

2008 ACTION PLAN

Diocese of Oakland Pastoral Plan *Our Call to Holiness*

Action: Diocesan Coordinator of Stewardship (COS) by July 2008 will conduct an extensive survey of “Best Practices” in the parishes and determine which would be most suitable for our parishes to build the foundation for the future. *Metric:* “Best Practices” published and presented to all Pastors and selected lay leaders.

Action: COS by December 2008 will form a Diocesan Stewardship Commission. *Metric:* Commission formed and charter developed.

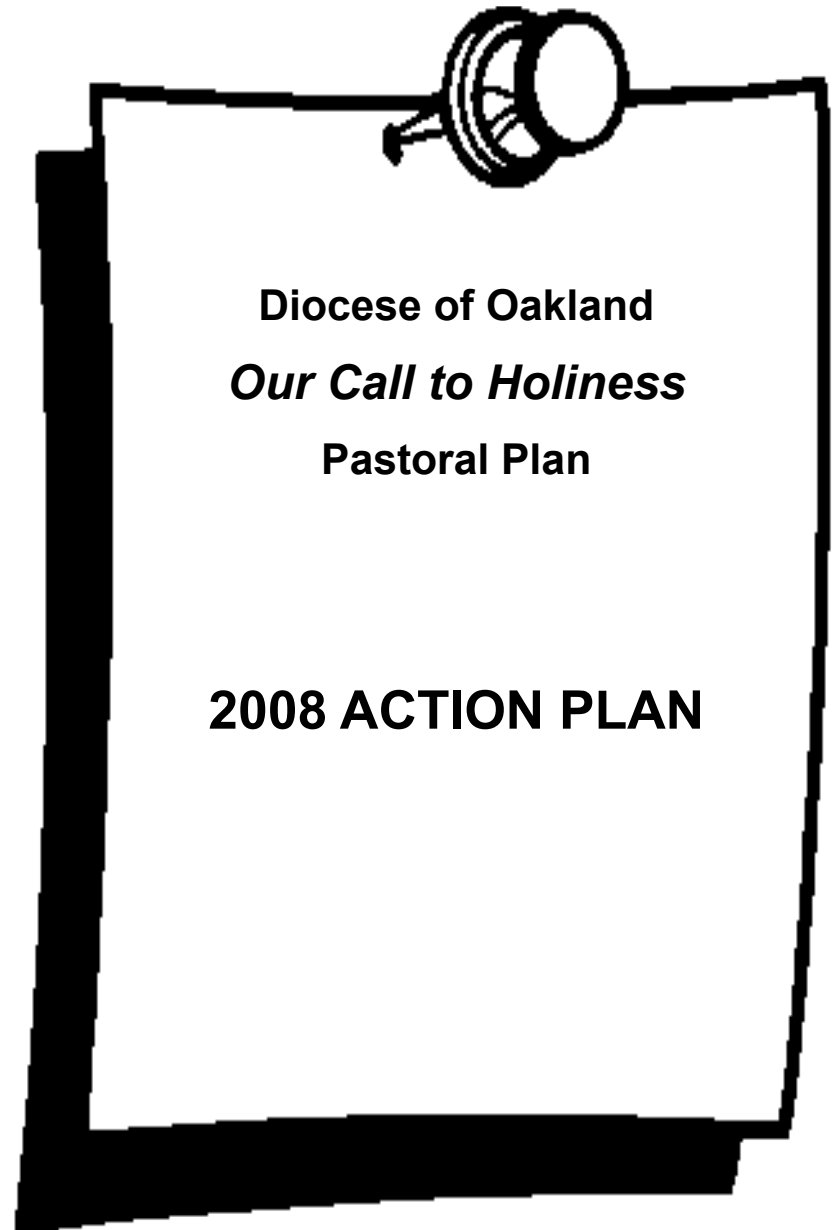
Action: COS by December 2008 will develop and offer training sessions to introduce concepts of Stewardship, Gratitude, *Living your Strengths* and *Growing an Engaged Church*. *Metric:* Training programs developed and presented and attendance measured.

Action: COS by December 2008 will develop stewardship materials, which includes identifying a diocesan-wide stewardship theme and enhancing the diocesan website as a central stewardship communications’ tool. *Metric:* Theme identified; materials developed and published; and web-site enhanced.

Objective: Serve the marginalized in our communities by lifting back the veil of invisibility, which surrounds the poor, elderly, outcasts and homeless.

Action: Coordinator of Social Justice Ministry (CSJ) by September 2008 will work with parishes to select Catholic social teaching parish liaisons. *Metric:* Liaisons identified at each parish.

Action: CSJ by December 2008 will form a Human Solidarity Commission to address social justice issues from a stewardship perspective and to implement a social ministry communication network (including all diverse ethnic groups), which will effectively organize parishioners to respond to the marginalized locally and globally. *Metric:* Commission formed and charter developed.



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Sacramental Renewal Goal: We renew and deepen the celebration of the sacraments in our diocese to stimulate the life of our parishes and revitalize our individual and collective faith.

Objective: Educate the laity about the seven Sacraments and their fundamental role in our Universal Call to Holiness.

Action: Department of Evangelization and Catechesis (DEC) by December 2008 will provide information on the diocesan website showing faith formation and religious education “Best Practices” to help parents get involved in Sacramental preparation. *Metric:* Publication on website.

Objective: Encourage deep and deliberate participation in the Holy Eucharist as essential to our encounter with the life, death, and resurrection of Jesus Christ.

Action: DEC in conjunction with *The Voice* Department by December 2008 will write and publish a series of articles for *The Catholic Voice* to challenge readers to accept the Eucharist in Word and Sacrament as essential for authentic Christian living. *Metric:* Publication of articles at least once per quarter.

Objective: Provide broader access to liturgical formation to improve the quality of liturgy in our parishes and enhance the effectiveness of sacraments in the lives of Christians in our diocese.

Action: Various diocesan departments, including Cathedral Provost, by December 2008 will review needs and resources for liturgical support to parishes including the formation of a Liturgical Commission. *Metric:* Commission formed and charter defined.

Action: Director of Latino Ministries by December 2008 will offer training for Spanish-speaking Lectors and Eucharistic Ministers. *Metric:* Training scheduled and attendance measured.

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Action: CYYA by June 2008 will publish on diocesan web-site a schedule of masses involving young people currently offered in diocese. *Metric:* Publication on web-site.

Action: CYYA and Liturgical Commission by September 2008 will design and publish a pastoral handbook that defines liturgies involving young people that will help them focus on Jesus Christ. *Metric:* Publication and distribution to all parishes and Ethnic Pastoral Centers.

Objective: Recognize and respond to the cultural needs of the ethnic young people in their communities.

Action: CYYA, Diocesan Youth Ministry Council and Director of Ethnic and Cultural Services by September 2008 will publish a resource list of Ethnic Pastoral Centers in diocese that offer youth ministry programs and activities. *Metric:* Publication of resource list.

Action: CYYA, Diocesan Youth Ministry Council and Director of Ethnic and Cultural Services by December 2008 will survey Ethnic Pastoral Centers and culturally-specific parishes to assess needs, resources and materials required to serve the young people in their communities. *Metric:* Completion of survey sent out by diocesan youth ministry office; publication of results.

Action: Director of Ethnic and Cultural Services by December 2008 will organize and host a Tongan Youth Outreach Day. *Metric:* Event held.

Stewardship Goal: We become good stewards and live a lifetime journey of discipleship to grow in holiness.

Objective: Develop a sound foundation upon which to build successful stewardship efforts at the parish level using the USCCB approach in all parishes.

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Youth and Young Adults Goal: We welcome, encourage and engage young people in all aspects of church life to empower them to mature as disciples of Jesus Christ in today's world.

Objective: Develop, understand and utilize comprehensive youth ministry in all parishes as defined by USCCB's "*Renewing the Vision*".

Action: Coordinator of Youth and Young Adult Ministry (CYAA) by June 2008 will publish on diocesan web-site the components of comprehensive youth ministry and how they can be applied in parishes. *Metric:* Publication on web-site.

Action: CYAA and Youth Ministry Advisory Council by September 2008 will develop and publish a Youth Ministry Handbook that defines components of comprehensive youth ministry. *Metric:* Publication and distribution to all parishes, pastoral centers and departments.

Objective: Provide access to a professional youth ministry for all young people in all the parishes.

Action: CYAA by June 2008 will form a Youth Ministry Advisory Council that includes members from parishes, Ethnic Pastoral Centers and chancery departments. *Metric:* Council formed and charter developed.

Action: CYAA and Youth Ministry Advisory Council by December 2008 will develop and provide a resource list to help priests, staff and volunteers relate to young people. *Metric:* List compiled and published.

Action: CYAA by December 2008 will collaborate with Superintendent of Schools and diocesan schools to develop activities and programs, to utilize leadership models and to incorporate campus ministries. *Metric:* Resource list compiled and published; leaders identified.

Objective: Help parishes develop liturgies, energized by the gifts and talents of young people, which call them to live the gospel.

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Holistic Faith Formation and Catechesis Goal: We provide formation that brings about in all Catholics such a joy and enthusiasm for our faith in Jesus Christ that we live that faith fully and freely share it with others.

Objective: Spark a spirit of initial and continuous conversion - the life-long journey of growth as a disciple of Jesus Christ - for all who participate in a Diocesan Faith Formation Process.

Action: DEC by September 2008 will study and adapt the Catechumenal Model for use in the faith formation process and for catechesis in parishes and deaneries. *Metric:* Material gathered, studied and adapted.

Action: Director of Latino Ministries by December 2008 will schedule and facilitate workshops for Spanish-speaking Confirmation Candidates. *Metric:* Workshops held and attendance measured.

Action: Superintendent of Schools with the School Department by December 2008 will develop a catechetical certification for elementary and secondary faculty in diocesan schools. *Metric:* Certification developed.

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Pastoral Leadership and Formation Goal: We develop and sustain effective and healthy pastoral leadership for clergy, lay ecclesial ministers and laity to build up and serve the Body of Christ in Oakland.

Objective: Develop leadership educational opportunities for all pastoral leaders.

Action: Director of Clergy Education (DirCE) and DEC by December 2008 will form a committee to develop a newsletter of Best Practices from leading parishes and from local and national parishes or dioceses that will be bi-lingual and contain contact information. *Metric:* Newsletter scheduled and readership goals established to a targeted list of 500 satisfied readers.

Action: Director of Ethnic and Cultural Services by December 2008 will develop and offer Chinese leadership training. *Metric:* Training scheduled and attendance measured.

Objective: Develop and place lay ecclesial ministers and lay leaders in appropriate roles throughout diocese to best support parish communities.

Action: Lay Ecclesial Ministers Council by September 2008 will identify diocesan-wide lay ecclesial ministers (LEMs) and communicate their role and capabilities to best support parishes. *Metric:* LEM list identified; communication developed and published.

Objective: Train and prepare all priests to provide leadership and pastoral ministry.

Action: DirCE beginning in December 2007 and continuing will hold semi-annual Clergy Study days to enhance learning opportunities for all clergy. *Metric:* Study days held and attendance measured.

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Action: DirCE by September 2008 will provide English-language development for new priests or those where English is 2nd language. Note: Clear-Speech Specialist already available. *Metric:* Number of priests participating in program.

Action: DirCE by September 2008 will provide mentoring program designed to team new priests, new pastors and international priests with other veteran priests for learning and to provide support for their new roles in diocese. *Metric:* Teamed with mentor and support evaluated.

Action: DirCE by December 2008 will schedule specific workshops for prayer, homiletics, role of newly ordained and orientation of international priests. *Metric:* Workshops developed and scheduled and attendance measured.