

Archdioceses of Indianapolis "Go Forth" Framework, Domain and Goals

Domain **Goal** **Objective** **Action Step**

Domain 1 |

PARISH LIFE AND WORSHIP

Encounter the person of Jesus Christ.

The Goals and Objectives in our first Domain area seek to strengthen the personal encounter with our Lord Jesus Christ that is at the heart of Christian prayer and worship. Our parish communities are places wherein the relationship between worship, Eucharistic Adoration, and the lived experience of faith through service should be fully alive in Christ. Strong parish communities facilitate healing, reconciliation, and charity in order to repair the divisions among us and strengthen our unity as Missionary Disciples of Jesus Christ.

Goal 1:

Enliven our encounter with Jesus Christ, the Word Made Flesh

Objective 1.1:

Explore the need for additional support for prayer and worship at the parish level.

Action Step 1:

Using practical resources, provide formation opportunities on prayer and worship. Include the celebration of Mass, the Liturgy of the Hours, popular piety, devotion, etc. Empower parents, grandparents, godparents, priests, deacons, altar servers, acolytes, school teachers, coaches and other role models. Help them form and inspire others to discover the treasures of our personal and communal prayer through their personal witness.

Action Step 2:

Strengthen and cultivate liturgical music throughout the archdiocese. Focus on elevating participation in liturgical music while recruiting and training new ministers/musicians through formation in liturgical theology and through an offering that is accessible and attractive.

Objective 1.2:

Develop the relationship between worship, Eucharistic Adoration, and the lived experience of faith through service.

Action Step:

Cultivate opportunities for parishioners to animate their faith through activities designed to encounter and serve those who are on the margins “so that we may all become an image of Christ and his mercy toward the weakest.” (Cf. Apostolic Exhortation Dilexi Te “On Love for the Poor.” by Pope Leo XIV and Lk 14:12-14.)

GOAL 2:

Deepen our communion as the many members of the one Body of Christ bound to God and one another through public worship, especially the celebration of the Holy Eucharist (cf. 1. Cor 12:20).

Objective 2.1:

Identify and assess best practices in building strong parish communities.

Action Step:

Generate a practical guide or menu of best practices for building/sustaining community and connectedness in parishes. Focus on the importance of hospitality (for example, the function of sharing food/meals together.)

Objective 2.2:

Facilitate healing, reconciliation and charity to repair division and strengthen communities.

Action Step:

Cultivate skills, develop resources and promote encounters that will enable parish and archdiocesan leaders to prioritize relationships and foster empathy, depolarization and solidarity among the faithful to emphasize the idea of becoming a listening Church as a path toward unity.

DOMAIN 2 |

EVANGELIZING CATECHESIS

Teach as Jesus did.

Our second Domain area calls attention to the fundamental role that evangelization and catechesis play in ecclesial ministry, especially at the parish level. We do not teach in a vacuum. Rather, we seek first to introduce our sisters and brothers to the person of Jesus Christ and to embrace our identity as His Missionary Disciples through a deeper understanding of His call, a more profound awareness of His presence among us, and a confident witness to our faith in Him. As a result of our encounters with Jesus in Word, Sacrament, and service, we seek to fulfill the Lord’s Great Commission to “go out to the whole world and baptize all nations” in the name of the Holy Trinity (cf. Mt 28:19).

GOAL 3:

Embrace our identity as missionary disciples of Jesus through understanding of His call and assurance of His presence.

Objective 3.1:

Create a shared understanding of key phrases and concepts such as evangelizing missionary discipleship and related terms.

Action Step:

Help the faithful understand and appreciate “evangelization,” “missionary discipleship” and related terms. Develop new communications resources for parish use.

Objective 3.2:

Strengthen evangelization ministry by holding activities that foster confidence among the faithful to witness to their faith in Jesus.

Action Step 1:

Encourage each parish to develop an Evangelization Plan with small group ministry. Parish plans should be flexible given the diversity that exists among parishes.

Action Step 2:

Publish a comprehensive list of all parish adult faith formation ministries—making sure to acknowledge various groups, movements and apostolates focusing on adult evangelization and catechesis, including support of the Domestic Church.

GOAL 4:

Go forth as missionary disciples of Jesus by facilitating personal encounters with Him and providing resources to help fulfill The Great Commission, a command from Jesus Christ for his followers to make disciples of all nations.

Objective 4.1:

Provide opportunities to both share and receive the witness of fellow disciples, instilling a sense of belonging and increasing confidence.

Action Step:

Encourage all parishes and schools to start or continue small group ministry, with guidance from appropriate offices; this includes providing and/or recommending specific resources.

Objective 4.2:

Enable and empower witness through visible events and artifacts.

Action Step 1:

Establish endowment funds for equipment to be used in processions as well as for electronic message boards, high-profile statues and additional works of art.

Action Step 2:

Provide training and information to help the faithful engage in faith-related conversations when observers of public witness express curiosity, ask questions or otherwise make inquiries about our Catholic faith.

DOMAIN 3 |

STEWARDSHIP

Foster a culture of joyful and intentional stewardship.

Joyful and intentional stewardship rooted in gratitude and a personal relationship with Jesus Christ, as the foundation for discipleship, is the dominant theme of our pastoral plan's third Domain area. Always with the intention of creating and renewing Missionary Disciples, we wish to grow in our understanding of the spiritual and material gifts that are present in our parishes and archdiocesan ministries. We want our administrative and pastoral services to reflect "best practices" for achieving unity and for developing the parish and archdiocesan resources required to serve the needs of others, especially the least among us. We believe that responsible stewardship of all our resources is not an optional, or secondary, dimension of Christian life, but is essential to our self-understanding as Missionary Disciples (cf. Laudato Si' On Care for our Common Home).

GOAL 5:

Inspire joyful and intentional stewardship rooted in gratitude and a personal relationship with Jesus Christ, as the foundation for discipleship.

Objective 5.1:

Study the physical and spiritual gifts of our parishes, ministries, archdiocesan committees and archdiocesan offices through the lens of creating missionary disciples in our communities.

Action Step 1:

Appoint a Steering Committee comprised of clergy, staff and laity to identify key performance indicators and charism guidelines for Thriving Parishes.

Action Step 2:

Conduct a study of archdiocesan parishes to identify opportunities for growth, and challenges to overcome, in improving the vitality of parish communities.

Action Step 3:

Review results of the study of parishes and define actions needed to assist parishes in overcoming challenges while presenting opportunities to build Thriving Parishes.

Objective 5.2:

Review study findings and create appropriate recommendations, guidelines, support networks and best practices to facilitate administrative and pastoral care.

Action Step 1:

Identify best practices for Thriving Parishes, centering on creating a welcoming encounter, joyful witness, service, evangelization and ongoing dialogue.

Action Step 2:

Attract talent to serve in parishes, schools and ministries through archdiocesan benchmarks on tuition increases, staff salary scales, organization structure, mentorship, HR policies and appropriate staff training, development best practices and finance best practices.

Action Step 3:

Consider new business models to serve parishes and archdiocesan ministries in recruiting and attracting talent and shared services. Enhance and coordinate communication plans to existing Catholic audiences and new audiences using websites and other media sources.

GOAL 6:

Unite the faith community of central and southern Indiana in organized efforts to grow the resources required to strengthen parishes and the archdiocese serving the least among us.

Objective 6.1:

Conduct or update a feasibility study in support of increasing resources so that, when paired with existing study findings, archdiocesan and parish stewardship goals may be realized.

Action Step 1:

Conduct a study of the overall funding needs of parishes and archdiocesan ministries.

Action Step 2:

Involve parish and archdiocesan leaders in identifying financial needs and developing strategies for addressing them.

Action Step 3:

Develop a case statement that outlines the priority funding needs of parishes and the archdiocese. Develop and implement strategies for meeting these needs.

GOAL 7:

Serve as protectors (stewards) of God's handiwork recognized as "essential to a life of virtue; it is not an optional or secondary aspect of our Christian experience." (cf. Pope Francis's encyclical *Laudato Si'* On Care for Our Common Home and his Apostolic Exhortation *Laudate Deum* On the Climate Crisis)

Objective 7.1:

Create programs that call everyone to prayer and action in the stewardship of the natural resources with which God has blessed us.

Action Step 1:

Provide resources to facilitate prayer and action for the stewardship of Creation.

Action Step 2:

Encourage parishes to discuss how to be responsible stewards of all God's creation using Pope Francis's encyclical *Laudato Si'* and his Apostolic Exhortation *Laudate Deum* as platforms for action.

DOMAIN 4 |

VOCATIONS

Respond to the universal call to holiness.

The universal call to holiness grounds our fourth Domain area in an understanding of the importance of Vocation, the unique call that every Baptized person receives to use her or his unique gifts, talents, and capabilities to serve the Lord and carry out His work in the world. Because today there are many distractions that prevent us from listening to God's voice and discerning His will for us, we want to create strategies and resources for formation in discernment to enable young people to learn how to listen and follow the movements of the Holy Spirit that lead them to answer the universal call to holiness through marriage, the single life, ordained ministry, consecrated life, or professional lay ministry. Similarly, we want to make sure that clergy and other parish ministers receive the support and assistance they deserve to meet their ongoing spiritual and temporal needs.

GOAL 8:

Encourage the discernment of vocations (clergy, religious and lay) in Jesus's name.

Objective 8.1:

Create strategies and resources for formation in discernment to enable young people to learn how to listen and follow the movements of the Holy Spirit that lead them to answer calls to marriage, ordained ministry, consecrated life or professional lay ministry.

Action Step 1:

Develop a tool to assess parish efforts in the area of marriage, consecrated life, priesthood and laity vocational discernment.

Action Step 2:

Review the archdiocesan marriage preparation process in light of the Marriage Catechumenate, with special attention to discernment of marriage as a vocation at the dating stage, and accompaniment of newly married couples into family ministry.

Action Step 3:

Support the emergence and growth of apostolic movements directed toward the renewal of laity, family life and ministerial priesthood.

GOAL 9:

Provide for the spiritual, temporal and formational development of our clergy, religious, and parish ministers.

Objective 9.1:

Assess current administrative structures and policies to identify areas for reconsideration and further action.

Action Step 1:

Develop and implement ongoing formation programs for clergy, lay leadership, and families in parishes and schools to assist them in their mission to inspire priestly, religious and lay ministry vocations.

Action Step 2:

Partner with institutions of Catholic higher education to provide programmatic support of ongoing formation of pastoral leaders.

Action Step 3:

Assess the current deanery structure in light of clergy personnel and the need for further lay leadership.

Action Step 4:

Identify opportunities and create guidelines for lay and clergy sabbaticals.

Action Step 5:

Examine the temporal needs of lay leadership throughout the archdiocese and implement just compensation to fill these needs.

DOMAIN 5 |

OUTREACH & MINISTRY

Implement Catholic social teaching.

The Catholic Church is blessed with a rich understanding of Christian anthropology that affirms the fundamental dignity of every person. Catholic Social Teaching provides concrete direction for responding to the needs of all people, especially those who are poor, vulnerable, and oppressed in any way. The fifth and final Domain of our pastoral plan seeks to increase the number of Catholics in central and southern Indiana who can participate actively in the Church's social ministry. With this in mind, we want to develop a network of people and resources that will connect parishes and deaneries. We also seek to increase awareness and understanding of God's call to build His kingdom through the principles and practices outlined in Catholic Social Teaching. One of our most important Goals is to create a culture of invitation and belonging for all ages, backgrounds and abilities by establishing welcoming ministries within each parish and the Archbishop Edward T. O'Meara Catholic Center that focus on creating welcoming, caring and connected communities. Finally, we plan to develop age-related activities to promote service with ties to Mass participation and companionship.

GOAL 10:

Increase participation in serving the most needy and vulnerable of our world.

Objective 10.1:

Develop a network of people and resources by connecting parishes and deaneries in support of the Church's social ministries.

Action Step 1:

Create a parish engagement matrix as a resource for both parishes and the archdiocese to track data on all parishes regarding social services and outreach.

Action Step 2:

Recruit 3-5 parishes/deaneries and train pilot advocates for parish engagement.

Action Step 3:

Increase the infrastructure/support system for parish social ministries as the need and parishioner involvement increases. Offer feedback opportunities, share best practices, provide a toolkit with a how-to guide for beginning parishes, and increase the connection between parishes via regular communication, identification of ways to serve, and coordination of events/activities/service projects.

Action Step 4:

Hold annual “Catholic Social Teaching (CST) in Action” service events in different deaneries.

Objective 10.2:

Increase awareness and understanding of God’s call to build His kingdom through service and education of Catholic Social Teaching.

Action Step 1:

Expand presentations and workshops relating to Catholic Social Teaching (CST), particularly around the three theological virtues, the four principles of CST, and the seven themes of CST.

Action Step 2:

Create a digital marketing campaign to increase public awareness around Catholic Social Teaching and highlight the ways local Catholic agencies are meeting the need through stories and testimonials.

Action Step 3:

Create experiential events utilizing the network and deanery service events to enable people to connect CST principles and themes to actual service.

GOAL 11:

Create a culture of invitation and belonging for all ages, backgrounds and abilities.

Objective 11.1:

Establish welcoming ministries within each parish and the Catholic Center that focus on creating welcoming, caring and connected communities.

Action Step 1:

Research and draft a welcoming ministry set of directives. Pilot the directives in 3-5 parishes.

Action Step 2:

Roll out the welcoming ministry across the archdiocese, providing feedback opportunities, sharing best practices, and creating a toolkit with a how-to guide for beginning parishes.

Objective 11.2:

Develop age-related activities to promote service with ties to Mass participation and companionship.

Action Step 1:

Engage youth/young adults to create a service passport (a special document to record works of service, as you would travel). Pilot the passport among a small number of youth groups.

Action Step 2:

Expand passport program across the archdiocese through communications and materials support.

Action Step 3:

Hold an annual service passport Mass with the archbishop, who will offer his final stamp of approval on the completed passports.

