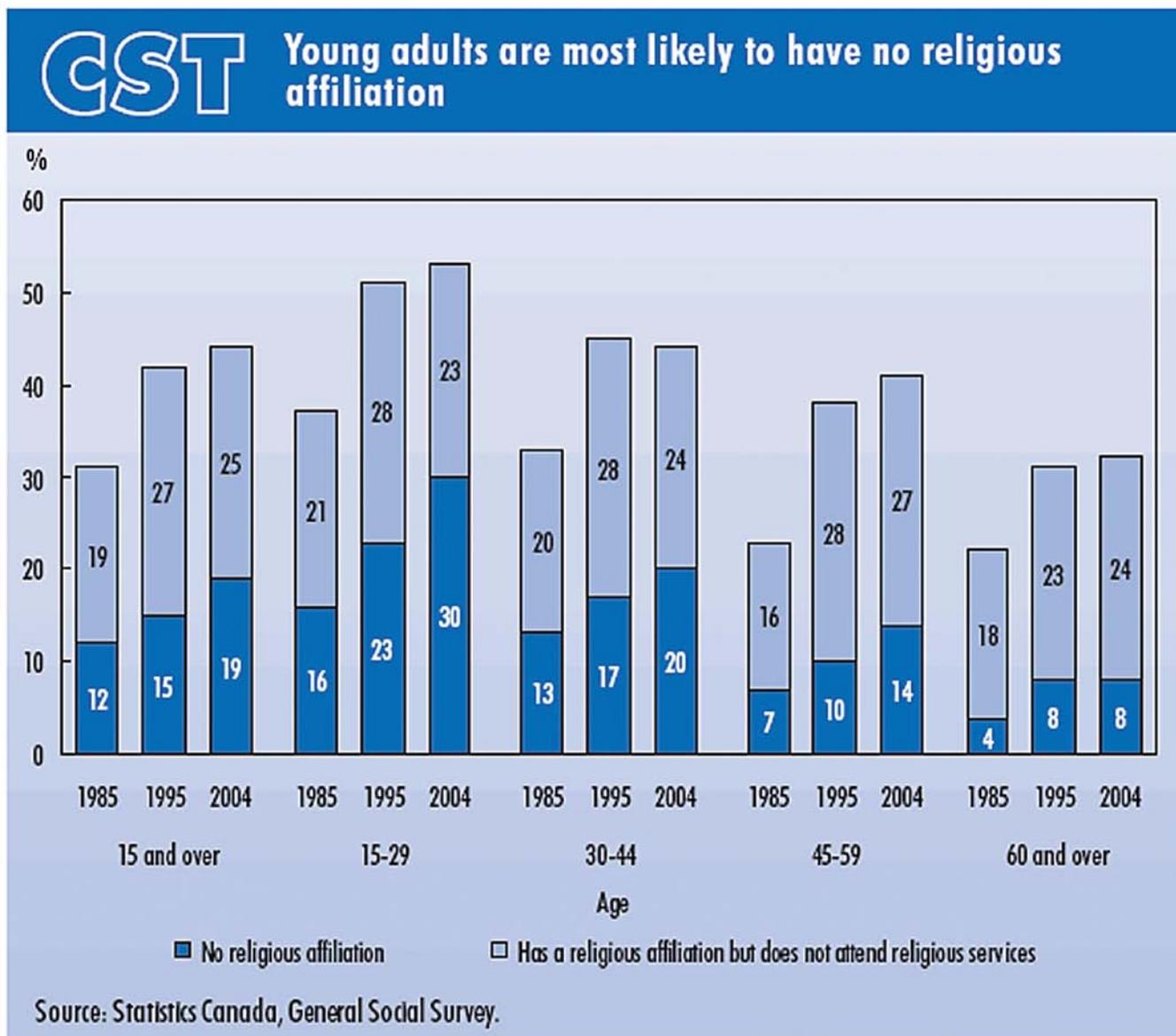
Present Status:

If you are not actively involved in parish life, please share why:

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## Appendix 2: Canadian Social Trends Chart (Statistics Canada) Young adults are most likely to have no religious affiliation.



Between 1985 and 2004, the portion of Canadians aged 15 and older reporting no religious affiliation increased by seven percentage points from 12% to 19%. In addition, a growing number of Canadians had not attended any religious services in the previous year, even though they reported an affiliation (19% to 25%). Together, the proportion of adult Canadians who either have no religious affiliation or do have a religion, but don't attend religious services, increased from 31% to 43% over this period.

This upward trend was evident among all age groups and in all regions of the country, although young people and a certain majority of British Columbians were most likely to have weak ties with religious organizations. Indeed, in 2004 over half of Canadians aged 15 to 29 and almost 60% of British Columbians either had no religious affiliation or did not attend any religious services. (Source Statistics Canada - Canadian Social Trends)

## Appendix 3: Phase 3: Second Pastoral Planning Survey

- The second Pastoral Planning survey consisted of 32 specific questions with two additional questions allowing for open-ended responses.
- Twenty-eight parishes participated.
- The Second Consultation Survey project was promoted in parish bulletins over three weeks.
- In total, 1,114 respondents participated in the survey, or 19% based on 6,000 surveys delivered to parishes. This represents approximately 10% of Diocesan registered Catholics.
- A majority of respondents reported they would support a Diocesan fundraising program annually. More than half of respondents were in support (59%). Those who were “Not Sure” (33%) indicated a need for more details; and 8% of respondents answered “No”.



**DIOCESE OF VICTORIA  
PASTORAL PLANNING  
SECOND CONSULTATION SURVEY RESULTS**

May 2010

**Faith Formation (Catechesis)**

*The definitive aim of catechesis is to “put people not only in touch, but also in communion and intimacy, with Jesus Christ.” (GDC 80)*

**How would you rate the following proposed diocesan actions in terms of their importance in achieving the statement noted above? (Please check ONE box that is applicable.)**

**Adult Faith Formation (Catechesis)**

1. Focus on fostering and encouraging adult faith development.
2. Establish a diocesan adult faith formation committee to address reasons and determine why Catholics are not attending church, and provide strategies for implementation.
3. Explore means to raise awareness that the whole Catholic community has a responsibility to welcome and support those on their RCIA journey or reception into the Church, and to make this visible in liturgical celebrations.
4. Provide faith formation resources, programs and printed materials; identify a database of resources at both the diocesan and local parish levels to provide formation and organization as required.

**Vocations**

5. Promote, encourage, and help in the discernment process of individuals who sense a vocation call to the priesthood and religious life.
6. Provide opportunities to assist in vocation discernment and renewal of clergy.

	Extremely Important	Very Important	Somewhat Important	Not Important	No Opinion
	39%	47%	11%	1%	2%
	37%	38%	18%	4%	3%
	25%	46%	24%	2%	3%
	25%	43%	26%	2%	4%
	47%	39%	10%	2%	2%
	38%	43%	14%	1%	4%

## Liturgy and Sacraments, Prayer and Spirituality

*As the Body of Christ, formed by word and sacrament, there is a need to provide meaningful liturgical celebrations to ensure full, conscious and active participation in the life of the Church. Be welcoming parishes.*

**How would you rate the following proposed diocesan actions in terms of their importance in achieving the statement noted above? (Please check ONE box that is applicable.)**

	Extremely Important	Very Important	Somewhat Important	Not Important	No Opinion
7. Provide faith formation and training resources for a better understanding of the celebration of the Eucharist, other Sacraments, prayer and devotions.	36%	46%	14%	0%	4%
8. Work in partnership and encourage local faith communities to welcome all persons with a spirit of hospitality and inclusivity.	39%	44%	11%	3%	3%
9. Inform parishes of liturgical changes in a timely manner.	31%	40%	22%	2%	5%

## Youth and Young Adults

*Youth and young adults are vital and integral members of our faith communities. As a part of the body of Christ, our mission is to help our young people experience a greater sense of welcome and belonging in our faith communities, and grow to love Christ and His Church.*

**How would you rate the following proposed diocesan actions in terms of their importance in achieving the statement noted above? (Please check ONE box that is applicable.)**

	Extremely Important	Very Important	Somewhat Important	Not Important	No Opinion
10. Explore strategies to welcome, engage, and involve youth in the local faith community.	61%	32%	4%	1%	2%
11. Promote a Diocesan Youth Office that assists and supports local parish responsibilities and initiatives; update the Youth website and use interactive technology opportunities to enhance community building and sharing among young people such as: podcasts, Facebook, twitter, etc.	44%	33%	16%	3%	4%
12. Consider new and improved opportunities for the Diocesan Youth Ministry Team such as planning and organizing regional and local meetings, youth rallies as well as other diocesan events such as retreats and pilgrimages.	37%	43%	16%	1%	3%
13. Enhance the formation and the spiritual development of parish youth ministers to empower them in their ministry.	42%	41%	12%	1%	4%
14. Investigate funding options for local youth coordinators in all regions.	32%	38%	22%	3%	5%
15. Develop learning sessions and presentations for clergy on how to support Youth Ministry in their local faith communities.	39%	39%	17%	1%	4%
16. Advocate the importance of a Young Adult Ministry and formation of men and women in their late teens to 30s, single and married, who are interested in growing in their Catholic Faith, while developing Christ-centered friendships.	42%	40%	13%	2%	3%

## Marriage and Family Life

*Enrich family life and support the pastoral care of marriages and families from conception to natural death.*

**How would you rate the following proposed diocesan actions in terms of their importance in achieving the statement noted above? (Please check ONE box that is applicable.)**

	Extremely Important	Very Important	Somewhat Important	Not Important	No Opinion
17. Encourage the establishment of ministries within parishes so that catechists and other laypersons can work with priests to prepare for sacraments such as Baptism, Confirmation and Marriage.	34%	47%	15%	1%	3%
18. Establish a diocesan Office of Marriage and Family Life through a variety of programs and resources designed to promote an authentic Catholic vision of marriage and other family life issues. Programs would include: family faith formation, marriage preparation, marriage enrichment, retreats, missions and events; provide marriage and family ministry training to parish leaders.	33%	42%	19%	2%	4%
19. Develop a diocesan Pro-Life strategy to promote the sanctity and legal protection of human life from conception to natural death through prayer, pastoral care, public policy and education.	39%	35%	16%	5%	5%
20. Formulate action recommendations for a ministry to the elderly.	33%	44%	17%	1%	5%

## Stewardship and Finance

*Thank God for all His blessings by offering our time, our treasure, our talents and service to our local parish, our diocesan family, and the world.*

**How would you rate the following proposed diocesan actions in terms of their importance in achieving the statement noted above? (Please check ONE box that is applicable.)**

	Extremely Important	Very Important	Somewhat Important	Not Important	No Opinion
21. Enable all parishes to have access to Diocesan lay training opportunities to develop confident, vital and faithful lay leaders. For example: Parish Pastoral Councils and Finance Committees to ensure sustainability and financial health. Co-operation of priests and laity is essential to fostering parish life.	34%	46%	16%	1%	3%
22. Explore ways to improve awareness of stewardship in parishes (e.g. increase the number of volunteers, ministries, etc.)	22%	51%	22%	1%	4%
23. Develop improved approaches to enhance communications between the diocese and parishes, and between parishes. Increase use of: intranet, website, electronic mail, video conferencing, on-line training, and other technology as available and appropriate. For faith formation: use technology as a medium of education for remote areas; Utilize Skype conferencing; Regional and Diocesan podcasts; Monthly mailing list (e-mail) of “goings-on” in the Diocese/Regions; Small group teleconferencing / video conferencing.	22%	38%	30%	4%	6%

24. Investigate secular media opportunities for evangelization and promoting the aims of the diocese.	17%	32%	39%	6%	6%
25. Educate parishioners about diocesan policies and procedures to demonstrate increased transparency and accountability.	30%	38%	25%	3%	4%

## Parish Outreach and Social Justice

*"You shall love your neighbor as yourself." - Galatians 5:14 Promote ecumenism/evangelization, charitable work and social justice outside the home, in the workplace or school, and globally.*

How would you rate the following proposed diocesan actions in terms of their importance in achieving the statement noted above? (Please check ONE box that is applicable.)	Extremely Important	Very Important	Somewhat Important	Not Important	No Opinion
26. Partner with local parishes to find ways to address the needs of the divorced, separated, single parents, widowed, the sick, disabled, lapsed Catholics, the bereaved, and those looking for spiritual meaning.	46%	40%	11%	1%	2%
27. Encourage local faith communities to develop a ministry to support the isolated, lonely, homeless, poor, vulnerable, unemployed and those imprisoned.	42%	42%	13%	1%	2%
28. Formalize the Diocesan Pastoral Care and Homebound Outreach Ministry training program designed to introduce, educate and assist participants involved in pastoral care.	27%	47%	21%	1%	4%
29. Promote education, networking, and training; consider opportunities to support parishes in their social justice activities.	23%	42%	29%	2%	4%
30. Expand the focus on First Nations to include opportunities for reconciliation and a strategy for First Nations Pastoral Outreach.	27%	37%	26%	4%	6%

31. Please rank the six key themes below in order of priority 1-6 (with "1" being most important to you)

Note: All themes must be assigned a distinct rank (not all 1's ☺... as this input helps the diocese focus its resources as effectively as possible

- 1 Religious Education
- 3 Liturgy and Sacraments, Prayer and Spirituality
- 2 Youth and Young Adults
- 6 Marriage and Family Life
- 5 Stewardship and Finance
- 4 Parish Outreach and Social Justice

32. Please provide any additional themes and recommendations you might want to suggest.

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33. Would you support a fundraising program annually in the Diocese of Victoria to support the proposed initiatives?

Please check one response.  
**Yes @ 59% Not Sure @ 33% No @ 8%**

34. If you answered **No** or **Not Sure** to question 33, please explain why?

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## Appendix 4: Forging a Pastoral Vision between Parishes and Schools: Best Practices Report by the Diocese of Victoria - Office of Religious Education

### Diocese of Victoria

#### Forging a Pastoral Vision between Parishes and Schools

##### Best Practices

*The Catholic school forms part of the saving mission of the Church, especially for education in the faith. Remembering that "the simultaneous development of man's psychological and moral consciousness is demanded by Christ almost as a pre-condition for the reception of the befitting divine gifts of truth and grace", the Church fulfills her obligation to foster in her children a full awareness of their rebirth to a new life. It is precisely in the Gospel of Christ, taking root in the minds and lives of the faithful, that the Catholic school finds its definition as it comes to terms with the cultural conditions of the times. (The Catholic School, The Sacred Congregation for Catholic Education, Rome, 1977, par.9)*

The mutual relationship between Catholic Schools and their Parishes has been a part of the landscape of the Diocese of Victoria from the beginning – faith communities often utilizing the same building for both education as well as liturgy.

In today's culture, given the mobility of populations, most of our Diocesan Catholic Schools no longer have a parish-specific homogenous population. In other words, in any given school there are families from a variety of parishes, as well as from "parishes without a school", attending what were originally parochial schools. This reality adds a certain complexity for Pastors and Principals which must be factored in when considering the spiritual as well as the educational formation of these families. A notable example is the case of St. Andrew's Regional High School which, while established through the initial efforts of St. Andrew's Cathedral, is "fed" by the region's three elementary schools. Coordinating communication and maintaining pastoral support with the variety of parishes represented in the school requires some planning.

What follows is the culmination of three years of discussion, study of *Educating Together in Catholic Schools, A Shared Mission between Consecrated Persons and the Lay Faithful*, (The Congregation for Catholic Education, Rome, 2007.) consultation, and decisions expressed by diocesan Pastors and Principals with a view to strengthening, for families, the basic ecclesial support systems of parish and school.

The results indicate many opportunities exist for the leadership of the Parish (Pastors) and the leadership of the Catholic School (Principals) to collaborate in enhancing opportunities for building a stronger sense of Church. This can be done fundamentally through a mutual commitment to increasing dialogue and through examining existing systems found within the parish and the school to determine areas of intersection and overlap where opportunities can be maximized.

While connections already exist for parishes “with schools” (and this exercise actually affirmed much that is healthy in the relationships), the relationship between parishes “without schools” and the schools (which typically have many parishes represented), does invite more creativity, and does require a bit more work in establishing, developing and maintaining deeper relationships.

While recognizing the many challenges presented by today’s culture for Parishes and Schools, in handing on the Faith, this three year exercise revealed much to celebrate and be grateful for in terms of a healthy sense of ecclesial community, especially as evidenced by the Faith enfolded in her clerical and educational leadership with their shared goals and shared determination. As members of the Church, the Body of Christ, we are singularly privileged to witness the incarnation of Christ’s Love made present through the service of others in furthering the Kingdom of God.

**Pastors and Principals have indicated recommendations of a reciprocal nature in a number of key areas:**

- ❖ A commitment to *improved communication* through regular meetings at the beginning of and throughout the year,
- ❖ A commitment to *strengthening relationships* on a personal level through an informal as well as a formal presence within the walls of the church and the school,
- ❖ A commitment to *sharing social and liturgical life* planning,

- ❖ A commitment to *social justice* where collaborative planning addresses respective spiritual, educational, and professional needs and resources,
- ❖ A commitment to *evangelization, formation and education* reflected in collaborative outreach, and shared formational and educational opportunities,
- ❖ A commitment to *responsive stewardship* of human and material resources where common needs and potentials are identified and matched in the areas of programming, space and equipment,
- ❖ A commitment to *nurturing authentic Catholic identity through mutually supportive spiritual leadership*, by collaborating in planning for and sharing mutually inclusive liturgical, spiritual, and community goals and strategies.

### **Home/School/Parish Relationships**

Parishes “with Schools”:

#### **I. A Commitment to Improved Communication**

- A. Establishing and utilizing the proper tools for communication between parish and school(s) by:
  1. Meeting at the beginning of the year, and regularly throughout the year, to share and integrate respective calendar information

#### **II. A Commitment to Strengthening Relationships**

- A. Model an Apostleship of Presence, Service and Unity by:
  1. Seeing the Pastor(s), (and other clergy, and consecrated persons) as being a friendly/sympathetic, familiar presence in the school, in addition to the more formal presence at school Masses or in Religion classes.
  2. Seeing the Principal as being a friendly/sympathetic, familiar presence in the parish

3. Principals advising Pastor(s),(and other clergy, and consecrated persons) of safety protocols at school to encourage greater comfort and participation
4. Pastor (or delegate) attending school council meetings (*Pastor especially attending at key planning times*)
5. Principal or delegate attending parish council meetings (*Principal especially attending at key planning times*)
6. Reciprocal sharing of respective councils' meeting minutes
7. Inviting Pastor(s), other clergy, and consecrated persons to informal (e.g. coffee with staff or lunch with students) as well as to the formal events.

### III. **A Commitment to Sharing Social and Liturgical Life**

- A. Planning joint projects and activities e.g.:
  1. Grade Four Bible presentation
  2. Regular public prayers for each other
- B. Inviting parishioners to school celebrations and events and inviting school families to parish celebrations and events
- C. School hosting parish events
  1. Coffee after Sunday Mass
  2. Pancake breakfasts
- D. Parish and school make a point of inviting members to participate in parish and school events e.g.:
  1. Christmas Craft Fair
  2. Parish Ministry Fair

### IV. **A Commitment to Social Justice**

- A. Pastor and Principal integrate and harmonize programmes both locally and regionally
  1. Identify, discuss and plan strategies for addressing common pastoral needs as they affect families, e.g.:
    - a. Catechetical or sacramental preparation programmes which provide for the involvement of teachers and catechists

- B. Pastors(s) and Principal(s) meet regularly to work out the logistics of
  - 1. Responding to identified common pastoral needs of families
  - 2. Developing protocols for engaging and deploying human resources
  
- C. Pastors(s) and Principal(s) meet regularly to identify protocols for use and maintenance of material resources, e.g.:
  - 1. Schedules for use of buildings, equipment etc.
  - 2. Housekeeping rules and janitorial requirements
  - 3. Security and safety plans

**V. A Commitment to Evangelization, Formation and Education**

Pastors and Principals can support each other by collaborating to:

- A. Ensure that the Pastor has some involvement in the admission process
- B. Ensure the involvement of parents in the preparation of their children for the sacraments
- B. Ensure children are prepared for the sacraments within their proper parish, by helping them connect with their pastor
- C. Build relationships with teachers, and enlist their support in assisting with sacramental preparation and celebrations
- D. Give children an experience of people living the consecrated life, to better understand, through example, the reality of a vocation to the religious life
- E. Connect children within the school with their parish priest by inviting the respective pastors to participate in special events, activities and celebrations (e.g. the Sacrament of Reconciliation)
- F. Provide opportunities for regular public prayers for each respective community (e.g., "Let us pray for Fr. \_\_\_\_\_ and our parish community of \_\_\_\_\_; "This morning we pray for our parish school \_\_\_\_\_ and all those who work there").
- G. Provide opportunities for shared professional development/ faith formation opportunities for the Pastor/Principal/Catechists/Teachers e.g.:

1. Island Catholic Schools *Foundations of the Faith* theology course (formerly *Basics of the Faith*)
2. Parish Scripture Study / *Veritas*
3. Connect with the U-Vic Chaplain to explore higher level opportunities
4. Pastor and Principal offer reciprocal presentations for parishioners/ parents/ teachers in an area of their own particular expertise

**VI. A Commitment to Responsive Stewardship**

- A. Principals ensure that Pastors are aware of the School's Annual Plan with the key goals and strategies developed
- B. Pastor and Principal collaborate on determining potential savings for utilities and insurance
- C. Pastor and Principal discuss the option of a special fund-raising event hosted by parish for school needs/ bursaries/ projects
- D. Pastor and Principal discuss school support for fundraising appeals within the parish
- E. Pastor and Principal discuss the option of including an envelope specifically for supporting the school
- F. Parishes offer funds for school bursaries
- G. Pastor and Principal discuss the school's "parish supporter" deduction for families who attend the parish
- H. Pastor and Principal discuss accountability regarding parish support for the school as submitted to the Bishop in the Annual Plan
- I. Pastor and Principal discuss coordination of school plan with parish plans regarding commitment of financial support for specific needs

## VII. **A Commitment to Nurturing Authentic Catholic Identity Through Mutually Supportive Spiritual Leadership**

Pastor and Principal collaborate to plan for

- A. Actively promoting Catholic Schools as well as the commitment to Parish life.
- B. Opportunities for joint Eucharistic celebrations for Parish and School members
- C. Opportunities for formal periodic (three times per year recommended) discussions with Religious Education representatives: at the diocesan, parish, and school levels
- D. Discussing and determining the key goals and strategies of the *Annual Plan*
- E. Discussing developing and determining the school's *Catholic Identity Goals and Strategies*, e.g.
  - 1. Pastor could help suggest ways of facilitating the Sacrament of Reconciliation being offered to students at school (St. Patrick's willing to share service/model)
- F. The school's *Catholic Identity Plan, Goals and Strategies* are communicated to other parish groups, as well as the Religious Education Coordinators for Schools and the Diocese
- G. Opportunities for promoting the visibility of the Pastor in the School and for exercising his role as Pastor, Spiritual Leader, Speaker, Counselor, School Council Member, and Employer of Teachers

### **Home/School/Parish Relationships**

Parishes "without Schools":

#### I. **A Commitment to Improved Communication**

*Pastors without a school:*

- A. Attend key events in the life of the school.
- B. Connect with students of parish families at the school(s)
- C. Connect with the "School Chaplain" to let him know when assistance could be offered with celebrating the Sacraments (e.g. Reconciliation at schools), special activities, or events

- D. Share parish council meeting minutes with parish schools and high school
- E. Integrate the parish's calendar program with the schools' calendar

***Principals of schools serving several parishes:***

- A. Invite Pastors of families within the school to school events, socials events, etc.
- B. Invite and provide opportunities for Pastors of families within the school to connect with the students of their parish families
- C. Where a School Chaplain has been assigned, enlist his assistance in connecting with the various Pastors of families within the school
- D. Share school council meeting minutes with the various Pastors of families within the school
- E. Integrate the schools' calendar program with the parishes' calendars

**II. A Commitment to Strengthening Relationships**

***Pastors without a school:***

- A. Delegate a representative from the parish to attend school meetings at key planning times
- B. Visit and be present in schools apart from Mass or Religion class – e.g. for coffee with staff or lunch with students
- C. Connect with the students of parish families who attend the school
- D. Connect with the "School Chaplain" to let him know when assistance could be offered with celebrating the Sacraments (e.g. concelebrating at schools), special activities, or events

***Principals of schools serving several parishes:***

- A. Invite Pastors of families within the school, and religious, to events and school happenings
- B. Provide opportunities for students to connect with their respective pastor at school
- C. Invite pastors (and religious) for coffee with staff or lunch with students
- D. Where a School Chaplain has been assigned, enlist his assistance in connecting with the various Pastors of families within the school and for assistance with the Sacraments (e.g. reconciliation at schools), special activities, or events

### III. **A Commitment to Sharing Social and Liturgical Life**

#### *Pastors without a school:*

- A. Make parishioners aware and invite them to attend school liturgical celebrations
- B. Pray for the schools regularly and publicly
- C. Invite school families to parish events
- D. Make parishioners aware of and invite them to participate in school events (e.g. book fairs, craft fairs, etc)

#### *Principals of schools serving several parishes:*

- A. Invite Pastors to school events, socials events, etc.
- B. Invite parishioners to school celebrations
- C. Offer to host parish events (e.g. pancake breakfast, coffee after Sunday Mass, etc.)
- D. Pray for their Pastors regularly and publicly
- E. Invite parishioners, through their respective Pastors, to participate in parish events (e.g. book fairs craft fairs, etc)

### IV. **A Commitment to Social Justice**

#### *Pastors without a school:*

- A. Identify and discuss common pastoral needs with the Principal as they affect their families in the school
- B. Indentify and discuss Sacramental preparation protocols with the Principal as they affect their families in the school

#### *Principals of schools serving several parishes:*

- A. Identify and discuss common pastoral needs with the appropriate Pastor(s) as they affect their particular families in the school
- B. Indentify and discuss Sacramental preparation protocols with the appropriate Pastor(s) regarding their particular families in the school

V. **A Commitment to Evangelization, Formation and Education**

*Pastors without a school:*

- A. Offer to give a workshop for Parents/Parishioners/Teachers within an area of their expertise
- B. Invite school families to parish spiritual opportunities and events

*Principals of schools serving several parishes:*

- A. Offer to present a workshop for Parishioners within an area of their expertise
- B. Invite Pastors (and religious) to offer a workshop for Parents/Parishioners/Teachers in an area of their expertise
- C. Invite Pastor(s) and parish families to school educational events

VI. **A Commitment to Responsive Stewardship**

*Pastors without a school:*

- A. Establish a bursary (if not already in place) for parish families to attend a Catholic school
- B. Include a collection envelope for Catholic Education (if not already in place) or designate collections for one of the weekends during *Catholic Schools' Week* towards Catholic Education
- C. Consider a special fund-raising event hosted by the parish for a particular school's needs/bursaries/projects
- D. While Catholic Schools currently voluntarily absorb the costs associated with the "parish supporter deduction" and do not ask parishes for any compensation, consider offering to cover all, or some of the "parish supporter" deduction for those families in the parish who attend Catholic school
- E. Dialogue with the Principal(s) of the school(s) represented within the parish in order to be informed of the *School Plan(s)* and to understand the areas of financial support required for specific needs
- F. Recognize the importance of promoting Catholic Schools
- G. Promote the importance of all the faithful having some responsibility in supporting Catholic Education at some level

*Principals of schools serving several parishes:*

- A. Dialogue with Pastors concerning their families attending the school identified as requiring financial support, as to the nature of and the most appropriate means for supporting these families
- B. Collaborate with the various Pastors of families within the school in coordinating special fund-raising events for the school's needs, bursaries, or special projects
- C. Dialogue with Pastors of families within the school concerning ways the school could support parish fundraising appeals
- D. Invite Pastors of families within the school into dialogue regarding the *School Plan* and to understand the areas of financial support required for specific needs

**VII. A Commitment to Nurturing Authentic Catholic Identity Through Mutually Supportive Spiritual Leadership**

*Pastors without a school:*

- A. Promote actively the Catholic Schools represented in the Parish
- B. Determine opportunities to highlight the Schools represented in the Parish
- C. Determine opportunities for formal periodic (perhaps three times per year) discussions with Religious Education representatives: at the diocesan, parish, and school levels
  - 1. Discuss the key goals and strategies of the *Annual Plan* with Principals of Schools represented in the Parish
- D. Provide input into the Schools' *Catholic Identity Plan, Goals and Strategies*, e.g.:
  - 1. Pastor could help suggest ways of facilitating the Sacrament of Reconciliation being offered to students at school (St. Patrick's is willing to share service/ model)
- E. Stay informed of the schools' *Catholic Identity Plan, Goals and Strategies* and communicate these to other parish groups

*Principals of schools serving several parishes:*

- A. Promote actively the commitment to Parish life.
- B. Determine opportunities to highlight the Parishes represented in the School

- C. Determine opportunities for formal, periodic (three times per year suggested) discussions with Religious Education representatives: at the diocesan, parish, and school levels
  - 1. Discuss and determine the key goals and strategies of the *Annual Plan* with Pastors of Parishes represented in the School
  
- D. Collect input for the School's *Catholic Identity Plan, Goals and Strategies*, from Pastors of parishes represented within the School e.g.:
  - 1. Pastors could help suggest ways of facilitating the Sacrament of Reconciliation being offered to their students at school (St. Patrick's is willing to share service / model)
  
- E. Communicate the school's *Catholic Identity Plan, Goals and Strategies* to the Pastors and various parish groups, as well as the Religious Education Coordinators for the Schools and the Diocese
  
- F. Provide, in consultation with the School Chaplain (where one has been designated), opportunities for promoting the visibility of the Pastors in the School and for exercising their role as Pastor, Spiritual Leader, Speaker, and Counselor.

## Appendix 5: Diocesan Directive on Sacraments of Initiation for Children: article by Jim O'Reilly, Diocese of Victoria - Office of Religious Education (June, 2010 Diocesan Messenger)

### **Diocesan Directive on Sacraments of Initiation for Children Introduced at Easter James E. O'Reilly, Office of Religious Education**

The Office of Religious Education has just released a Diocesan Directive for preparing children to celebrate the Sacraments of Initiation. Drawing on 30 years of experience with the Restored Order of the Sacraments of Initiation for children in the Diocese of Victoria, the Directive presents a summary, analysis and recommended practice for the formation of children preparing to celebrate the Sacraments of Initiation according to an adaptation of the Rite of Christian Initiation for Adults. Much in this material will be familiar, and some things are new – the intent is to bring clarity, understanding, and some continuity for our families within our Diocesan Family.

The Directive, which builds on an interim directive from Bishop Raymond Roussin S.M. in 2001, also reflects current insights and direction from both the Universal Church and the Canadian Church as outlined in the Congregation for the Clergy's *General Directory for Catechesis*, and the anticipated Canadian Conference of Catholic Bishops' national catechetical syllabus, the *Criteria for Catechesis*, and the *National Pastoral Plan for Evangelisation and Catechesis*, which are currently in the final stages of completion.

The Directive describes a two-year formation model both for children who are preparing to complete their initiation by celebrating the Sacraments of Confirmation and Eucharist, and for children of catechetical age who are not yet baptised. This is partly in response to concerns that current formation programmes only allow six to eight weeks of preparation. The Directive also recognizes the role of parents as the prime educators of their children, and who have the right to proper support from the Faith Community.

The Directive incorporates a model which is an adaptation of the formation journey outlined in the *Rite of Christian Initiation of Adults*, as recommended by the *General Directory for Catechesis* (59), and is rooted in the Liturgy of the Word. It seeks to complement the nurturing of the practice of hearing and reflecting on the Word of God by introducing the catechumenal themes within the rhythm of the liturgical seasons, as prescribed by the *Criteria for Catechesis* from the Canadian Conference of Catholic Bishops' Commission for Christian Education.

Clear distinctions are made between "Catechetical Time" and "Liturgical Time." Both are essential and complementary, and therefore deserving of separate focus time.

Based on the experience of a number of parishes currently piloting this model several significant benefits are apparent:

- ❖ family experiences of Sunday observance are enriched through meaningful and relevant catechetical and liturgical engagement within community,
- ❖ parents are actively engaged with their children and seek to deepen their own desire for understanding and celebrating their faith,
- ❖ greater family bonding with (and building up of) the celebrating and learning parish community tends to occur,
- ❖ with an emphasis on entering more consciously into the liturgical cycle (specifically during the seasons of Advent and Lent), natural and logical opportunities to grow in understanding and appreciation of the Sacrament of Reconciliation become apparent,
- ❖ with an extended and gradual catechesis steeped in ritual, ample opportunities for reflection, prayer, discernment and apostolic action become available.

The Directive is the result four years of analysis and research and represents our experience in the Diocese in light of current catechetical realities, particularly the work currently underway at the National Office of Religious Education which has been initiated and guided by our Canadian Conference of Catholic Bishops.

The Canadian Conference of Catholic Bishops will be developing learning outcomes for identifying growth in knowledge, skills, values and attitudes as defined in the *Criteria for Catechesis* (Canadian Conference of Catholic Bishop's Commission for Christian Education) which incorporates the "Fundamental Tasks" described in the *General Directory for Catechesis* (85 – 86). These outcomes represent the core of a monumental analysis by the CCCB of all the world's National Bishops' Conferences catechetical materials. The resulting Canadian catechetical materials will reflect both the best of our tradition as well as the latest insights gleaned from the experience and the research emerging in response to the issues of our contemporary cultural realities.

The Diocesan Directive for preparing children to celebrate the Sacraments of Initiation is intended as a guide outlining recommended catechetical approaches while recognizing the need for providing some adaptations for particular local needs. It is a "living document" in the sense that it is not a complete textbook or textbook series, but rather a roadmap to guide the current good work that is being done and prepare us for the anticipated national catechetical syllabus. On-going consultations to assist in developing a harmonized diocesan approach which incorporates local adaptations with the anticipated new materials will be essential and will strengthen all Parish Communities within our Diocesan Family.

The inspiration and guidance for the Directive is thanks to Bishop Richard Gagnon. A tremendous amount of work and support must also be acknowledged on the part of Char Deslippe, Kathy Fadum and Marilyn Bojko. Finally a large thank you is due to the members of the *Council of Priests*, the *Children's Advisory Committee to the Bishop*, and the *Sub-Committee on Children's Catechesis* and the piloting parishes for their suggestions, inspiration, patience and hard work.

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