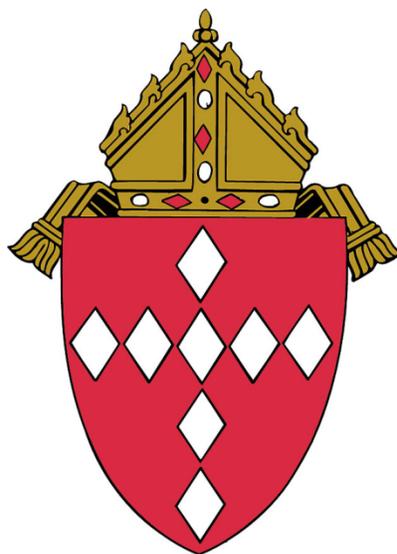


# THE CATHOLIC DIOCESE OF RALEIGH

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## Pastoral Plan

January 2014 - December 2016





DIOCESE OF RALEIGH

Office of the Bishop

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January 6, 2014

Dear Brothers and Sisters in Christ,

I am pleased to present to you the Diocese of Raleigh Pastoral Plan. Its purpose is to provide a roadmap for the future of the Church in Eastern North Carolina.

The construction of this plan has involved consultation within all eight deaneries of the Diocese of Raleigh. Additionally, the Council of Priests and the Council of Women Religious were asked to provide valuable input. The central administration of the Diocese was also integral in its development.

The plan continues to have at its core the seven priorities that were identified as essential for the Diocese in the first edition published in 2010. The first five of these priorities were established by the United States Council of Catholic Bishops (USCCB). The two additional priorities addressing stewardship and management of growth continue to be priorities specific to the Diocese of Raleigh.

It is my hope that this plan will serve as the planning guide for parishes throughout the Diocese. By aligning parish activities to this plan, the goals outlined in each priority can have a significant impact on the lives of the faithful. Parish efforts can also be enhanced by continually assessing and updating local initiatives throughout the three-year cycle.

May Almighty God bless and protect you and may Mary Our Mother watch over you always.

Sincerely in Christ,

Most Reverend Michael F. Burbidge  
Bishop of Raleigh

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# **THE CATHOLIC DIOCESE OF RALEIGH PASTORAL PLAN**

## **MISSION STATEMENT**

With firm belief in God's love and a commitment to serve Him and welcome Him in one another, the mission of the Catholic Diocese of Raleigh is to

1. Celebrate the Presence of God in Word and Sacrament.
2. Strengthen the unity that is ours in Christ Jesus in and through the Eucharist.
3. Proclaim the Gospel of Jesus Christ for the salvation of souls.
4. Respond to the needs of those in our midst through the spiritual and corporal works of mercy and Catholic Social Teaching.

With God's grace, we will work to fulfill this mission through the collaborative involvement of priests, deacons, consecrated religious and lay faithful. We do this always as members of the Universal Church and in union with the Holy Father and our Bishop.

## **BISHOP'S VISION STATEMENT**

Our duty as the People of God is to use all the resources at our disposal so that the Diocese of Raleigh and its people will be faithful in responding to the call of God. To achieve this, it is essential to discern where and how we can make our greatest contribution in the evangelizing mission of the Church and plan accordingly. The planning is ongoing; it needs constant reviewing and updating as time progresses. The parish must be the central focus of our Diocesan outreach and ministry, supported and assisted by a strong deanery structure. The Diocesan staff is committed to assisting and supporting our parishes in every possible way by being stewards of the resources that God has entrusted to us.

As we strive to proclaim the Gospel of Jesus Christ, we remain aware of and committed to evangelization: living, manifesting and embodying the message of Jesus Christ as members of His Church on a Diocesan, deanery, parish, and personal level. Evangelization relates to everything we do as we respond to a growing and diverse Catholic community. We must reach out to the many alienated and un-churched among us, as well as work for Christian unity through ecumenical/interfaith partnerships. We must work to develop appropriate means to pass on the gift of faith to succeeding generations. Evangelization permeates all of our goals.

In their 2008-2012 planning cycle, the United States Conference of Catholic Bishops (USCCB) established five priorities to be the focus of their strategic planning. These priorities serve as foundational elements for the Diocese of Raleigh. In addition, we are faced with the continuing challenge of responding to a rapidly growing population

of the faithful. Thus, planning to manage growth and continue responsible stewardship are two additional priorities for the Diocese of Raleigh.

Statistics and projections strongly indicate the need for planning. In the last ten years, the number of registered Catholics has increased by 42% to more than 200,000 persons. Additionally, it is estimated that the number of unregistered Catholics has increased at the same rate. Thus, we currently have an estimated population of over 430,000 Catholics in the Diocese of Raleigh. The U.S. Census Bureau projects that by 2030 the population of North Carolina will grow by 52%. It is estimated that the Catholic population will grow at an even higher rate.

The Church is clear in its stewardship mandate. The call to be effective stewards of the resources granted to us by God must continue to frame all of our initiatives. This Diocesan Pastoral Plan requires the education of all Catholics in stewardship, a comprehensive communication plan, and the identification and development of appropriate resources to progress toward the designated priorities.

Keeping these issues in mind, the following key priorities are established:

- Promote the life and dignity of the human person
- Focus on faith formation and sacramental practice
- Promote cultural diversity
- Promote vocations to the priesthood and consecrated life
- Implement the national pastoral initiative on marriage
- Practice the effective stewardship of resources
- Plan for the effective management of growth.

## **OVERVIEW OF THE PROCESS**

The process for the development of this comprehensive Plan has its beginnings with the five key priorities established in 2008 by the United States Conference of Catholic Bishops (USCCB). The central administration of the Diocese of Raleigh accepts that these five areas - life and dignity of the human person, faith formation focused on sacramental practice, recognition of cultural diversity with a special emphasis on ministry with/by Hispanic/Latino Catholics, priestly and religious vocations, implementation of the pastoral initiative on marriage and support family life - should also be the focus points for the Catholic population in Eastern North Carolina and provide a framework for future planning. Two additional priorities, stewardship and planning for growth, were added in response to local conditions.

The construction of revisions for this Plan began at the conclusion of the previous three year cycle (June, 2013). As in the original Plan, feedback was solicited from the various stakeholders. Meetings were held in each of the eight deaneries from July, 2013 through September, 2013. Upon the completion of gathering all relevant data from the various Diocesan constituencies, representatives from each of the deanery meetings met with Bishop Burbidge on September 26, 2013 to convey their recommendations and to hear the recommendations of the other deaneries. Based on these consultations and

recommendations, the central administration modified and edited the Plan. After final consultation with the Priests' Council, Bishop Burbidge approved and promulgated the Plan.

The nature of the Plan is intended to accurately reflect the realities that exist in the Diocese of Raleigh at any given time. As the Diocese changes and evolves, the Plan must be an instrument flexible enough to maintain relevance throughout the Diocese. The framework of this Plan can assist the formation of parish plans. The parish initiatives serve to inform future diocesan planning.

This Plan has a primary objective of providing a roadmap for the future of the Diocese of Raleigh. It will also help to direct the work of the Catholic Center staff and other Diocesan-wide ministries. Specifically, Diocesan departments will develop annual work plans, including objectives, timelines and other accountability measures, to ensure that the goals are achieved over the three-year period of the Plan.

It is intended that parishes will be able to use this Pastoral Plan to assist in planning at the local level. Should parishes have specific needs that require diocesan involvement, a list of offices and services are provided in Addendum 1. The process of consultation has shown that the identification and communication of best practices in ministries is valuable to parishes. The Diocese is committed to this method of achieving the priorities. Recognizing the value of sharing resources and best practices, a resource document will be produced and made available to all parishes.

## **FINANCIAL ENVIRONMENT**

The Diocese of Raleigh has been one of the fastest growing dioceses in the country, and we continue to see many signs of growth and vibrancy. Parish offertory across the Diocese increased by 2.7% for the year ended June 2012, and 31 parishes and missions experienced offertory increases of more than 5% above the previous year. This vibrant growth is also seen in the continuing construction of new facilities. Over \$160 million of construction projects for churches, halls, education buildings, and schools have either been completed in the past five years, are now under construction, or are under design or planning (not including the Holy Name of Jesus Cathedral Campus project). The Diocese has recently taken steps to secure outside financing for these projects for the foreseeable future. Through the generosity of our parishioners and through the leadership of our pastors and laity, the recent Holy Name of Jesus Cathedral Campus Project has so far received over \$60 million in pledges for the Cathedral project and for parish needs. Parishes are expected to ultimately receive over \$15 million for their local needs from their participation in this project.

At the same time, there are financial challenges which exist. There are parishioners and people in our communities who are facing serious economic challenges. Over 60,000 people were served across our Diocese by Catholic Charities during the last fiscal year. Some parishes have offertories that are not growing or in some cases are declining. Some parish schools are challenged with enrollment levels which have adverse

financial implications. The Bishop's Annual Appeal goal for 2013 has increased by 3%, which is the lowest rate of increase in 20 years. The Diocesan budget for 2013-14 is essentially in a steady state, adjusted for inflation, and expectations are that this will continue for the next two years of the planning period. The Diocese will use one-time balance sheet reserves to augment the budget for 2013-14 and will take necessary steps to have a balanced budget for future years.

The Diocese continues to be fortunate in experiencing below average health insurance premium increases (increases in each of the past five years have been 0%, 2.5%, 4.6%, -1.0%, and 5.0%). At the same time, as is the case with many organizations today, the Diocese continues to face challenges in maintaining adequate funding of its clergy and lay pension plans. The Diocese does have systematic plans in place to bolster the funding of those plans over the next five years.

Overall, the Diocese continues to be financially stable; it continues to live within its financial means; and, it will continue to make progress towards meeting its objectives in the Plan while utilizing its existing financial resources.

## **PRIORITIES AND GOALS**

Lead offices will be responsible for the reporting of progress in the execution and achievement of the specific goals. They do not necessarily hold individual departments accountable as this is the responsibility of the division directors and the Bishop's executive staff.

### **PROMOTE THE LIFE AND DIGNITY OF THE HUMAN PERSON**

As the first pillar of Catholic Social Teaching, the Diocese of Raleigh will affirm the intrinsic value of human life from conception to natural death and the dignity of every human being in a way that transforms the culture (USCCB priority, modified). In all of our ministries, to affirm life from conception to natural death is understood.

#### **Lead: Office of Human Life and Dignity**

**Goal A:** The Diocese will develop and implement a plan to reduce poverty through focused advocacy efforts with parishes and other partners in concert with the national effort led by Catholic Charities USA (CCUSA).

**Goal B:** The Diocese will provide resources for deanery/parish formation on the sacredness of human life from conception to natural death, and the inherent dignity of life throughout the life span, so that all baptized Catholics are able to act upon their baptismal call to serve and witness for the vulnerable, marginalized and poor.

**Goal C:** The Diocese will be a resource to parishes as they discern and develop ministries and social outreach responses to specific populations in their communities, such as services to the elderly and hospital ministry.

**Goal D:** The Diocese will create opportunities for college students to study Catholic moral teaching on the dignity of the human person and challenge university students to understand and practice Catholic doctrine.

**Goal E:** The Diocese will research and initiate a plan for youth and young adult pro-life education and action.

**Goal F:** The Diocese will work with parishes and community partners for justice for immigrants according to the USCCB comprehensive principles.

**Goal G:** The Diocese will implement a study to develop a strategic plan that will include objectives, initiatives and programs for the Office of Human Life and Dignity.

**Goal H:** The Diocese will plan and co-host (with Family Honor) a conference for the faithful in July, 2014.

**Goal I:** The Diocese will develop educational resources for the faithful addressing numerous bioethics topics.

**Goal J:** The Diocese will develop age appropriate parent guides for human sexuality (booklets) to assist parents in communicating the teachings of the Church to their children.

**Goal K:** The Diocese will engage the appropriate state level agency in order to create a more consistent structure for Catholic Ministry in prisons.

## **FOCUS ON FAITH FORMATION AND SACRAMENTAL PRACTICE**

The Diocese of Raleigh will continue to invite all Catholics to a deeper relationship with Jesus Christ in the Church through formation focused on Sacred Scripture, Tradition, and Sacraments, especially the Eucharist (USCCB priority).

### **Lead: Office of Catholic Formation and Evangelization**

**Goal A:** The Diocese will redesign the Catechetical Institute to better provide adult formation and education in the Catholic Faith.

**Goal B:** The Diocese will develop an evangelization plan, based on the New Evangelization and USCCB Strategic Plan, with emphasis on involving and reaching inactive Catholics and the un-churched.

**Goal C:** The Diocese will provide in-services, workshops and webinars to assist in the implementation of the new Diocesan Confirmation Norms.

**Goal D:** The Diocese will develop and coordinate liturgical formation and catechesis for parish liturgical ministers, including parish music ministers and various other ministerial groups of the Diocese.

**Goal E:** The Diocese will assist parishes in spiritually-based and effective direct social outreach and advocacy, by implementing training and providing technical support for organized and effective responses within the parish, including but not limited to developing local Councils of the Society of St. Vincent de Paul and Gabriel Projects.

**Goal F:** The Diocese will develop and put into practice Norms and Guidelines for Liturgical Ministers, including readers and cantors, and in addition develop and implement training and formation for same.

**Goal G:** The Diocese will provide training for parish leadership personnel responsible for the preparation of adults for the Sacrament of Confirmation.

**Goal H:** The Diocese will initiate a certification program for parish youth ministers and volunteers.

**Goal I:** The Diocese will provide formation/training resources to parishes and Diocesan staff to learn the appropriate pastoral responses to the needs of culturally diverse Catholic populations.

**Goal J:** The Diocese will investigate options to meet the transportation needs for youth in order to support participation in Diocesan formational and educational opportunities.

**Goal K:** The Diocese will offer training and resources for catechists instructing children with special needs and will increase disability outreach and awareness efforts.

**Goal L:** The Diocese will develop a program to provide formal mentoring to faith formation leaders, in particular leaders in rural parishes with limited resources. The program would include mentor training, guidelines for the mentoring process and annual reviews.

**Goal M:** The Diocese will develop and implement a Theology of the Body evangelization plan.

**Goal N:** In addition to parish-based programs, the Diocese will provide new web-based training opportunities for parish RCIA and RCIC team members.

**Goal O:** The Diocese will work to develop and provide programming for both pre-baptismal sacramental preparation and post-baptismal formation for parents to support sacramental life within the family.

## **PROMOTE CULTURAL DIVERSITY**

The Diocese of Raleigh will increase the Catholic community's understanding and acceptance of cultural diversity in the Church. The Diocese of Raleigh will also include diverse cultures in the life and leadership of the Diocese, parishes and other Catholic organizations (USCCB priority).

### **Lead: Office of the Vicar General**

**Goal A:** The Diocese will provide formation/training resources to priests, pastoral administrators and parish and Diocesan staff to learn appropriate pastoral responses to the needs of culturally diverse Catholic populations.

**Goal B:** The Diocese will assist schools in identifying, recruiting and supporting a more diverse population, both students and staff, within our Catholic schools.

**Goal C:** The Diocese will adapt curricula and assemble materials to conduct faith formation classes throughout the Diocese in the primary languages of the Diocesan population, currently English and Spanish.

**Goal D:** The Diocese will reflect the diversity of the Catholic population in its celebrations and workshops.

**Goal E:** Offices of Hispanic Ministry, African Ancestry and Youth Ministry of the Department of Catholic Formation and Evangelization will continue to collaborate to provide a united Diocesan Youth Ministry Program.

**Goal F:** Offices of Hispanic Ministry, African Ancestry and Youth Ministry of the Department of Catholic Formation and Evangelization will examine their leadership training programs for youth and adults to determine how they can work more effectively together, while being culturally sensitive to each of the communities.

**Goal G:** The Diocese will design a course on Cultural Diversity which will be part of the new faith formation initiatives.

## **PROMOTE VOCATIONS TO THE PRIESTHOOD AND CONSECRATED LIFE**

The Diocese of Raleigh will help individuals hear and respond to a call by God to the Priesthood or Consecrated Life through prayer and activities. The Diocese of Raleigh will also educate all of the faithful on the importance of encouraging others to consider a vocation to the Priesthood and Consecrated Life (USCCB priority).

### **Lead: Office of Vocations**

**Goal A:** The Office of Vocations will continue to design and implement retreats / pilgrimages for adults / high school students with the help of the Office of Youth Ministry, Office of African-American Ministry and Office of Hispanic Ministry and organize and conduct its first vocational retreat in Spanish.

**Goal B:** The Office of Vocations will promote a vocation culture where the call of Christ is considered paramount in the minds and hearts of His disciples by using forms of social media to teach about priesthood and consecrated religious life. Visitation to high schools, faith formation classes and college campuses will be conducted by the Vocation Auxiliaries to encourage the youth to listen to the call of Christ.

**Goal C:** The Office of Vocations will invite priests and religious to be personally involved in the invitation, discernment and formation of candidates for the priesthood by disseminating information to priests and educators regarding a recent document from the Congregation for Catholic Education entitled “Pastoral Guidelines for Fostering Priestly Vocations”.

**Goal D:** The Diocese will determine the long and short term financial resources needed to support seminarians and will seek ongoing support from the Knights of Columbus Councils in sponsoring seminarians through the RSVP program and hosting the annual Seminarians Summer Vocation Event.

**Goal E:** The Office of Vocations will continue to implement its Plan/Strategy for the Promotion of Vocations 2013-2014 (see Addendum at the end of the Diocesan Plan).

## **IMPLEMENT THE PASTORAL INITIATIVE ON MARRIAGE AND SUPPORT OF FAMILY LIFE**

The Diocese of Raleigh will inspire, challenge, and help Catholics to witness marriage as a natural institution founded by God and raised to the dignity of a Christian sacrament and to value children and family life. The Diocese of Raleigh will also work with other ecumenical and community leaders to enact laws and public policies that recognize marriage as a union of a man and a woman, strengthen family life and protect religious liberty (USCCB priority).

### **Lead: Office of Catholic Formation and Evangelization**

**Goal A:** The Diocese will continue to implement the USCCB Pastoral Initiative on Marriage by developing and offering a three year cycle of workshops throughout the Diocese which will focus on: 1) marriage as a vocation; 2) the family as domestic church; and, 3) marriage and the Eucharist.

**Goal B:** The Diocese will increase geographic accessibility to marriage counseling and other direct services that equip families: 1) to be healthy and safe environments for all family members and, 2) to achieve and maintain economic security, and provide these services in the primary languages of the Diocesan population.

**Goal C:** The Diocese will create a Marriage and Family Life Advisory Board with representatives of the eight deaneries to assist in the assessment of parish needs in building stronger marriages and supporting Catholic family life and also addressing the unique needs of military families.

**Goal D:** The Diocese will offer marriage enrichment opportunities throughout the Diocese including hosting a World Marriage Day speaker during the month of February.

**Goal E:** The Diocese will make use of technology to provide support/resources for families at home to strengthen their Catholic identity as Domestic Church.

**Goal F:** The Diocesan Offices of Youth Ministry and Marriage and Family Life will collaborate to initiate Catholic family events that encourage the families/youth to be outward signs of faith and to raise awareness of our Catholic presence in the community.

**Goal G:** The Diocesan Offices of Marriage and Family Life will collaborate with the Office of Human Life and Dignity to provide opportunities to increase knowledge of our families regarding Catholic teaching in the area of human sexuality and chastity.

**Goal H:** The Diocese will offer audio and visual pre-marriage, marriage and marriage support resources, including support for interdenominational couples, in English and Spanish.

**Goal I:** The Diocese will recruit competent Anglo and Hispanic volunteers to be trained as instructors in natural family planning methods.

## **PRACTICE THE EFFECTIVE STEWARDSHIP OF RESOURCES**

Recognizing that we are all stewards of God's gifts to us and are called to share God's gifts with our brothers and sisters in Christ, the Diocese of Raleigh is committed to the sharing of time, talent, and treasure throughout Eastern North Carolina. This will be achieved by offering various initiatives and programs that will engage the faithful in responding to those in need.

### **Lead: Office of Stewardship and Advancement**

**Goal A:** The Diocese will assist the faithful in understanding stewardship of time, talent and treasure and in developing active individual and parish responses. Attendance from the Diocese at regional and international stewardship conferences will increase.

**Goal B:** The Diocese will develop a formational component to help the faithful understand and put into practice all aspects of stewardship.

**Goal C:** The Diocese will evaluate the various fundraising activities of diocesan offices to better coordinate advancement efforts and improve overall success.

**Goal D:** The Diocese will continue to implement and evaluate strategies for informing parishioners on the impact of the BAA in order to provide accountability to donors, increase parish participation rates and make the process more efficient.

**Goal E:** The Diocese will continue to develop a donor-centered major gifts program.

**Goal F:** The Diocese will develop a comprehensive planned-giving program for long-term support with a full range of charitable gift options, including planned-giving support to parishes, schools, Catholic Charities and other diocesan ministries.

**Goal G:** The Diocese will promote advancement programs in higher education with Catholic alumni and parents of college and university students. Specifically, the Office will focus on campus ministries which do not have advancement programs.

**Goal H:** The Diocese will help schools with non-existent or emerging advancement efforts design more effective fund-raising practices, including the use of an annual campaign.

**Goal I:** The Diocese will be more proactive in assisting ministries and schools in applying for grants from local and national foundations.

**Goal J:** The Diocese will develop a strategy to improve the methods currently used for advertising internal grant opportunities available to parishes and ministries.

**Goal K:** The Diocese will improve the flow of parishioner information between the parishes and Diocese to ensure a high level of accuracy in contact information.

**Goal L:** The Diocese will increase awareness and use of the advancement online portal.

**Goal M:** The Diocese will promote prudent use of natural resources and care for the environment as part of responsible stewardship for all new construction projects.

## **PLAN FOR THE EFFECTIVE MANAGEMENT OF GROWTH**

The Diocese of Raleigh continues to be one of the fastest growing dioceses in the United States. The Diocese will develop plans to use its resources in the most efficient and effective manner to provide for the needs of the faithful in a continually changing environment (local priority).

### **Lead: Office of Chief Financial Officer/Chief Operating Officer**

**Goal A:** The Diocese will construct a new cathedral campus that will provide a sacred space for all the faithful, will enhance outreach programming to the poor, and will provide campus ministry for North Carolina State University.

**Goal B:** The Diocese will maintain ongoing support for smaller parishes in rural areas.

**Goal C:** The Diocese will take action to insure that it has access to capital funds necessary to provide loans to parishes for appropriate growth, as well as ongoing development of the Land Trust, the Diocesan Home Mission Society, and expansion of parishes facilities to keep pace with the growth in population.

**Goal D:** The Diocese will comprehensively study and implement a plan that will incorporate current technology to address parish needs.

**Goal E:** The Diocese will expand ministry to students on campuses where there is no established Catholic ministry.

**Goal F:** The Diocese will develop and implement a diocesan-wide marketing and public relations strategy for Catholic schools.

**Goal G:** The Diocese will gather statistical information on the number of practicing Catholics, growth projections for people moving into the state, and other relevant data in order to aid the decision making process regarding the manner in which the Diocese can best respond to ongoing growth in the population it serves.

## **ADDENDUM I**

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### **ON-GOING DIOCESAN SERVICES**

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**Extensive information for each office can be found on the Diocesan website**  
<http://www.dioceseofraleigh.org/home/> (click **Offices A-Z**).

#### **African Ancestry Ministry and Evangelization**

- AAMEN Youth Ministry
- Ngambi (Young Adult Ministry)
- Harambee Pilgrimage for African Ancestry Seniors (adults)
- African Ancestry Ministry and Evangelization Advisory Board
- Tuition assistance program for African Ancestry students enrolled in K-12 Catholic Schools in the Diocese of Raleigh
- MLK, Jr. Celebration
- African Heritage Celebration
- Native American Catholic Community

#### **Business Services**

- Oversight of the administration of financial controls such that the financial affairs of the Diocese are conducted with integrity and are consistent with generally accepted accounting principles
- Architectural advice and advice on new construction and renovation at parishes and schools
- Computer consultation
- Parish Deposit and Loan Program
- Parish accounting related services
- Liaison with Diocesan Finance Council and Diocesan Building and Real Estate Commission
- Stewardship of the temporal assets of the Diocese

#### **Campus Ministry**

- Seven Priests and one Sister are currently assigned to seven campuses: Duke, East Carolina, Elon, NC Central, NC State, UNC-Chapel Hill, and UNC-Wilmington
- Four lay professional campus ministers are working in the Diocese
- Small campus outreach program
- Leadership formation program for student campus leaders

## **Catholic Charities**

- Direct Social Services
- Individual, marital and family counseling
- Pregnancy services
- Enhancing family economic security
  - Employment support
    - Resume writing/ revisions
    - Job search support
    - Employment interview preparation
  - Budgeting and financial literacy education, including foreclosure prevention
- Family health and safety
  - Access to health care
  - Enrolling in health insurance/ Medicaid/ Medicare
  - Identifying medical home/ primary care rather than Emergency Room
  - Response to family/ domestic violence
  - Prevention education
  - Develop safety plans
  - Parenting classes and guidance
- Access to child safety and health/ hygiene items
- Emergency assistance
  - Food
  - Funds for utilities/ housing
  - Funds for prescriptions
  - Clothing for children
  - Infant and baby items, including diapers and formula
- Information and referral with follow-up outreach
- Immigration services
- Adoption services
- Disaster response
- Resources to parishes/ communities
- Assessment of needs and development of responses
- Formation, planning, and training with social outreach volunteers and advocacy committees in parishes
- Coalitions to address priority community needs and advocate for change
- Facilitation of support for self-help groups
- Consultation with parishes and Catholic schools in crisis, loss, or mental health issues
- Disaster planning and response

## **Catholic Schools**

- Professional licensing services
- Curriculum, testing, and student assessment services
- School accreditation
- Early childhood center validation
- Staff development
- Policy development
- Legal assistance and consultation services

## **Chancery**

- Oversight of the permanent records of the Curia or Diocesan staff
- Diocesan archives
- Permissions and dispensations for marriages
- Oversight of all marriage records
- Canonical consultant to the Bishop

## **Child and Youth Protection**

- Assurance that all allegations of sexual abuse of a minor are promptly and appropriately received, processed, and reported in accord with established Diocesan policies and procedures, Church and civil/criminal law
- Collaboration with experienced and qualified Diocesan staff and community individuals to research and recommend programs to ensure a safe environment for minors
- Oversight of the implementation, monitoring, and maintenance of the programs throughout the Diocese that ensure compliance to the *Charter for the Protection of Children and Young People* (USCCB, 2003) and the *Diocese of Raleigh Policies for the Protection of Children and Young People*. This includes a compassionate response to victims of abuse by those representing the Catholic Church.

## **Communications**

- External and internal communications
- *NC Catholics* Magazine
- Diocesan Website
- Multi-media productions (video and radio, podcasts)
- Video and print coverage of Diocesan liturgies, conferences and events for informational and educational purposes

## **Formation and Evangelization**

### **Marriage and Family Life**

- *National Pastoral Initiative for Marriage* (USCCB, 2008)
- Marriage preparation, enrichment and support
- Family Life Enrichment: Baptism and Beyond
- Natural Family Planning (NFP) education for marriage preparation

### **Lay Ministry**

- Rite of Christian Initiation of Adults (RCIA)
- Master Catechist certification
- Specialized ministry training
- Advanced studies in theology degree and certificate programs
- Lay ecclesial ministers—Lay Ecclesial Ministers' Association (LEMA)
- Co-chairs the annual Catholic Convocation

### **Catechetical Formation**

- Catechesis of children in sacramental preparation
- Formation of faith formation directors and catechists
- Co-chairs the annual Catholic Convocation
- *Doorways to Formation in the Faith*
- Elementary through high school catechesis

### **Youth Ministry**

- Training and leadership development for parish youth ministers, youth leaders and volunteers
- Planning youth conferences, pro-life rallies, summer camps, retreats, national events for youth grades 6-12
- Development of resources for comprehensive ministry with youth
- Training for Confirmation retreats
- Ministry resources and support for youth ministry leaders

### **Evangelization**

- Evangelization to parishes especially those with limited resources
- Leadership training
- Young adults
- Returning Catholics

### **Hispanic Ministry**

- Welcome of peoples of every race, tongue, and culture, rich and poor alike, at both parish and Diocesan levels
- Encouragement and help to Pastors/Pastoral Administrators to strengthen parish ministry to the Hispanic community through parish visits
- Provision of information on Hispanic culture and history, especially in terms of liturgical and religious celebrations
- Encouragement of the Hispanic community to participate in pastoral councils and promotion of the continuing formation of Hispanic parochial leaders
- Advocacy for justice for immigrants and the right to life

### **Human Resources**

- Talent acquisition
- Compensation and benefits management
- Employee relations
- Training and development
- Policy and procedure and process improvement
- Organizational design and development

### **Office of the Permanent Diaconate**

- Human, intellectual, spiritual and pastoral formation of candidates for ordination to the Permanent Diaconate
- Supervision and continuing formation of permanent deacons serving in the Diocese of Raleigh
- Reception of permanent deacons incardinated in other Dioceses who are seeking to exercise their ministry in the Diocese of Raleigh

### **Office of Divine Worship**

- Assistance to the Bishop in his role as the principal liturgist of the Diocese
- Coordination of all Episcopal and Diocesan liturgies
- Recommendations and formation of particular norms, practices, guidelines in keeping with the liturgical praxis and norms of the Church
- Provision of resources on liturgical matters for the Bishop, parishes of the Diocese, and other Diocesan ministry offices
- Implementation of catechesis and liturgical formation on the parish, deanery and Diocesan levels in collaboration with other Diocesan ministries

### **Respect Life/ Office of Human Life and Dignity**

- Advocacy for the dignity of the human person at all stages and conditions of life
- Planning, development and resources for the Respect Life Committees in parishes
- Education on Pro-Life Catholic teaching for all stages and conditions of life
- Project Rachel services
- Referral to and support of pregnancy care centers
- Awards Respect Life Grants annually
- Theology of the Body faith formation and evangelization
- Resources and programs supporting, protecting and proclaiming “persons as gifts”
- Education on Catholic Social Teaching and current applications, e.g., justice for immigrants, policies for economic justice, pro-life advocacy

### **Retreat Centers**

- Avila Retreat Center
- Short Journey Retreat Center

**Stewardship and Advancement**

- Administration of diocesan grant programs
- Implementation of the Bishop's Annual Appeal (BAA)
- Implementation of diocesan capital campaigns
- Major gifts program
- Planned-giving program
- Provide resources for parish special collections
- Provide resources for parish capital campaigns
- Provide resources to parishes to increase offertory
- Establishment of foundation and endowment funding

**Tribunal**

- Determination of marriage cases submitted for nullity or dissolution
- Determination of the free status of persons to be married in the Catholic Church

**Vocations**

- Implementation of the Diocesan strategic Plan for the promotion of vocations
- Vocations awareness programs for youth and adults
- Ongoing seminarian formation program
- Discernment programs
- Establishment of prayer opportunities for increases in vocations to the Priesthood and Consecrated Life

**ADDENDUM II**  
**DIOCESE OF RALEIGH**  
**STRATEGY/PLAN FOR THE PROMOTION OF VOCATIONS**

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- I. General Overview: (Taken from USCCB - *Future Full of Hope*)
1. To build a positive climate for vocations to the priesthood and religious life. This means that we are trying to foster a vocation culture in which the call of God is paramount.
  2. “Vocations are part of the shared responsibility of all God’s people in building community and working together for effective mission as Church.”
  3. “In developing a National Strategy, we affirm that the best vocation program is the priest himself – a priest who is committed, faithful, joyful and prayerful in the exercise of his ministry.”
- II. Goals and Strategies for the Four Categories (taken from *Pastores Dabo Vobis*):
1. Prayer - “The Church must never cease to pray to the Lord of the harvest that he send laborers into his harvest (Cf. Mt 9:38).”
    - a. World Day of Prayer for Vocations (4th Sunday of Easter)
    - b. First Friday Holy Hours for Vocations
    - c. Parish Chalice / Crucifix Program
    - d. Prayer Cards – Prayer by Name
  2. Awareness/Promotion - “She must propose clearly and courageously to each new generation the vocational call...”
    - a. National Vocations Awareness Week/Catholic Schools Week
    - b. Vocations poster
    - c. Web page and *NC Catholic* (on-going advertisement)
    - d. Visitation of parishes/schools/Campus Ministry
    - e. Parish vocation liaisons/school liaisons
    - f. St. Andrew Dinners and Holy Hours for Vocations
    - g. Vocations summer event (Men in Black)
  3. Discernment “...help people to discern the authenticity of their call from God and to respond to it generously...”
    - a. Interviews
    - b. Discernment Groups
      1. Men’s Priesthood Discernment Group - monthly meetings/annual pilgrimage
      2. Quo Vadis (High School) - monthly meetings/annual Lenten Retreat, admissions board/application process
- B. Formation “...and give particular care to the formation of candidates for the priesthood.”
1. Seminary visitation
  2. Summer assignments
  3. Seminarians’ Retreat and Priests and Seminarians’ annual dinner

**THE CATHOLIC DIOCESE OF RALEIGH**  
**Pastoral Plan**  
**January 2014 - December 2016**

