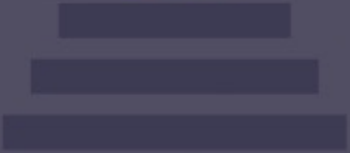




ARCHDIOCESE OF CINCINNATI

BEACONS  of LIGHT

*Pastoral Planning for Our Third Century*

# Agenda

Archbishop Schnurr's remarks

Beacons of Light update

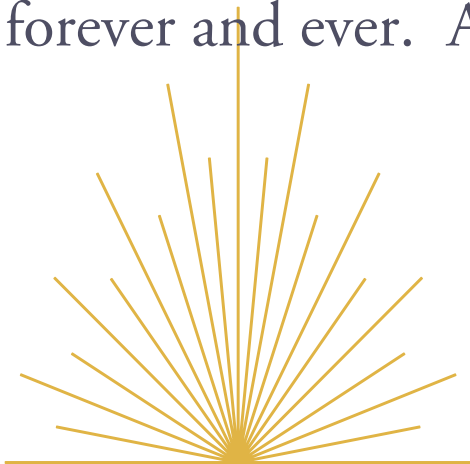
Consultation – planning parameters

Discussion debrief

Next steps and action items



Grant, we pray, almighty God,  
that your Church may always remain that holy people,  
formed as one by the unity of Father, Son, and Holy Spirit,  
which manifest to the world  
the Sacrament of your holiness and unity  
and leads it to the perfection of your charity.  
Through our Lord Jesus Christ, your Son,  
who lives and reigns with you in the unity of the Holy Spirit,  
God, forever and ever. Amen.



*Pastoral Planning for Our Third Century*

# WHY

**Missionary  
Discipleship:**

Every Catholic should have an opportunity to belong to a parish that forms them to embrace the call to missionary discipleship.

**Domestic Church:**

People will be formed to live and nurture their faith at home.

# HOW

**Vital Parishes**

Families of Parishes, each led by a pastor who shepherds the community to radiate Christ

Each Family develops a pastoral plan to grow in communion and live in mission as a community of faith, moving toward becoming one parish led by one pastor.

# WHAT

**People and Parishes that Radiate Christ**

**Planning Principles**

- Eucharist
- Church
- Leadership
- Stewardship
- Evangelization
- Love in Action



Our Progress: December - April

- Data gathering, analysis
- PartnersEdge meetings with Archbishop, Department heads
- Archbishop affirmed six principles recommended by Oversight Group
- [www.CatholicAOC.org/Beacons](http://www.CatholicAOC.org/Beacons) is launched
- Framework status update posted on Priests web resource page
- Monthly electronic updates – encourage sign-ups
- Pastoral planning design is under way
- Keep Beacons of Light in mind when considering capital improvements
- Please share Beacons of Light in meetings, Mass, in conversation

# John Kotter's 8 Steps of Change Model



ROADMAP TO PASTORAL VITALITY:

# Forming Parishes as Beacons of Light



## STRIKE THE MATCH: Establish Urgency

- Parish efforts
- *Beacons Update* news email
- Current reality
- AOC-wide communications efforts (eg *Catholic Telegraph*, social media, etc.)

ROADMAP TO PASTORAL VITALITY:

## Forming Parishes as Beacons of Light



### START A FLAME: Form a Guiding Coalition

- Archbishop Schnurr, Deans, Presbyteral Council
- Dept of Pastoral Vitality
- Pastoral Center oriented towards service to *Beacons*
- Oversight group, strategic planning group and pastoral planning design teams of priests and lay leaders
- Pastors, vicars, and other priests informed and consulted
- *Beacons Roundtable* to highlight key areas of parish life



ROADMAP TO PASTORAL VITALITY:

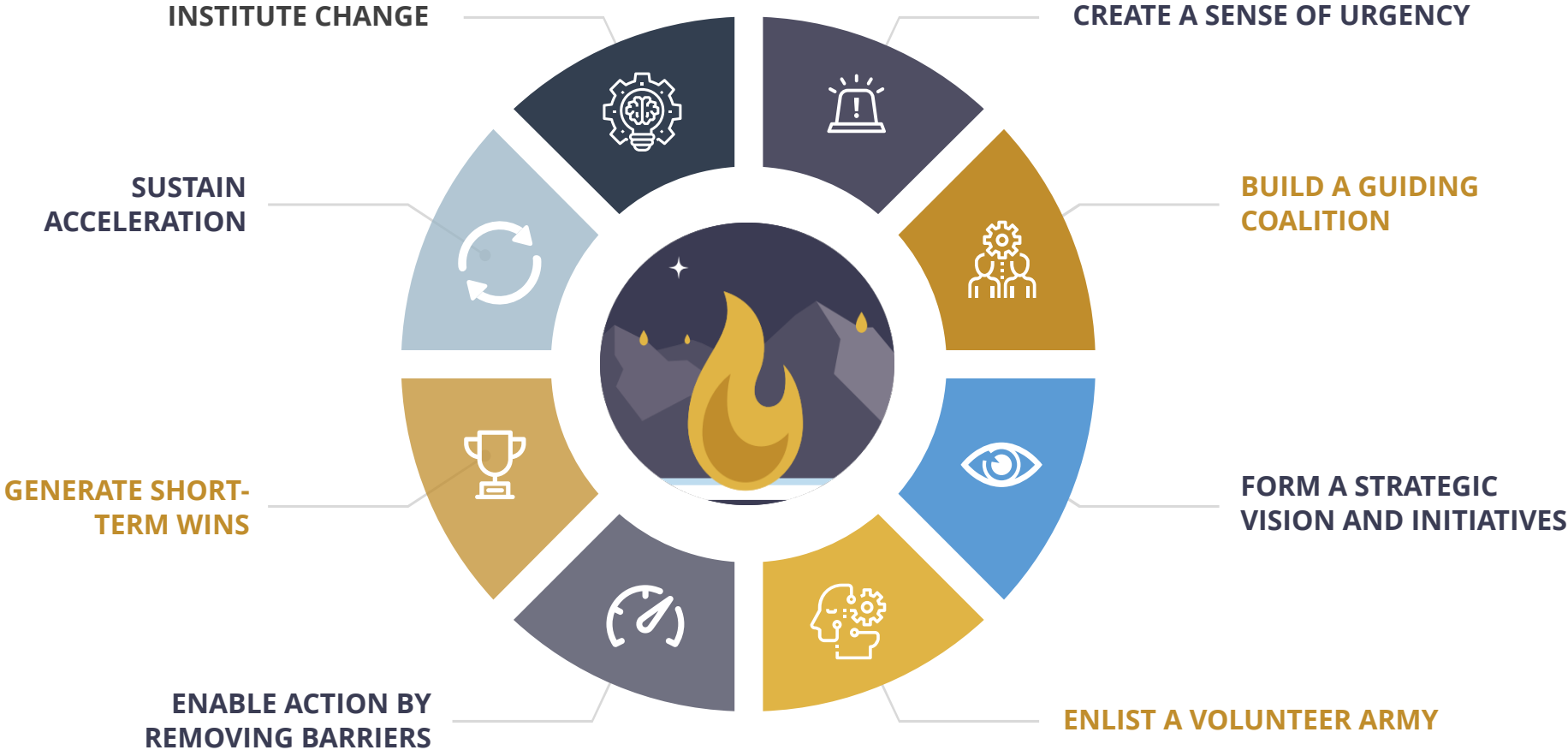
# Forming Parishes as Beacons of Light



## FAN THE FLAME: Form Strategic Vision

- Data collection from parishes complete
- 6 principles approved by Archbishop Schnurr
- Feedback on models of Families of Parishes from deans, pastors, and other parish leaders
- Consultation on parameters by staff and pastoral council

# Beacons of Light





## High Level

	Autumn – Winter 2020	Winter 2020 – Spring 2021	Summer 2021	Autumn 2021	Winter 2021-Spring 2022
Strategic Planning	<p><b>Research</b></p> <ul style="list-style-type: none"> <li>Data Team Formation Process Design</li> <li>2019 FY Data Gathering</li> <li>Setup and Populate Insight Data System</li> <li>*Determine Formal Inclusion of School Data</li> </ul>	<p><b>Data Analysis</b></p> <ul style="list-style-type: none"> <li>Execute a 60-Day Analysis Period</li> <li>Determine Analysis Guidelines and Structural Parameters</li> <li>Create DRAFT Current Reality Report</li> <li>Apply 2020 FY Data</li> </ul>	<p><b>Report Refinement and Model Development</b></p> <ul style="list-style-type: none"> <li>“Internal” Confidential Consultation: DRAFT Current Reality Report</li> <li>Mid-Year 2021 FY Data Update</li> <li>Refine Current Reality Report</li> <li>Consultation on Archdiocese long term Data Processes Plan</li> <li>Create Regional Models</li> <li>Create Models &amp; Start Reviews</li> </ul>	<p><b>“Inform” Archdiocese</b></p> <ul style="list-style-type: none"> <li>Data “Story” Development</li> <li>“External” Data Communication Strategy Development Based on Audience</li> <li>Support Public “Inform” Process</li> <li>Model Reviews and Formalization</li> </ul>	<p><b>Family Assignments</b></p> <ul style="list-style-type: none"> <li>Archbishop Model Approval</li> <li>Confidential Consultation on Priest Assessment and Assignment Modeling</li> <li>Final Refinement Based on Consultation</li> <li>Archbishop Assignment Approval</li> </ul>
Pastoral Planning	<p><b>Roadmap</b></p> <ul style="list-style-type: none"> <li>Clarify pastoral focus</li> <li>Create master multi-year planning roadmap</li> <li>Review and provide communications feedback</li> <li>Design and deliver deanery convocations</li> </ul>	<p><b>Guiding Principles</b></p> <ul style="list-style-type: none"> <li>Principles, Vision Points, Parameters Development</li> <li>Parameters Consultation</li> </ul>	<p><b>Development</b></p> <ul style="list-style-type: none"> <li>Planning process design</li> <li>Build materials and processes</li> <li>Schedules of meetings, number and sequence of meetings</li> <li>Skill-based training for deans and priests</li> <li>Strategies for managing resistance</li> </ul>	<p><b>Pilots and Implementation through 2022</b></p> <p><b>Fall 2021:</b> Pilot 1: Selected already-existing regions  <b>Spring 2022:</b> Pilot 2: Selected already-existing regions  <b>Summer-Fall 2022:</b> Wave 1</p> <ul style="list-style-type: none"> <li>Consulting and support of the implementation of the Archdiocesan pastoral plan</li> <li>Support core team monthly ongoing development</li> <li>Consultation during and following pilots</li> <li>Skill-based training for facilitators</li> </ul>	
Communications	<ul style="list-style-type: none"> <li>One-page overview</li> <li>Introductory meetings – priests, deacons, Pastoral Center staff, parish leaders</li> </ul>	<ul style="list-style-type: none"> <li>Beacons of Light in CT</li> <li>Microsite and e-news</li> <li>Mtg prayer/reflection</li> <li>Beacons Roundtable begins</li> <li>Theological foundations</li> </ul>	<ul style="list-style-type: none"> <li>Beacons of Light in CT</li> <li>Groupings of parishes document/discussion</li> <li>Mtg prayer/reflection</li> </ul>	<p>Looking back, looking ahead – Announce the upcoming formation of groupings of parishes, describe planning process, share pilot process success stories</p>	

---

## Introducing Families of Parishes

Beacons of Light is a multi-year process of pastoral planning for the Archdiocese of Cincinnati.

Rooted in prayer, groupings of parishes will come together as one faith community.

These new “Families of Parishes” will be stronger together, focused more on mission than on maintenance.

In the Families of Parishes we will grow closer to God, follow Jesus through the power of the Holy Spirit, and radiate Christ in our lives.



**BEACONS *of* LIGHT**  
**GUIDING PRINCIPLES**



---

## Guiding Elements

### Principles

Values that will guide pastoral life in the Families of Parishes



### Vision Points

Living the vision to create Families of Parishes that are beacons of light



### Parameters

What must each Family of Parishes do? What must each Family of Parishes not do?

# Consultation: Parameters



For each principle, identify parameters to guide the pastoral plans for every Family of Parishes.

What must be done?

What must not be done?

# Parameters Consultation

- Meet with staff and Pastoral Council(s) – separate or together
- Video, guide, worksheet, survey
  - Prayer
  - Discussion – draft parameters associated with six principles
  - Affirm, Note non-essential, suggest additional
- All posted on Priests web resource page (link will be emailed)
- Pastors, parochial vicars, retired priests, those in non-parochial assignments
- Return by May 26



# What to Anticipate

- June 4 meeting with PartnersEdge: All pastors and parochial vicars. All other priests are invited.
- Summer: Pastoral planning design consultations and model development continues
- Autumn: Deanery-level review of Families of Parishes models, models consultation with Presbyteral Council
- Autumn: Meetings with school principals
- By Thanksgiving: Families of Parishes discerned and announced by Archbishop

# Next Steps

- Pray
- Talk with your staff and pastoral councils about parameters, using materials provided.
  - Return survey by May 26.
- Share the new website ([catholicaoc.org/beacons](http://catholicaoc.org/beacons)) with everyone
- Ask your people to register for the Beacons Update list
- Stay informed, participate in all deanery meetings
- Very important! Attend June 4 meeting
- [www.catholicaoc.org/together](http://www.catholicaoc.org/together)



Mary, Mother of the Church and our Mother,  
present our prayer of thanksgiving to your Son.  
Beg from Him the graces we need to be faithful disciples  
who follow Him with enthusiasm and joy.  
May our witness to the love of God bear fruit  
in our archdiocese, parishes, homes and hearts.  
Teach us to be God's joyful witnesses,  
to radiate Christ in all we do,  
so that all people might know, love and follow your Son  
through this life and into the next.

Amen.

