

# Equip the Saints

EPH 4:11-13



## UPDATE ON OUR DIOCESAN Pastoral Plan

In April of 2017 Archbishop Mancini presented a three year pastoral plan for the archdiocese, entitled Equip the Saints, to help accomplish the transformation and revitalization of our local Church. The plan can only be achieved by cooperating with the Holy Spirit and realizing four important objectives, each supported by a number of smaller goals.

- ◇ Foster parish communities that form missionary disciples
- ◇ Provide resources to carry out our mission to the world
- ◇ Equip people for our mission by providing diocesan leadership formation opportunities
- ◇ Increase our mission capacity and efficiency by restructuring our parishes and our diocesan human and financial resources

The first year of the plan had a number of ambitious goals to help get the process started. To summarize, year one has been a year of fits and starts. While all of our goals have been attempted, they have not all been completed as expected. In many ways the pastoral plan has become like a household renovation. Each time something is removed it reveals a number of other factors that must be dealt with at the same time. However, there is very much a sense of progress and forward momentum, with many of our 2018 goals already underway.

### Mission

The purpose of the Archdiocese of Halifax-Yarmouth is to propose Jesus Christ by fostering a communion of vibrant parish communities that equip the saints to carry out the mission of Christ in the world.

### Vision

The vision of the Archdiocese of Halifax-Yarmouth is that everyone will encounter the love and mercy of the Father through Jesus Christ, be accompanied by a community of believers, and be equipped to share that encounter with others.

### Values

**MISSION**  
Proposing Jesus Christ to others through service, invitation, opportunities for encounter, and openness to the Holy Spirit

**COMMUNITY**  
Gathering and strengthening people through Word of God, sacramental life, worship and prayer, strong relationships, and effective systems of accompaniment

**FORMATION**  
Equipping the people of God by providing the necessary knowledge, essential skills and training needed to accomplish the mission of the Church, to mature in faith and to grow to the full stature of Christ

Below is an update on how we've done as a diocese this year as we look forward to year two of the plan. The full text of the pastoral plan can be downloaded at: [www.halifaxyarmouth.org/plan](http://www.halifaxyarmouth.org/plan)

## 2017 GOALS BY OBJECTIVE

### Foster parish communities that form missionary disciples

#### All parishes complete a survey at one weekend's liturgy in May 2017: Partially completed

We collected over 6,000 surveys from 43 parishes across the diocese. While this is not 100% participation from all parishes, the information does provide excellent insight into our parish life. Summary reports have been prepared for each participating parish and we are working with our research firm to develop more in depth findings. For example, we are looking at what young adults,

those with young families, and infrequent attenders have to say about our parishes. These results will be shared in future *Discipleship* articles.

**All parishes in the diocese create a three-year pastoral plan, to be reviewed and updated annually, by June: Ongoing**

We have received pastoral plans from 18 parishes, with 15 more still in progress (33 total) representing about 50% of our parishes. This continues to be a moving target as pastors and parishes form planning teams and reflect on the impact of the diocesan pastoral plan.

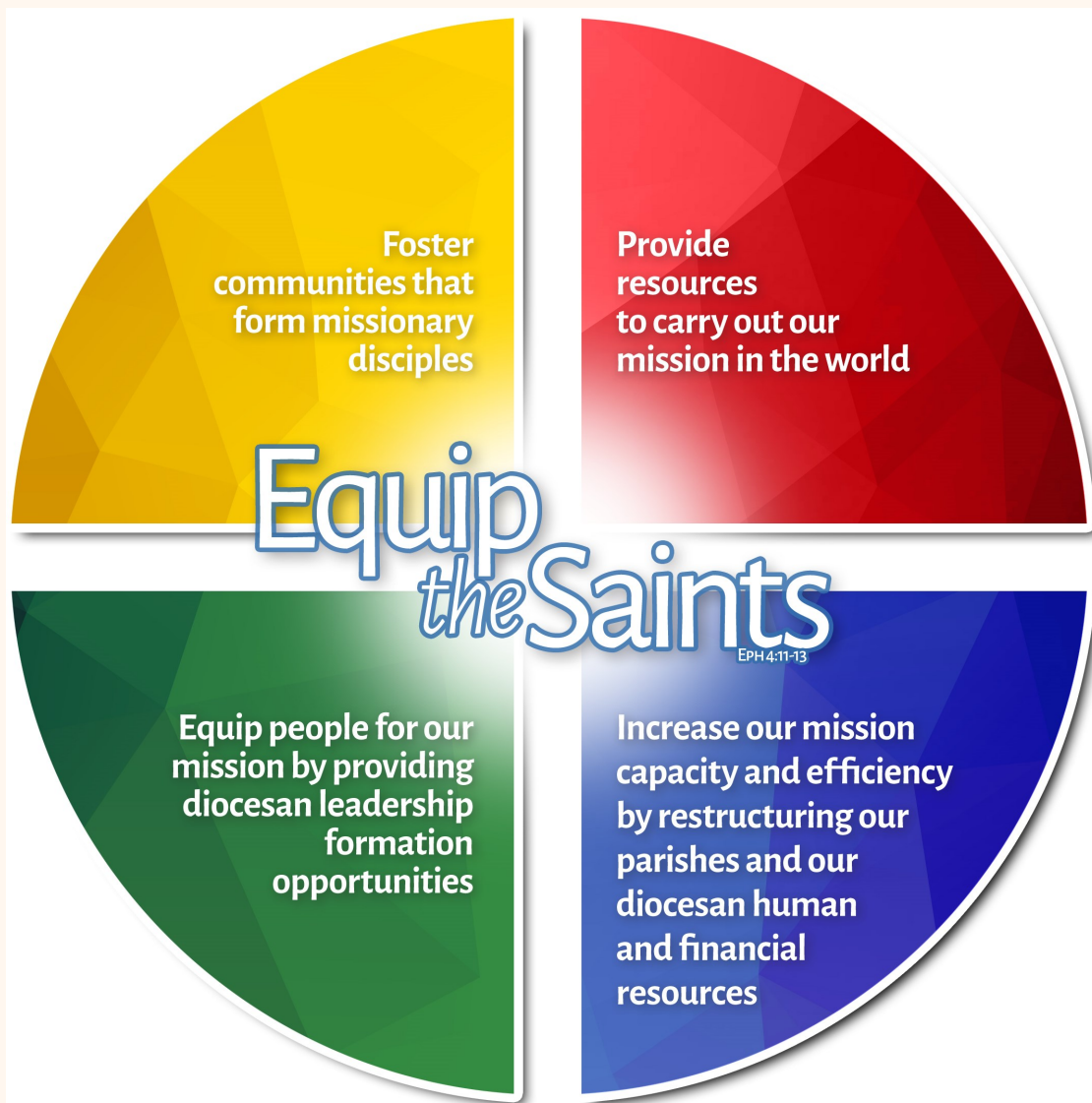
**Grow participation in the Assembly of the People of God by 15% per year: Ongoing**

Our 2017 Assembly is happening after this edition of *Discipleship* has been published.

**Provide resources to carry out our mission to the world**

**Hire a diocesan faith formation coordinator: Completed**

We are pleased to announce that we have hired Chris O'Hara as diocesan faith formation coordinator, starting in January 2018. Originally from Dartmouth, Chris returns to the diocese after four years forming young leaders at the St. Therese School of Faith and Mission in Bruno, SK. He has been a facilitator in our Franciscan LEAD program and is completing his Masters of Arts in Theology from the Augustine Institute in Denver, Colorado.



## **Equip people for our mission by providing diocesan leadership formation opportunities**

### **Create action plan for greater clergy engagement using Q12 results: Ongoing**

In September our diocesan priests met for two days to reflect on the results of the Q12 Engagement Survey provided by Gallup. Our facilitator, Fr. Maxime Allard, President of Dominican College in Ottawa, helped our priests reflect on their vision for the Church, their understanding of pastoral care, and their original calling. These two days have already helped in the ways the Archbishop, and his staff, communicate with and serves our diocesan clergy. The next step is series of small group gatherings with priests to share hopes and dreams for the future of our local Church.

### **Increase Franciscan LEAD attendance by 5% with at least 50% coming from the Archdiocese of Halifax-Yarmouth: Partially completed**

Franciscan LEAD (Leadership, Evangelization, And Discipleship) is a week-long youth leadership experience that happens in the week prior to Steubenville Atlantic. While total attendance decreased from 35 to 25 participants, 52% were from the Archdiocese. We have already begun promoting our 2018 LEAD week and expect a great deal of interest.

### **Launch EQUIP program with 10 participants in September: Completed**

Our first session of EQUIP—a leadership formation program for the New Evangelization—is underway. Students started the year with a Called and Gifted retreat in September and are studying Foundations in the New Evangelization at Atlantic School of Theology this term. It is possible to join next semester and scholarships are available. Apply at [www.halifaxyarmouth.org/equip](http://www.halifaxyarmouth.org/equip)

## **Increase our mission capacity and efficiency by restructuring our parishes and our diocesan human and financial resources**

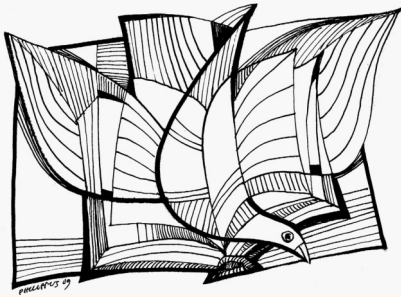
### **Develop parish vitality criteria by Fall 2017: Ongoing**

Through reflection on our three themes of Mission, Community, and Formation as well as the experience of other dioceses, it was felt “hard” criteria would lend themselves to the wrong mentality—a mentality of managed decline and self-preservation rather than missionary outreach. As a result, the Archbishop is developing a forward looking vision for parish life in our diocese with consultation from our priests, deacons, and lay people. This vision, rather than metrics alone, will help dictate the shape of parishes within our diocese. This vision is being developed and shared through consultations with priests, pastoral councils, and finance councils. It will also be shared and reflected on as part of our 2018 Lenten Series – available for everyone in the diocese to participate in.

### **Create and Publish a new Administrative Policies & Procedures Manual for the diocese by September: Pushed Forward**

This project intersects with the upcoming reorganization of parishes. A number of policies will need to reflect the new structure and, as a result,





the manual cannot be completed until this reorganization process is finalized.

mission and vision as the Church of Halifax-Yarmouth. As a result, consultations with clergy, pastoral and finance councils, parish staff, and others are an important part of the process. In addition to regional meetings during the coming months, our annual Lenten video series will provide opportunity for as many people as possible to hear from the Archbishop and reflect on the nature of our parish communities as centres of missionary activity.

However, without the proper leadership, these new structures will default to old methods. Thus, many goals for next year call for a major investment in parish leadership. This includes new training programs for parish leadership (pastoral council, finance council, and staff), participation in the Divine Renovation conference, developing a mentoring process for new clergy, and creating a comprehensive personnel plan to assign our priests to life giving roles that suit their gifts.

All of this reorganization is to bring about the hope of Pope Francis that our Church would live out of a missionary impulse that gears everything toward evangelization rather than self-preservation. The structural changes needed in the coming months must allow us to be better equipped to minister to those in need, both physically and spiritually. As William Templeton is quoted as saying, the “Church is the only institution that exists primarily for the benefit of those who are not its members.” The coming year is about aligning ourselves more deeply to this reality. ■

### **Increase Proceeds from the Archbishop’s Dinner by 5%: Ongoing**

With over 455 guests the 5th Annual Archbishop’s Dinner, held on October 11, 2017, was the largest yet. At the time of this publication proceeds from the event are still being tallied. Funds raised are used to support the Ministry of Care and Companionship.

## **LOOKING FORWARD TO 2018**

There are a number of goals for 2018 listed in the plan, but many are closely connected. Two projects in particular will gain a lot of attention over the coming months. The first is about creating the physical capacity to accomplish our mission through a reorganization of parishes throughout the diocese. The second project is building the leadership capacity needed to lead our parishes in this missionary endeavour. While these two projects are critical to success, they must never allow us to take our eyes off those we are called to serve. Thus, 2018 also continues our commitment to caring for those in need by keeping a strong focus on expanding our accompaniment to the sick and dying, refugee sponsorship, and outreach to youth.

The reorganization of the diocese will be a major outcome of the pastoral plan, and has many steps to be accomplished this coming year. This reorganization will help us better provide the resources needed to accomplish our evangelizing mission. While this undertaking involves changes to our current parish structure, it is first and foremost about conversion – turning away from the status quo and embracing our missionary identity. Our goal is a new structure that clearly prioritizes our

