

# Synod Pastoral Initiatives

## 1 EVANGELIZATION *Faith Formation*

*“To this end he has [also] called you through our gospel to possess the glory of our Lord Jesus Christ. Therefore, brothers and sisters, stand firm and hold fast to the traditions that you were taught, either by an oral statement or by a letter of ours.” (2 Thess 2:14–15)*

*“A means of evangelization that must not be neglected is that of catechetical instruction...It is necessary above all to prepare good instructors—parochial catechists, teachers, parents—who are desirous of perfecting themselves in this superior art, which is indispensable...” (Evangelii Nuntiandi, 44)*

### Synod Pastoral Initiative 1

**Promote** the mission and ongoing development of Catholic schools, “the most effective means available to the Church for education of children and young people” (*To Teach as Jesus Did*, #118) as they strive to fulfill their role of teaching the faith, building community, promoting Christian service and supporting parents as the “primary educators” of their children. Invite the faithful to support Catholic schools, recognizing that “They can contribute to making Catholic schools true communities of faith in which the formational efforts of Catholic families are complemented, reinforced and extended.” (*To Teach as Jesus Did*, NCCB, November 1972)

**Educate** the faithful in understanding that the entire mission of the Church is “concentrated and manifested in evangelization” and provide them with opportunities to deepen their relationship with Jesus Christ, embrace their call to holiness, form communities of faith and exercise their baptismal call to be priest, prophet, king and servant.

**Provide** models of evangelization and catechesis that are sensitive to age, gender, ethnicity and culturally specific issues to facilitate the appropriation and internalization of the foundations of our faith: worship, word, community and service.

**Provide** resources for programs of evangelization and catechesis that support and strengthen the Domestic Church to hand on the faith to the next generation, including such programs as family catechesis and whole community catechesis.

**Provide** resources for adult catechesis which mediate the founts of our Catholic faith—Scripture, Tradition, Magisterium—through the life situations of the faithful; also provide resources for small Christian communities as a means of supporting the faithful as they face the challenges of their Christian journey.

**Develop** and promote a Ministry of Hospitality to ensure that our parishes are true communities of faith that recognize the blessing of our rich diversity of backgrounds and experiences; welcome, honor and involve all in the life and work of the Church and reach out in welcome to the larger community.

**Provide** innovative means, methods and resources for faith formation, evangelization and spiritual sustenance including the use of well maintained diocesan and parish web sites, teleconferencing and other emerging technologies.

### Objectives for Implementation *Parish/Parish Clusters/Deanery Level*

1. **Establish** a Faith Formation Advisory Committee that includes representatives from all levels of religious formation. Consider hiring a full-time Faith Formation Coordinator to assist and coordinate catechetical leaders within a cluster of parishes or deanery, whose role would be to assist those leaders in establishing and coordinating religious formation and education programs.
2. **Provide** opportunities for parent formation while their children attend religious education classes, thus supporting parents as the primary educators of their children in the faith and strengthening them in their role as leaders of the Domestic Church.
3. **Develop** and maintain parish/deanery web sites which highlight and provide information on opportunities for spiritual growth, evangelization and faith

“After months of planning and anticipation, the Synod exceeded my expectations. The coming together of so many diverse people that connected in a spirit of openness and collaboration was truly inspiring. I felt the solidarity of people who serve God and the Church...laity, religious, and clergy.” – Fr. Leon Juchniewicz, age 50

formation. Provide information on programs that are available on the Internet and how to access them.

4. **Provide** catechetical opportunities, including liturgical celebrations, small Christian Communities and service opportunities, recognizing multi-cultural, inter-generational and other special needs, by promoting parish, cluster and deanery collaboration.
5. **Utilize** the gathering of families for Sunday Eucharist to strengthen faith within the family, such as: homilies that connect scripture with family life (when texts and context make it possible), catechetical moments before and after the Mass, family catechetical programs after Sunday liturgy, and family social events combined with scripture sharing.
6. **Develop** a deep appreciation of Catholic school education and formation as a gift to the diocesan community as a whole and promote efforts to sustain the Catholic school system as a benefit to future generations.
7. **Select** and promote resources for ongoing adult education and faith formation based on the authentic

teaching of the Church, including the *U.S. Catholic Catechism for Adults*, approved by the U.S. Bishops in November 2004. These resources/programs will be available at least within every deanery.

8. **Reach** out to all those who are hurting or healing, helping them to overcome challenges and adversity, especially divorced Catholics who are disheartened. Offer them hope by providing educational information through brochures, the media and the Diocesan web site. Reduce processing time, and offer guidance and personal support by training parish laity and staff to enhance the Diocese's limited resources for the annulment process.
9. **Invite** parents to attend programs such as “Nurturing and Being Nurtured”, “Couples for Christ” and other programs which assist parents and guardians in their role as the “foremost catechists” of their children.
10. **Promote** and provide resources and guidance in the development of small faith sharing groups, or similar structures, to build a sense of community and a spirit of inclusiveness.



## 2 VOCATIONS

*“At the sight of the crowds, his heart was moved with pity for them because they were troubled and abandoned, like sheep without a shepherd. Then he said to his disciples, “The harvest is abundant but the laborers are few, so ask the master of the harvest to send out laborers for his harvest.” (Mt 9:36–38)*

*“The duty of fostering vocations falls on the whole Christian community, and they should discharge it principally by living full Christian lives. The greatest contribution is made by families which are animated by a spirit of faith, charity and piety and which provide, as it were, a first seminary, and by parishes in whose abundant life the young people themselves take an active part.” (Optatam Totius, 2)*

### Synod Pastoral Initiative 2

**Develop** an integrated pastoral plan for the fostering of vocations to the priesthood and religious life including diocesan-wide opportunities such as:

- Retreats, seminars and prayer experiences tailored to the needs of various age groups, ethnic communities, and languages
- Parish wide education on the role of priests and religious within the church
- A reaffirmation of the local faith community’s responsibility to pray for vocations and to call forth and nurture vocations

**Develop** an aggressive and creative vocation ministry team on the Diocesan level, to promote vocations among youth and young adults. They will function in coordination with parish priests, who are to exercise their role as parish vocation directors and models of priestly life.

**Encourage** and support priests currently ministering in the diocese by providing opportunities for ongoing spiritual development, professional growth and education to assist them in their pastoral and administrative duties.

**Identify** dioceses in the United States with growing numbers of vocations, study their modes of vocational recruitment and replicate their best practices.

## Objectives for Implementation

*Parish/Parish Clusters/Deanery Level*

1. **Strengthen** parish vocation committees, and activate parish vocation committees where they do not already exist. Committees are to be resourced by the diocesan Vocation Office, who will make readily available for interested persons at each parish materials on vocations (e.g. prayers on vocations and on discerning one’s vocation, brochures, videos, written and audio testimonials, contacts, etc.). Additionally, the parish vocation committees should launch prayer campaigns for vocations and foment discussion at all levels. They should watch for and encourage promising youth of the parish to consider a vocation.
2. **Encourage** the faithful to attend daily Mass by coordinating Mass schedules of parishes in a cluster, encouraging the faithful to include prayer for vocations as a personal intention at Mass. Using the cluster concept, coordinate a rotation of parishes to promote the Adoration of the Blessed Sacrament specifically for an increase in vocations. Encourage the vocation cross program in parishes.
3. **Provide** assistance to parents to encourage vocations within their own families.
4. **Support** and promote existing church groups and programs that already promote vocations, e.g., Serra Club, altar server ministry, youth groups, boys and girls club associations, retreat experiences of many types; and including programs of the diocesan Office of Vocations—Operation Andrew, Operation Miriam, Called by Name, Come and See, Busy Students Retreats.
5. **Provide** creative social, spiritual, and educational opportunities for priests and religious to share their personal vocation stories and experiences in ministry with parishioners and, especially, with youth.
6. **Identify** priests, religious and lay ministers who are willing and able to assist in educating, animating, mentoring and providing spiritual direction for individuals interested in seriously discerning their vocation to the priesthood or religious life within their deanery.

**“The liturgies were splendid. To be surrounded by 400 singing fellow Catholics was a dream. We came away joyful and faith enriched.”**  
**– Marion Slakey, age 74**

# 3 COLLABORATIVE MINISTRY AND SHARED RESPONSIBILITY

*“Finally, brothers and sisters, rejoice. Mend your ways, encourage one another, agree with one another, live in peace, and the God of love and peace will be with you.” (2 Cor 13:11)*

*“In exercising the care of souls parish priests and their assistants should carry out their work of teaching, sanctifying and governing in such a way that the faithful and the parish communities may feel that they are truly members of both the diocese and of the universal Church. They should, therefore, collaborate both with other parish priests and with those priests who are exercising a pastoral function in the diocese (such as deans) or who are engaged in works of an extra-parochial nature, so that the pastoral work of the diocese may be rendered more effective by a spirit of unity. Furthermore, the care of souls should always be inspired by a missionary spirit, so that it extends with due prudence to all those who live in the parish. And if the parish priest cannot make contact with certain groups of people he should call to his aid others, including laymen, to assist him in matters relating to the apostolate.” (Christus Dominus, 30)*

## Synod Pastoral Initiative 3

**Provide** opportunities for ongoing consultation and collaboration between the Priests’ Council and the Diocesan Pastoral Council; and between parish pastoral councils on a deanery level.

**Evaluate** the current deanery structure or clusters within deaneries, in order to enable parishes to assist one another through collaborative sharing of ideas, resources, ministries and responsibility for the larger community. Provide a staff person to assist deans in calling two or three meetings a year, preparing an agenda and facilitating the meetings and sharing.

**Provide** the laity with opportunities for participation in various parish ministries, pastoral planning, shared responsibility and decision-making.

**Promote** successful stewardship models that will engage all members of the faith community in sharing their time, talents and resources as a mature response to their baptismal call.

**Foster** and support regional collaboration between parishes, other churches, faith-based or community-based organizations and public entities. Encourage a whole-hearted response to the Annual Catholic Appeal and other funding sources to meet the needs of the poor and vulnerable.

**Provide** inter-cultural formation opportunities and promote collaboration of ministries within parishes, parish clusters and deaneries.

**Ensure** that every parish has a pastoral council and a finance council.

## Objectives for Implementation

### Parish/Parish Clusters/Deanery Level

1. **Train** parish teams of priests, staff members and lay leaders in models of collaborative leadership, processes for strategic planning, meeting facilitation, policy implementation.
2. **Consider** conducting periodic parish “speak-up” sessions as a tool for pastoral planning.
3. **Establish** and maintain genuine collaborative leadership in each parish through active, ongoing pastoral councils and finance councils, including mechanisms to keep parishioners informed, ensuring good communication and trust within the parish community.
4. **Invite** pastors and pastoral council representatives to meet together, by cluster or deanery, for the purpose of reflecting on the spiritual and material benefits of collaboration among parishes; to identify common program/ministry areas in which they might work together; and to exchange ideas, experiences and “best practices.”
5. **Establish** a ministry of hospitality which includes training for lay ministers on cultural and other forms of diversity as well as an understanding of experiences that help people to feel welcome at church and connect them to parish life and parish ministries.

6. **Advertise** and promote existing programs for re-turning Catholics through parish bulletins, web sites, *The Catholic Herald*, and other available public media.
7. **Promote** the sharing of resources at the Deanery/Cluster level to include personnel and programs.

## 4 EUCHARIST AND SACRAMENTS

*“While they were eating, Jesus took bread, said the blessing, broke it, and giving it to his disciples said, ‘Take and eat; this is my body.’ Then he took a cup, gave thanks, and gave it to them, saying, ‘Drink from it, all of you, for this is my blood of the covenant, which will be shed on behalf of many for the forgiveness of sins.’”*  
(Mt 26: 26-28)

*“From the liturgy, therefore, and especially from the Eucharist, as from a font, grace is poured forth upon us; and the sanctification of people in Christ and the glorification of God, to which all other activities of the Church are directed as toward their end, is achieved in the most efficacious possible way.”* (Sacrosanctum Concilium, 10)

### Synod Pastoral Initiative 4

**Provide** and foster opportunities for sacramental catechesis at all levels of church life in order to deepen the awareness among the People of God that it is in and through the sacraments that they worship God, are sanctified, built up as the Body of Christ and sent forth to proclaim and live the Good News of salvation.

**Formulate** and implement a process of prayer and formation focused on the Eucharist, the “source and summit of the Christian Life” beginning with the Year of the Eucharist.

**Provide** leadership and ministry training, including segments of multi-cultural spirituality and prayer expressions, for those called to liturgical ministries, including the re-establishment of an annual Liturgical Formation Conference.

**Renew** the Eucharistic Community’s commitment to act for justice, walk in solidarity with the poor and hungry, advocate for public policies that protect the lives of

unborn children and the elderly, to work for peace and a non-violent society, and to pray that God will hasten the displacement of the culture of death by the culture of life and love that is His will for us.

**Cultivate** a lively awareness of Christ’s presence in the poor and marginalized, in the community of the baptized, and in the Eucharist which we hold in faith to be the real presence of the Lord.

### Objectives for Implementation

#### Parish/Parish Clusters/Deanery Level

1. **Develop** models for age-appropriate sacramental catechesis on all seven Sacraments and provide training for those entrusted with the responsibility for sacramental formation, including the following:
  - Models for marriage preparation and support for newly married couples.
  - Models for the preparation of parents and godparents prior to infant Baptism, as well as post-Baptism support for parents, First Communion, First Penance and Confirmation, forming parents in their role as the first educators of their children and as leaders of the Domestic Church.
2. **Provide** on-going “mystagogical catechesis” of the parish community by fostering awareness among the community of the presence of Christ in the Liturgy of the Word, the assembly, the presider and in the Eucharist. Foster internal participation in the liturgy and union of mind and heart with the action of Christ.
3. **Coordinate** weekday Mass schedule in clusters or deaneries to increase opportunities for attendance at daily Mass. Likewise, coordinate parish schedules in order to provide opportunities for more frequent celebration of the Sacraments of Reconciliation and Anointing of the Sick.
4. **Provide** a diversity of prayer experiences, including celebration of the Liturgy of the Hours, opportunities for celebrating cultural feast days appropriate to the parish community, recitation of the rosary, benediction, ecumenical prayer services in parishes or deaneries to foster Christian unity and understanding.
5. **Provide** training for parish liturgical ministers, including orientation to the Vatican II liturgical documents, the Rites and the General Instruction on the Roman Missal.

6. Recruit, support and train youth and young adults for liturgical ministry, including extraordinary ministers of Holy Communion and lectors. Normally, they are to be at least 16 years old and fully “initiated.”
7. Support and increase ministry teams for the sick, homebound and the bereaved.
8. Foster and support devotional practices which flow from and lead to the Eucharistic table, including Adoration of the Blessed Sacrament.

## 5 FORMATION FOR LAY MINISTRY AND LAY APOSTOLATE

*“There are different kinds of spiritual gifts but the same Spirit; there are different forms of service but the same Lord; there are different workings but the same God who produces all of them in everyone. To each individual the manifestation of the Spirit is given for some benefit.”*  
(1 Cor 12:4-7)

*“Offering an obvious example of the apostolate on the community level is the parish, inasmuch as it brings together into a unity the many human differences found within its boundaries and draws them into the universality of the Church.”*  
(*Apostolicam Actuositatem*, 10)

### Synod Pastoral Initiative 5

**Promote** that apostolate that is utterly unique to the lay faithful, the apostolate of the marketplace or the apostolate of the workplace. “God calls the individual lay faithful, each one personally by name,” and entrusts that person with a unique task which cannot be done by another, namely, to be the soul that animates its work community, and reaches the hearts of neighbors, friends and colleagues through “letting its light shine before them through its good works.” Equip the lay faithful with the skills and knowledge to be individual apostles where they work and where they live. (See Pope John Paul II, *Christifideles Laici, The Lay Members of Christ’s Faithful People* §28)

**Design** and establish a lay training program that will provide opportunities for adults throughout the diocese to become more knowledgeable about the Catholic faith, to grow spiritually, and to receive training for specific ecclesial ministries within the community of faith. Participants will be challenged to transform the secular world after the mind of Christ through living their faith in their daily lives at home, in the parish community and through their profession in the marketplace.

**Ensure** that lay formation and training courses are financially affordable and offered in various regions of the diocese, including the use of on-line catechetical formation and use of teleconferencing.

**Establish** criteria for certification in specific ministries and provide and/or sponsor in-service opportunities to obtain such certification.

**Promote** the Lay Apostolate to assist the laity to put into practice their specific call to transform the secular world in Christ; encourage the establishing of Catholic professional organizations.

### Objectives for Implementation

#### Parish/Parish Clusters/Deanery Level

1. **Promote** the programs of the Lay Formation Institute/Instituto Hispano, using parish bulletins and pulpit announcements.
2. **Cultivate** in the lay faithful a sensibility that each one of them is personally called by God to accept responsibility for that apostolate which is singularly unique to the vocation of a lay person, and can be accomplished by lay people alone, namely, the apostolate of the workplace and of the marketplace. Equip them with the skills and knowledge needed to be individual apostles there.
3. **Encourage** lay ministers to obtain certification through the Institute/Instituto and assist them financially, if necessary.
4. **Invite** parish pastoral councils to assume responsibility for promoting the programs of the Lay Formation Institute/Instituto Hispano as part of their role in pastoral planning.

## 6 YOUTH AND YOUNG ADULTS

*“He went down with them and came to Nazareth, and was obedient to them; and his mother kept all these things in her heart. And Jesus advanced [in] wisdom and age and favor before God and man.” (Lk 2:51-52)*

*“From the marriage of Christians, there comes the family in which new citizens of human society are born. By the grace of the Holy Spirit in Baptism, these are made children of God so that the People of God may be perpetuated throughout the centuries. The family is, so to speak, the domestic Church. In it parents should, by their word and example, be the first preachers of the faith to their children. They must foster the vocation which is proper to each child, and this with special care if it be to religion.” (Lumen Gentium, 11)*

### Synod Pastoral Initiative 6

**Establish** as a priority the development, support and funding of a comprehensive youth and young adult ministry which accomplishes the following:

- Empowers youth and young adults to live as disciples of Jesus Christ, leading to Christian maturity
- Draws youth and young adults to responsible participation in the life and mission of the Catholic faith community
- Encourages youth and young adults to be part of a peer community that nurtures their personal and spiritual growth toward becoming healthy, competent, caring and faith-filled Catholics

Above adapted from *Renewing the Vision*, pp. 9, 11, 15 [NCCB, 1997 and *Sons and Daughters of Light*, pp. 28, 33, 36, 37]

**Establish** a training program, respecting the variety of cultural diversity in our Diocese, for adults serving as youth ministry leaders and/or young adult ministry leaders.

**“I came away from the Synod feeling respected, embraced and satisfied, having grown a great deal spiritually. This experience was the most rewarding I have had, and I know it will influence my decisions for the rest of my life.” – Zoe Jones, age 17**

**Develop** and maintain an active/dynamic web site for Youth and Young Adult Ministries, including the option for parishes to utilize a page for their youth and young adult ministries efforts.

### Objectives for Implementation

#### Parish/Parish Clusters/Deanery Level

1. **Establish** a committee at the deanery level consisting of youth and young adult ministry coordinators, drawing from the parishes of the deanery. They will meet and facilitate the sharing of resources, encouraging the involvement of laity, parents and families, and collaborating on joint programs and events.
2. **Develop** a strategic plan of opportunities and encourage the participation of youth and young adults in faith formation programs, extended trips, national and regional conferences, liturgy, retreats and service experiences and World Youth Day.
3. **Develop** a multi-year implementation plan for young adult ministry social gatherings, education opportunities and faith formation programs.
4. **Provide** opportunities for youth and young adults to participate meaningfully in the life of the parish in all aspects of parish ministries (e.g., liturgy, outreach, service, community life and inter-generational activities).
5. **Establish** appropriate financial support at the parish level for implementation of Youth and Young Adult Ministry.

# 7 SOCIAL SERVICE AND SOCIAL JUSTICE MINISTRY

*“Jesus said to him, ‘If you wish to be perfect, go, sell what you have and give to [the] poor, and you will have treasure in heaven. Then come, follow me.’” (Mt 19:21)*

*“There is a growing awareness of the exalted dignity proper to the human person, since he stands above all things, and his rights and duties are universal and inviolable. Therefore, there must be made available to all people everything necessary for leading a life truly human, such as food, clothing, and shelter; the right to choose a state of life freely and to found a family, the right to education, to employment, to a good reputation, to respect, to appropriate information, to activity in accord with the upright norm of one’s own conscience, to protection of privacy and rightful freedom, even in matters religious.” (Gaudium et Spes, 26)*

## Synod Pastoral Initiative 7

**Encourage** the development in every parish of an integrated model of social ministry, which makes known and accessible the principles and values of Catholic Social Teaching and assist parishioners to act on these principles in four specific, complementary areas: charity and outreach/direct service; legislative advocacy; global solidarity; community organizing and development. (*Communities of Salt and Light: Reflections on the Social Mission of the Parish*, Washington, D.C.: United States Catholic Conference, 1994)

**Promote** vigorously the defense and protection of human life, at every stage of its existence, from conception to its natural end in death, as the fundamental and basic human right, founded in the natural law, and thus accessible to the mind of every human being by the unaided light of reason, while being itself the indispensable foundation of every other natural and human right.

**Ensure** an ongoing commitment to the advancement of the social mission of the church as a constitutive mandate of the gospel and fundamental to our Catholic faith: to serve “the least of these;” to “hunger and thirst for justice;” to be a “peacemaker;” to protect human life;

to promote human dignity; to defend those who are poor; and to seek the common good.

**Promote** culturally sensitive pastoral programs and processes at every level of diocesan life.

## Objectives for Implementation Parish/Parish Clusters/Deanery Level

1. **Advocate** the importance of preaching Catholic Social Teaching on a regular basis, developing social ministry in parishes, supporting the work of social service agencies and utilizing available resources to support this ministry.
2. **Encourage** priests and deacons of each parish to look for opportunities provided by the liturgy to preach the social teaching of the Church in a non-partisan way.
3. **Invite** every member of every faith community to assume freely, as a God-given call in our day and age, the personal responsibility to promote the defense and protection of every human life, from conception to its natural end in death.
4. **Convene**, on an annual basis, a regional gathering of parish social service ministries, social service ministries of other denominations, community social service agencies, etc., to build relationships, share information and explore areas of collaboration to ensure broad-based service.
5. **Sponsor** study groups or forums on local issues, such as homelessness, unemployment, health insurance, immigration issues, etc., within parishes, parish clusters or deaneries.
6. **Encourage** deacons to be actively involved in the development of social ministry which flows from their ordination to “diakonia” and to take leadership in developing integrated social ministry.
7. **Design** formation and training programs for parish social service ministry teams, and provide the necessary assistance to deaneries or parish clusters for the development of these teams.
8. **Utilize** a web site as an important method of communicating with the faithful regarding Catholic social ministry.

## 8

## CULTURAL DIVERSITY

*“Although I am free in regard to all, I have made myself a slave to all so as to win over as many as possible... To the weak I became weak, to win over the weak. I have become all things to all, to save at least some. All this I do for the sake of the gospel, so that I, too, may have a share in it.”*  
(1 Cor 9:19-23)

*“The Church learned early in its history to express the Christian message in concepts and language of different peoples and tried to clarify it in the light of the wisdom of their philosophers: it was an attempt to adapt the Gospel to the understanding of all people... Indeed, this kind of adaptation and preaching of the revealed Word must ever be the law of all evangelization. In this way it is possible to create in every country the possibility of expressing the message of Christ in suitable terms and to foster vital contact and exchange between the Church and different cultures.”* (Gaudium et Spes 44)

### Synod Pastoral Initiative 8

**Recognize** and celebrate the multi-cultural diversity within the local church while striving to achieve unity, the greatest expression and sign of our Catholic faith.

**Welcome** and acknowledge all persons, regardless of race, culture, language or nation, and respect and recognize our common faith in Jesus Christ as we work towards solidarity and the building of relationships that are open, just, loving and a source of enrichment to all.

**Promote** patience and understanding of the reality of recent immigrants who have only begun the long process of acculturation and integration and who are dependent on their native language and customs for worship and expression of their faith and whose circumstances tend to keep them apart from other parishioners.

**Provide** programs, seminars, retreats and workshops for clergy, religious and lay leaders that prepares and reinforces a foundation for building mutually enriching relationships in pastoral, liturgical, social and culturally diverse communities of faith.

**Develop** models which highlight the diverse cultural expressions of the faithful and, in particular, recognize the major feasts that have both cultural, religious and historical significance for these populations.

**Explore** and develop ways to build bridges between the various cultures and appoint leaders of ethnic communities to positions of leadership on councils, commissions and committees at the diocesan level.

**Host** and model well prepared multi-cultural liturgies and social gatherings that are inclusive and respectful of the richness of the ethnic populations and promote unity.

### Objectives for Implementation

#### Parish/Parish Clusters/Deanery Level

1. **Form** a parish community that is characterized by a climate of hospitality which is inclusive and welcoming of all cultural/ethnic groups in the parish.
2. **Encourage** and facilitate, on the parish/cluster/deanery level, opportunities for parishioners, religious and clergy of all ethnic/cultural groups to listen to each other's stories, experience each other's cultures and create unity in diversity.
3. **Convene**, on an annual basis, the leadership of all cultural/ethnic organizations in the parish/cluster/deanery to assist it building relationships, sharing information and exploring ways and means to collaborate as a Christian community.
4. **Sponsor** study groups/seminars/workshops which would specifically address the richness of diversity and the opportunities this presents for enlivening the faith community as a whole.
5. **Host** well prepared multi-cultural liturgies and celebrations that are truly representative of the cultural values and faith traditions of the diverse groups.
6. **Ensure** that there is representation on parish pastoral councils, parish finance councils, etc., which reflects the ethnic diversity of the parish population.
7. **Examine** current parish structures, facilities, schedules, programs and allocation of financial resources to ensure fairness and equality in responding to the express needs of particular communities within the parish community.