



SHAPING OUR FUTURE TOGETHER

**Parishes on Mission Together as
Communities of the Beatitudes**

Diocesan and Deanery Pastoral Plans

Most Reverend W. Shawn McKnight
Bishop of Jefferson City





To the laity, members of institutes of consecrated life,
and the clergy of the Diocese of Jefferson City:

Greetings in the Name of our Lord, who brings glad tidings to the poor.

INTRODUCTION

1. The clergy and faithful of the Diocese of Jefferson City gather today to celebrate the Chrism Mass as an expression of the unity of the ministerial priesthood and the local Church in the Holy Spirit. The Scripture passage from today's Gospel has our Lord reading and preaching from a passage of the Book of the Prophet Isaiah: "The Spirit of the Lord is upon me, because he has anointed me to bring glad tidings to the poor" (Luke 4:18). With an economy of words, the Lord summed up his entire mission with: "Today, this scripture passage is fulfilled in your hearing" (Luke 4:21).
2. As baptized and anointed members of the Church, we are "another Christ" as individuals and corporately the Body of Christ; thus, our mission is also to bring glad tidings to the poor. The holy oils we bless and consecrate today assist us to fulfill our mission by preparing, healing, strengthening and enriching all who need the Gospel. On this occasion, I am happy to issue this pastoral letter to formally promulgate the diocesan and deanery pastoral plans, which are the result of a process of synodal discernment and reflection on where we have been and where we are called to be as the Roman Catholic Church in central and northern Missouri.

A STEWARD'S JOURNEY AND THE SYNOD ON SYNODALITY

3. We have recently completed the pastoral plan issued in our previous pastoral letter, *A Steward's Journey: A Call to Greater Communion*, in which we focused on the themes of the spirituality of stewardship, co-responsibility and parishes as centers of charity and sanctuaries of mercy. Our pastoral letter took inspiration from the Emmaus story in Luke's Gospel, the communion of the Church as described in the Acts of the Apostles, and the dream of our Holy Father, Pope Francis, for the parish as described in his Apostolic Exhortation, *The Joy of the Gospel* (no. 28). Each parish discerned their own pastoral plans using the *Better Together* process. From the various parish pastoral plans, the Diocesan Pastoral Council and the Presbyteral Council proposed diocesan-level goals and activities to assist the parishes in the fulfillment of their own plans.

4. Working more intently and strategically together, our efforts have borne much pastoral fruit:

- Over the last three years, three cohorts of parishes went through a conversion process from Catholic Stewardship Appeal to a parish-focused renewal of stewardship commitments of time, talent and treasure. Small faith-sharing group activities and other catechetical efforts accompanied the parishes through this transition, focusing on the spirituality of stewardship and away from an annual diocesan financial appeal. Now, the entire diocese is on the parish-based stewardship renewal process. We are already seeing the fruits of renewal in more engagement by more parishioners.
- In the implementation of their individual parish plans, some discovered difficulties in accomplishing their goals and developed a desire and greater openness to collaborating with neighboring sister parishes.

- A new Catholic Charities center was opened in Jefferson City to serve both the local community and the entire diocese, especially through a newly-established fund to provide Charity and Mercy Grants to diocesan parishes for charitable works.
- The renovation and rededication of our beloved Cathedral by the Apostolic Nuncio to the United States, Archbishop Christophe Pierre, with the Bishops of the Missouri Province and other Bishops from our region in attendance was one for the record books. It was an uplifting spiritual experience of renewal for our local Church, one that we will fondly remember and celebrate each year. It was a tangible experience of the bond between the Local and Universal Church.

It has been a time of great missionary renewal for our diocese, rooted in “the teachings of the Apostles and to the communal life, to the breaking of the bread and to the prayers” (Acts 2:42).

5. Since our last pastoral planning process, the Holy Father called for a three-year process of listening, dialogue and consultation of the People of God for the Synod on Synodality. Two rounds of listening sessions were held in our diocese on the Synod's themes of communion, participation and mission, with an emphasis on structures of co-responsibility in the second round. These synodal themes relate well to our themes of stewardship (participation), communion (co-responsibility) and mission (parishes as centers of charity and sanctuaries of mercy).

In parallel to the Synod on Synodality and based on the experience of the parishes in the implementation of their first pastoral plans, a discernment process was initiated at the level of the deanery to discern how to help the pastoral conversion of the parishes through greater collaboration in the fulfillment of their evangelizing missions. This process of

discernment, Shaping Our Future Together (SOFT), continues to bear fruit as we enter this new pastoral planning period.

6. In February, about 300 Catholics in our diocese engaged in a listening session which focused on the importance of co-responsibility and ways our current Church structures support or detract from our shared mission. Many respondents expressed appreciation for the ability to engage more in parish life, especially through the renewal of stewardship and in small faith-sharing groups. They also were able to identify moments of charity and mercy in specific programs in their parishes.

Many also asked, “Where are the next generations of volunteers and leaders?” We know this is not unique to our diocese, but the stark reality is that the Church needs new, younger people to take the helm in so many places in our parishes. Finding ways to invite people who may feel unwelcomed, under-qualified or unsuitable for whatever reason, is at the heart of what it means “to bring glad tidings to the poor.”

THE BEATITUDES

7. Our new pastoral plans will serve in continuity with the previous plans, deepening our mission as a synodal local Church along the themes of the spirituality of stewardship, co-responsibility and parishes as centers of charity and sanctuaries of mercy. Our Lord gives greater specificity regarding how “to bring glad tidings to the poor” in the beginning of his Sermon on the Mount in Matthew’s Gospel (Matthew 5:1-12):

When he saw the crowds, he went up the mountain, and after he had sat down, his disciples came to him. He began to teach them, saying:

Blessed are the poor in spirit, for theirs is the kingdom of heaven.

Blessed are they who mourn, for they will be comforted.

Blessed are the meek, for they will inherit the land.

Blessed are they who hunger and thirst for righteousness, for they will be satisfied.

Blessed are the merciful, for they will be shown mercy.

Blessed are the clean of heart, for they will see God.

Blessed are the peacemakers, for they will be called children of God.

Blessed are they who are persecuted for the sake of righteousness, for theirs is the kingdom of heaven.

Blessed are you when they insult you and persecute you and utter every kind of evil against you [falsely] because of me.

Rejoice and be glad, for your reward will be great in heaven.

8. The various Beatitudes given are forms of the first and fundamental Beatitude, “poverty of spirit,” which brings salvation to those who embrace it. All of them are moments that draw the Holy Spirit to us and when we are closest to God (hence, they are true “Beatitudes” or “blessed opportunities” that bring a deeper meaning to life and spiritual satisfaction like nothing else). Those who mourn, who are meek, who hunger and thirst, who are merciful, clean of heart, peacemakers and who suffer persecution all experience a poverty of spirit, which comes with its own blessing.

9. Our Lord provides the perfect example of the Beatitudes in his own life and ministry. The many ways in which he gave himself, culminating in his Passion, Death and Resurrection, manifests how

he was perfect as his heavenly Father is perfect. We, however, are struggling disciples who are on the path of conversion to live out and embrace the Beatitudes more readily and fully in our lives. Whenever we follow the Lord's command to take up our cross daily and follow him, or to die to ourselves like a grain of wheat, we experience the most meaning in our lives as Christians and are closest to the Lord, receiving all the blessings of the kingdom.

The Beatitudes thus stand as key moments in people's lives that draw the attention and consolation of the Holy Spirit. As "another Christ" and the Body of Christ, we too, both individually and as a community of believers, should be drawn to all individuals who are in the throes of one or more of the Beatitudes, just as our Lord was. The pillars of stewardship, especially hospitality and service, support these evangelizing efforts. We fulfill our mission as Church only when we become a community of the Beatitudes wherein we accompany those who grieve the death of a loved one with the Church's funeral rites; when we foster reconciliation in peacemaking and the practice of mercy; when we stand in solidarity with those pushed to the margins of society because their human dignity is not fully acknowledged; we are true disciples of the Lord when we exhibit the gift of fortitude when persecuted for the sake of the Gospel. We should avoid at all costs any appearance of mere commercial transactions whenever we provide services as a Church for anyone marked by the Beatitudes.

10. Just as we are on paths of individual conversion to a life of the Beatitudes, so we are on a synodal path as the Church together, at times imperfect in our communion, participation and mission, but assured and guaranteed the assistance of the Holy Spirit. Our pastoral plans can be the means by which we become a community of the Beatitudes as we are centers of charity and sanctuaries of mercy.

SHAPING OUR FUTURE TOGETHER (SOFT) PASTORAL PLANS

11. When we began the Shaping Our Future Together process, we recognized seven values which were essential to our discernment:

1. The sacraments are accessible and celebrated well.
2. The parish is known for its hospitality and welcoming spirit.
3. We prioritize the well-being of our clergy and the need to prevent burnout among them.
4. We abide by canon law and current Church teaching. There will be no "discerning" the changing of Church teaching to accommodate the lack of resources.
5. We provide good faith formation for our children, youth and young adults, and families; and we build a culture of lifelong formation for all our adults.
6. We are good stewards of the human and financial resources within the deanery. We cannot expect people to perform professional services in the work of the Church without just compensation.
7. We fulfill the mission of our diocese, as defined in our diocesan pastoral plan, by:
 - A. Promoting the engagement of all parishioners in the mission of the parish through a stewardship way of life;
 - B. Fostering a culture of co-responsibility, in which there is a mutual respect for the differing roles of the laity and clergy in the life and mission of the Church;
 - C. Strengthening the parish's capacity as a center of charity and sanctuary of mercy.

12. I am also committing the resources of our entire diocese to support these deanery pastoral plans. Specifically, I am pledging:

- To strengthen our ability to engage in “synodal listening,” which can also be identified as Christian discernment, and which is necessary in the changing environment of our American culture.
- To create structures which allow lay people to provide insights and engage in pastoral work in their current parish, in inter-parish settings, and in diocesan-wide initiatives.
- To provide lay people with the necessary formation so they can properly exercise their responsibilities in the Church.

13. In considering the pastoral plans for each deanery and our diocese, I ask for the commitment from each Catholic in our diocese to seriously reflect on how they could be recognized as a Catholic Christian, and furthermore, what their role is in helping to make these plans a reality. To assist all of us in being able to partake in Shaping Our Future Together, we are providing material which small faith-sharing groups and parish councils or committees can use. Everyone is also asked to prayerfully consider how they and their families can engage more deeply in a stewardship spirituality by becoming more engaged in their parishes.

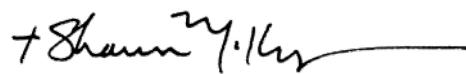
CONCLUSION

14. As we observe this special year of Eucharistic Revival for our nation, we look forward to hosting the Eucharistic Pilgrimage and participating in the National Eucharistic Congress this summer. Our observance of these Eucharistic events will emphasize the Eucharist as the Sacrament of Charity, in whose Real Presence our own presence is sustained in the mission of the Church and with our Eucharistic Lord. May our diocesan patroness, the Immaculate Heart of Mary, intercede for us as we implement Shaping Our Future Together so that we may become a more synodal local Church, a devout Eucharistic people, and a gentle community of disciples in which the Beatitudes are lived and embraced.

15. As we seek the pastoral conversion of our parishes, deaneries and diocese through the present pastoral plans, and as we look forward to the preparations for a future diocesan synod, let us entrust our Local Church to the Holy Trinity in prayer:

*Heavenly Father,
Send your Holy Spirit upon us
to inflame our hearts and enlighten our minds
as baptized members
of the one, holy, catholic and apostolic Church
present in the Diocese of Jefferson City.
Help us to discern Your holy will for our Church
as the Body of Christ in the world.
May we shape our future together
by embracing our mission
to be sanctuaries of mercy
and centers of charity.
Open our hearts and minds
so that the parish communities
will thrive in the spirituality of stewardship
and with a culture of co-responsibility.
May we be ever more strongly united
in our Catholic faith, prayer and communal life.
This we ask through Christ our Lord.
Amen.*

Given at the Cathedral of St. Joseph, Jefferson City, on the 26th day of March in the year of Our Lord 2024, my seventh year as Bishop of Jefferson City.



Most Reverend W. Shawn McKnight
Bishop of Jefferson City

SHAPING OUR FUTURE TOGETHER



Diocesan Pastoral Planning Process 2024-2026

In cooperation with the deanery pastoral plans, the diocesan process provides the following elements:

	Strengthening participation by stewardship	Strengthening co-responsibility	Strengthening parishes as centers of charity and sanctuaries of mercy
YEAR ONE	Providing ongoing support of the stewardship way of life in every parish. ^{2 4}	Develop guidelines for groups of lay leadership from parishes who are not in the same deanery or do not have the same pastor to perform effective pastoral planning in collaboration with their pastors and deans. ^{1 2 3 4 5}	Develop guidelines for groups of lay leadership from parishes who are not in the same deanery or do not have the same pastor to perform effective pastoral planning in collaboration with their pastors and deans. ^{1 2 3 4 5}
YEAR TWO	Create a sustainable structure to provide ongoing feedback in how parishioners can be more active in their faith. ^{1 2 3 4 5}	Revitalize and constitute parish and diocesan councils, including parish pastoral, finance and stewardship councils. ^{1 2 4}	Begin plans for catechetical centers in each deanery, including for facilities, personnel and curriculum. ^{1 2 3 4 5}
YEAR THREE	Prepare for diocesan synod. ^{1 2 3 4 5}		

SOFT builds on the 2021-2023 diocesan pastoral plan, which had three pillars:

- Strengthening participation by stewardship;
- Strengthening co-responsibility; and
- Strengthening parishes as centers of charity and sanctuaries of mercy.

Elements of that plan, and the universal Synod on Synodality, continue in the SOFT diocesan pastoral process, which is built upon the deanery pastoral plans.

- ¹ Supports Central Deanery pastoral plan
- ² Supports North Deanery pastoral plan
- ³ Supports See City Deanery pastoral plan
- ⁴ Supports Southeast Deanery pastoral plan
- ⁵ Supports Southwest Deanery pastoral plan



CENTRAL DEANERY

Shaping Our Future Together **PLAN**

Goal	Parishes involved	How will this goal improve or grow the parishes?	What resources do your parishes have to implement this goal?	What resources are needed to implement this goal?
<p>Develop communication methods to be used across the deanery.</p> <p>Year 1 - Identify resources used by parishes in the deanery today. Research and identify a standard solution.</p> <p>Year 2 - Implement communication system.</p>	All	<p>Parishes will be more aware of the resources available to be shared. Information and ideas about programs can be shared.</p>	<p>Flocknote and/or Facebook are used by several parishes.</p>	<p>A standardized way to communicate to administrative assistants and parish staff in each parish.</p> <p>Work with diocesan Communications Office to help devise a plan or create a diocesan-wide communication venue.</p>
<p>Establish a Central Deanery Coalition Council with one representative from each coalition.</p> <p>Year 1 - Plan structure and number of members. Possibly one member per pastor in the coalition.</p> <p>Year 2 - Establish the council and cadence of meetings.</p>	All	<p>The Deanery Council will provide accountability and another method of communication between parishes to help achieve the deanery goals.</p>	<p>Parishioners and/or staff that have expertise with planning and taking action on goals presented by the Central Deanery.</p>	<p>Commitment of time from pastors and Central Deanery Coalition Council members.</p>

Goal	Parishes involved	How will this goal improve or grow the parishes?	What resources do your parishes have to implement this goal?	What resources are needed to implement this goal?
Provide unified faith formation programs for all youth and adults in the deanery.	All	Programs will be more credible and consistent across parishes. The development of the programs will be less burdensome for each parish, allowing more time to implement the programs.	Parishes will assess programs that are in use in parishes as well as share resources so initial expense to develop will be less.	Recommendations from the diocesan Religious Education, Youth/Young Adult Ministry Office. Parishes will need to budget for education materials.
Provide sacramental preparation for all youth and adults in the deanery.	All	Programs will be more credible and consistent across parishes. The development of the programs will be less burdensome for each parish, allowing more time to implement the programs.		Recommendations from the diocesan Religious Education, Youth/Young Adult Ministry Office. Parishes will need to budget for education materials.
Identify needs within parishes and consider shared paid positions as resources to fill the needs.	All	Will be able to offer a prevailing wage and hire people with education and expertise in their field. Less reliance on volunteers who may not be able to give adequate time to position.	Paylocity payroll program will accommodate employment at more than one parish. Parish Pastoral Council will help facilitate a list of parish needs.	Advice and assistance from the diocesan Human Resources Office. Diocese could help develop a list of “best practices” and advice from other deaneries.

Subcommittee members in attendance:

- Fr. Greg Oligschlaeger - Dean
- Sarah Robinson - DPC representative (by Zoom)
- Kelly Wheeler - DPC representative
- Jane Rutter - Sacred Heart, Columbia
- Jan Dubbert - St. Brendan, Mexico
- Mike Hilgenbrinck - St. William, Perry
- Beverly Markland - St. Joseph, Fayette





NORTH DEANERY

Shaping Our Future Together **PLAN**

The parishes of the North Deanery recognize that a stewardship way of life will increase all Catholics' awareness of the seven values of Shaping Our Future Together. As the parishes of the North Deanery enter into the diocesan stewardship renewal, they will work together as a deanery to support each other in embracing stewardship.

This will be accomplished using at least quarterly meetings of parish leadership where the parishes will report on challenges and accomplishments in their parish regarding stewardship renewal. The goal of the meetings will be to encourage cross-pollination of successful practices, modeling co-responsibility and sharing resources for those parishes in need.

These meetings will also encourage a spirit of synodality (walking together) for parishioners, a broader perspective of what it means to be Catholic (and not parochial) and to be living the teachings of the Church, especially as articulated by the Second Vatican Council.

Agenda Template for Deanery Meetings

1. Opening prayer
2. Roll call
3. Introductory comments by dean
4. Report from each parish (parishes will need to designate a reporter in advance of the meeting. Suggested that this function be rotated among pastor, PLC, principal, pastoral council members, etc.) The reports should be 5-7 minutes and focus on accomplishments and challenges.
5. Discussion to address needs and encourage progress
6. Clarify follow up actions and who is responsible
7. Reminder of next meeting
8. Closing prayer

The dean will designate a note keeper for each meeting. The diocesan communication consultant can assist with administrative functions, such as sending email and calendar reminders, set up the Zoom link, etc.





SEE CITY DEANERY

Shaping Our Future Together PLAN

The See City Deanery has identified five areas of ministry that will greatly benefit from deanery wide planning and advertising. Because of the close proximity of parishes and the relatively small geographical area, the See City Deanery has made a pastoral plan that will allow parishes to collaborate on ministries and work together to achieve sustainable ministry groups that would not otherwise be possible. Many of the parishes in the deanery have ministry groups that are functioning, but when opened to the entire deanery, they will greatly benefit from the combined resources and participants.

Youth Initiative

Goal: To implement opportunities for the youth of the See City Deanery to more fully participate in their faith.

Proposed Initiative: In conjunction with the youth of our deanery, plan two Sunday evening Masses a semester where the youth fulfill numerous ministries of the Mass; such as music, greeters, ushers, servers, lectors and Extraordinary Ministers of Holy Communion.

Action Plan:

1. Establish a deanery youth council that will function as the steering committee for the liturgy planning along with deanery clergy and youth ministers.
2. Begin by offering the Mass twice per semester with the hope of expanding the frequency if the youth show a positive response to it.
3. Sunday evening Mass is currently offered at Immaculate Conception Parish in Jefferson City. It is not the intent to replace that Mass by moving it to the Cathedral. However, the two Masses for the youth will be deanery based. As such, the intent is that they will be held at the Cathedral.
4. Explore the possibility of opportunities for fellowship for the youth after the two Masses. Such plans are to be in conjunction with the deanery youth council.
5. With the establishment of the deanery youth council it is also planned to collaborate to host youth events across the deanery.

Young Adult Initiative

Goal: To provide a forum for young adults to share their faith and to create an environment for fellowship and mutual support for young adults who are in the same stage of life.

Proposed Initiative: Young adult ministry is defined as ministry specifically to adults between the ages of 21 and 39. This group includes a wide variety of individuals who may be single, married, single-parent, or have several young children. The initiative will be to create opportunities for prayer and fellowship across the deanery.

Action Plan:

1. Host a monthly time for prayer (adoration, confessions and Mass) at St. Martin Parish followed by a social gathering in Jefferson City.
2. Work with current parish programs to better coordinate activities.
3. Advertise events across the deanery.

Support Group Ministry

Goal: To create a sustainable peer-to-peer ministry program across the deanery.

Proposed Initiative: Support group ministry focuses on an individual's need to find support from others that are facing similar difficulties. These groups could include bereavement, Alcoholics Anonymous and divorce ministry. The individuals in these groups may need group support on a temporary basis and therefore any individual parish may not be able to sustain its own group over time. Having a combined support group ministry will allow for these groups to be available when they are needed.

Action Plan:

1. Build on the current structure that is in place at St. Peter to incorporate the entire deanery.
2. Advertise across the deanery.

Order of Christian Initiation of Adults (OCIA) Initiative

Goal: To support parish OCIA programs and broaden the Catholic experience of the candidates in study, prayer and rites at Mass.

Proposed Initiative: In conjunction with the parish OCIA programs, hold 1-2 deanery-wide events during the year for the OCIA candidates.

Action Plan:

1. Solicit input from the parish OCIA coordinators on how the deanery can support and offer programs to enhance their OCIA programs.

2. Possible events:
 - A. Conduct a one-day retreat for all of the RCIA parish candidates which focuses on the broader Catholic faith.
 - B. Conduct a special “Walk through the Mass” by Fr. Clark for the RCIA candidates.

Women’s Ministry

Goal: To support and collaborate with Barb Prasad, the diocesan Coordinator of Women’s Ministry, on events and initiatives planned for the See City Deanery.

Initiative: The diocesan Women’s Ministry office is in the process of forming a core team within the See City Deanery. The team will be comprised of 2-3 members from each of the parishes. The core team planning meeting will be in the fall of the year and the team will meet three other times throughout the year. All but two parishes are already represented on the deanery core team. The planning process seeks to identify initiatives in the following five areas of Women’s Ministry:

1. Service
2. Faith Formation
3. Prayer Opportunities
4. Communications
5. Hospitality/Fellowship

Action Plan:

1. Assist Barb in getting members from St. Stanislaus (Wardsville) and St. Margaret of Antioch (Osage Bend).
2. Assist Barb by identifying women who would be willing to serve as volunteers for events.
3. Assist in assembling clergy and speakers, as needed for the various events.
4. Actively promote and spread the word within our parishes concerning opportunities in Women’s Ministry.





SOUTHEAST DEANERY

Shaping Our Future Together **PLAN**

An important element of the Southeast Deanery's proposal is the subdividing of the Southeast Deanery into smaller geographical units, called coalitions. These coalitions are as follows:

<i>Hermann</i>	<i>Westphalia</i>	<i>Freeburg-Vienna</i>	<i>Cuba</i>	<i>St. Robert</i>	<i>Rolla</i>
Rhineland	Linn	Rich Fountain	Bourbon	Dixon	St. James
Morrison	Loose Creek	Koeltztown	Steelville	Crocker	Rosati
Chamois	Folk	Argyle		Richland	
Owensville	Frankenstein	Brinktown			
Belle	Bonnots Mill				

Included in this proposal, as an attachment, are the summary, progress reports or updates for each coalition of parishes within a given coalition. These reports provide a more local understanding of the process, the discernment and prayer that went into this process, and the goals and priorities for a given group of parishes within each coalition.

The following overall themes for the Southeast Deanery are grouped based on the Seven Essential Values.

Short-term plans will be implemented in 1-2 years. Mid-term and long-term plans (in italics) will be evaluated and implementation dates will be determined later (all short-term plans will be continued within the mid- and long-term).

1. Sacraments are Accessible and Celebrated Well

The Southeast Deanery will host three regional sessions at various locations across the deanery for the formation and training of liturgical ministers. Examples include lectors, musicians, Extraordinary Ministers of Holy Communion, etc. These sessions will aim at building up the laity in their ability, understanding and motivation to serve their fellow parishioners at parish Masses. (short-term)

Parishes within the Southeast Deanery will strive to create spiritually-enriching environments within the nave/church body before Masses. This may include subdued lighting, prayer materials available, group recitation of the rosary, and reverent background music. The reverence for the Holy Mass will be communicated in a loving way. (short-term)

The Southeast Deanery will assess cultural and religious preferences of the parishioners within our deanery to offer optimum Mass opportunities and Catholic experiences for the faithful (examples include Traditional Latin Mass, minority language, worship nights, etc.). (mid-term)

The Southeast Deanery will develop an assessment for thriving parishes that are not solely dependent on numbers, but rather on enrichment. (long-term)

2. Hospitality

Each parish in the Southeast Deanery will develop an individual and specific plan for welcoming and sustainable inclusion of new parishioners into the parish family. (short-term)

Deanery-wide surveys will be developed and implemented to gather information aimed at identifying why people are not active Catholics/parishioners and how a more welcoming parish atmosphere can be created. (mid-term)

The Southeast Deanery will develop a plan for encouraging parishes to strive to be good, true and beautiful so that others are drawn to our parish families as Christ-like centers of mercy and charity, in which the presence of God is a felt experience. (mid-term)

3. Clergy Well-being

With diocesan support and initiative:

- Coalition Councils will be encouraged to explore the unique role of laity and clergy in order to promote and highlight the role of each, with an emphasis on clergy well-being.
- Pastors of the Southeast Deanery will be encouraged to cooperate with their local Coalition Councils and other parish functions and teams to transfer responsibilities appropriately to deacons, lay volunteers, and hired staff to maintain their well-being and give them ample time to serve their most sacred duties.

4. Canon Law and Current Church Teaching

All Southeast Deanery plans and projects will be subject to approval by the appropriate hierarchy.

5. Faith Formation

Programs will be developed for young families to be given the support needed for their spiritual and holistic well-being and development. (short-term)

Parishes without Catholic schools are encouraged to establish a plan with area parishes with Catholic schools regarding a plan or process for access and participation, if one is not in place. (mid-term)

Deanery-wide pilgrimages will be organized within the Southeast Deanery, capitalizing on the holy grounds within our deanery (the Shrine of Our Lady of Sorrows in Starkenburg, for example.) Coordination of these events will draw from each parish's leadership for promotion and organization. (mid-term)

Deanery-wide surveys will be developed and implemented to allow for personal reflection/assessment. (mid-term)

6. Human and Financial Resources

The Southeast Deanery will encourage area parishes to discern their interest and ability to hire staff persons to function as business managers, and/or facility/maintenance managers. Initial discussion will be among deanery priests to see if and how this might be of assistance to area pastors/priests and parishes, and if there is interest or practicality in sharing a staff person between one or more parishes. Broader discussion within deanery parishes is encouraged. A report regarding what was discerned and identified will be compiled by June 2024. (short-term)

The Southeast Deanery will consider a deanery standardized financial reporting format. This standardized format for a reporting structure to parishioners in the bulletin, etc. may help improve communication and provide transparency. (mid-term)

7. Fulfillment of the Mission

Mercy/charity

The training of liturgical ministers (see #1 above) will include education and promotion of outreach opportunities to serve those in the margins in our areas. Examples include worship music, Holy Communion, and companionship to hospitals, nursing homes, shut-ins, jails, prisons, etc. (mid-term)

Stewardship

The Southeast Deanery will explore and discern further ways of promoting vocations to the priesthood, diaconate and consecrated life. Additionally, promoting the joy of the Gospel and evangelical service, emphasizing and highlighting invitation, information and discernment, as well as the promotion of marriage and family. (short-term)

The Southeast Deanery will host town halls, seminars and presentations regionally to promote the true spirit of stewardship, both collectively and as individuals. (mid-term)

Co-responsibility

The Southeast Deanery will establish Coalition Councils by June 2024. Each Coalition Council will consist of at least one member from each parish within the coalition, ideally including a member of the Parish Pastoral Council. Coalition Councils will meet at least four times per year. Coalition Councils will share parish goals and assess and address present and future needs of the coalition and its parishes. (short-term)

The laity within the Southeast Deanery will be encouraged to accept responsibility for the thriving atmospheres of local parishes, as well as an active allegiance to their own and others' salvation. Parishioners will actively ask others to join activities, invite others to Mass, and encourage participation in parish councils and involvement. (short-term)

Women's ministry

The Southeast Deanery will host a Women's Day of Reflection by June 2024. Coordination of this event will be through collaboration with the diocesan Coordinator of Women's Ministry as well as draw from each parish's leadership for promotion and organization. (June 2024) (short-term)

In addition to Women's Ministry, the Southeast Deanery will create opportunities for men and youth groups.

The Southeast Deanery will host a Men's Day of Reflection by June 2024. Coordination of this event will draw from diocesan resources as well as each parish's leadership for promotion and organization. (June 2024) (short-term)

The Southeast Deanery will host a retreat for youth. Coordination of this event will draw from diocesan resources as well as each parish's leadership for promotion and organization. (mid-term)





SOUTHWEST DEANERY

Shaping Our Future Together PLAN

Plan Outcomes and Objectives

Outcome: The sacraments are accessible and celebrated well.

Objective 1: Identify best practices in sacramental preparation and develop consistent programs across the deanery.

Objective 2: Provide training for deacons and laity to assist with sacramental preparation utilizing consistent programs across the deanery.

Outcome: Prioritize the well-being of our clergy to support demands and responsibilities, and prevent burnout among our priests.

(Recognize priests are not allowed to celebrate more than two Masses on a weekday and three Masses on Sunday and holy days of obligation on a regular basis)

Objective 3: With the priest leading, determine ways he can receive the assistance he needs from the parishioners to govern the parishes for which he is responsible.

Outcome: Provide life-long Catholic faith formation and vocations awareness that is nourished and matures in the Church through the liturgy, sacraments and religious education for PreK through college-age young adults, adults and families.

Objective 4: Through effective communication and training of laity, provide a variety of faith-based formation opportunities and vocational awareness (beyond sacramental preparation and catechesis) to all target audiences from PreK through retirement.

Implementation Plan Overview

Step 1: Research of all seven sacramental preparation in parishes across the deanery to identify best practices.

- A. What resources are utilized?
- B. Who provides the preparation?
- C. When are these preparations provided?
- D. How does faith formation continue throughout a parishioner's life in the parish?
- E. How are liturgical ministries formed within the parish?

Step 2: Research how we train across the deanery.

- A. How are volunteers who provide the instruction for sacramental preparation trained?
- B. How are volunteers trained for other ministries offered by the parish?
- C. How are liturgical ministers trained for their various ministries in the parish?

Step 3: Research best practices to prioritize the well-being of our clergy.

- A. What events can be merged (examples: happening concurrently in different parts of a building/joint stewardship committee across parish grouping) to provide additional margin on the pastor's calendar?
- B. How can a parish find other qualified people to implement various administrative tasks under the direction of the pastor?
- C. How can parish groupings share resources/human capital (example: skilled accountant or administrator) across parishes?



Shaping Our Future Together Prayer

Heavenly Father,
Send your Holy Spirit upon us
to inflame our hearts and enlighten our minds
as baptized members
of the one, holy, catholic and apostolic Church
present in the Diocese of Jefferson City.
Help us to discern Your holy will for our Church
as the Body of Christ in the world.
May we shape our future together
by embracing our mission
to be sanctuaries of mercy
and centers of charity.
Open our hearts and minds
so that the parish communities of our deanery
will thrive in the spirituality of stewardship
and with a culture of co-responsibility.
May we be ever more strongly united
in our Catholic faith, prayer and communal life.
This we ask through Christ our Lord.
Amen.

The Most Reverend W. Shawn McKnight, Bishop of Jefferson City
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