

Pastoral Plan Implementation  
Goals by Year  
Year 1

Year	Core Direction	Objectives and Narrative
1	Parish Life	<b>Communication about Archdiocesan Pastoral Plan</b> Each Parish Pastoral Council will communicate to all parishioners relevant information about the vision, directions, goals and objectives of the plan, especially those that relate to Core Direction One - Parish Life.
1	Parish Life	<b>Parish Pastoral Council</b> Each parish will establish a Parish Pastoral Council, or a similar structure, whose purpose will be to: a. develop guidelines and processes for ongoing consultation and planning with other councils, committees, and lay movements within the parish b. assist the pastor, the Parish Pastoral Planning Committee, and parishioners, to implement the Archdiocesan Pastoral Plan c. focus especially on Core Direction One of the Archdiocesan Pastoral Plan.
1	Parish Life	<b>Parish Pastoral Planning Committee</b> The parish will establish a Parish Pastoral Planning Committee, as sub-committee of the Parish Pastoral Council, to implement the Pastoral Planning process.
1	Parish Life	<b>Pastoral Ministries/Services</b> The Parish Pastoral Planning Committee will: a. discern priorities among existing pastoral ministries of the parish b. develop an action plan to promote and foster the development of new initiatives by individual parishioners and lay associations to respond to unmet needs within and beyond the parish c. evaluate and revise the action plan as needed.
1	Parish Life	<b>Leadership of Pastors</b> The Annual Priests' Seminar and regular Zone Meetings will organize workshops to promote greater collaboration in the provision of pastoral service by pastors, pastoral staff and parishioners. These workshops will focus on required skills and guidelines for strong pastoral leadership.
1	Parish Life	<b>Pastoral Planning Process</b> The Annual Priests' Seminar and regular Zone Meetings will organize workshops regarding a variety of pastoral planning processes. This will enable each parish to implement a process to articulate a new or renewed pastoral vision for the parish, with the goal of implementing the Archdiocesan Pastoral Plan.
1	Parish Life	<b>Develop 'Catechetical Sound bites'</b> Each parish will present a 2 to 3 minute catechetical 'sound bite' on one Sunday every month (e.g. second Sunday of the month) after Holy Communion and/or in bulletins using materials prepared by the Office of Formation for Discipleship.

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1	Parish Life	<p><b>Establishment of Archdiocesan Liturgy Commission</b> The Archdiocese will establish a Liturgy Commission as an advisory body to the Archbishop composed of qualified liturgists, pastors and educators. Its purpose will be to review, renew, and initiate liturgical practices and provide ongoing formation and educational materials for Archdiocesan and parish liturgical celebrations and devotional practices, and gather feedback on the implementation of the objectives pertaining to liturgical and devotional practices in the parishes in order to provide ongoing support.</p>
1	Parish Life	<p><b>Fuller Sacramental Signs</b> Sacramental signs are to be made more tangible by connecting the celebration of certain Sacraments with particular feast days; for example: a. celebrating a communal Sacrament of the Anointing of the Sick on or near the World Day of Prayer for the Sick on February 11th b. celebrating the Sacrament of Baptism within the context of Mass at least once during the Christmas seasons (e.g. on the Solemnity of the Baptism of the Lord), and once during the Easter Season.</p>
1	Parish Life	<p><b>Discernment of Needs</b> 1. Each parish is to establish a Social Justice and Action Committee, as a sub-committee of the Parish Pastoral Council. 2. The Parish Social Justice and Action Committee will: a. identify existing groups within the parish boundaries (such as lay associations, Catholic Charities, Catholic schools, youth groups, and ecumenical and interfaith organizations) who will be able to assist the parish in its various social justice ministries (such as food banks, refugee programs, homeless programs, outreach to the poor/marginalized/seniors/bereaved, etc.). b. instruct parishioners on how to identify needs and fulfill opportunities to support the poor and disenfranchised. c. prayerfully discern the unmet social justice needs of parishioners, the local community, and beyond d. collaborate where necessary with local, national and international civic community agencies.</p>
1	Parish Life	<p><b>Highlight Good Deeds</b> 1. The good works accomplished by parish outreach and service programs are to be highlighted and promoted by: a. the Office of Public Relations and Communications b. Catholic Media (e.g. Catholic Register, Salt and Light, CTV Sunday Mass, etc.) c. local Media d. parish and school publications</p>

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1	Parish Life	<p><b>Sacramental Preparation and Formation</b></p> <p>1. Each parish will use the Rite of Christian Initiation of Adults to lead inquirers, catechumens and candidates, as well as those in the parish community who accompany them, to deepen their faith and participate more fully in the sacramental life of the parish.</p> <p>2. As a means to implement the New Evangelization, each Parish will develop and adapt catechesis on the Sacraments of Initiation for all parishioners. This program will be run in conjunction with parish instruction for Baptism, First Reconciliation, First Communion and Confirmation.</p>
1	Parish Life	<p><b>Establishment of Parish Hospitality Committee</b></p> <p>1. Each parish will establish a Hospitality Committee as a sub-committee of the Parish Pastoral Council.</p> <p>2. This Hospitality Committee will:</p> <ul style="list-style-type: none"> <li>a. be composed of carefully selected parishioners representing the unique make-up of the parish</li> <li>b. gather information on how welcoming the parish is perceived to be by parishioners</li> <li>c. report the results of this study to the parish through various means such as: the weekly bulletin, a general meeting, a presentation to ministry groups, etc.</li> </ul>
1	Parish Life	<p><b>Eucharistic Devotion/ Liturgy of the Hours/ Reconciliation</b></p> <p>1. The Parish Liturgy Committee will prepare for and extend the celebration of the Paschal Mystery of the Mass in ways appropriate for the parish, and wherever possible with leadership from properly formed parishioners, through the regular celebration of:</p> <ul style="list-style-type: none"> <li>a. Eucharistic Adoration</li> <li>b. Liturgy of the Hours</li> <li>c. Sacrament of Reconciliation</li> </ul>
1	Vocations	<p><b>Monthly Mass for Vocations</b></p> <p>1. The Office of Vocations in association with parishes and other Archdiocesan Offices (such as the Office of Formation for Discipleship, the Office of Public Relations and Communications, the Office of Catholic Youth, and the Office of Spiritual Affairs), will develop a plan for “Prayer for Vocations” which will include:</p> <ul style="list-style-type: none"> <li>a. The celebration of Mass with a special dedication to Prayer for Vocations on one Sunday each month (e.g. third Sunday of every month), in all parishes within the Archdiocese.</li> </ul>
1	Vocations	<p><b>Promotion of Eucharistic devotion</b></p> <p>1. The Office of Vocations in association with parishes and other Archdiocesan Offices (such as the Office of Formation for Discipleship, the Office of Public Relations and Communications, the Office of Catholic Youth, and the Office of Spiritual Affairs), will develop a plan for “Prayer for Vocations” which will include:</p> <ul style="list-style-type: none"> <li>b. The celebration of Eucharistic Adoration with a special dedication to Prayer for Vocations.</li> </ul>

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Year 1

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1	Vocations	<p><b>Collaboration and cooperation of resources</b></p> <p>1. The Office of Vocations in association with the Vocations Council will coordinate resources and programs in all Archdiocesan Offices (Office of Catholic Youth, Office of Formation for Discipleship, Office of Public Relations and Communications, etc.) to promote vocations.</p>
1	Vocations	<p><b>May as Vocations Awareness Month</b></p> <p>1. The month of May is to be designated as Vocations Awareness Month in the Archdiocese. This period would promote vocations through:</p> <ul style="list-style-type: none"> <li>a. Parish homilies, prayers of the faithful, etc.</li> <li>b. Talks and events featuring bishops, priests, deacons, religious and seminarians.</li> <li>c. Distribution of resources with specific and concrete information on vocation discernment.</li> </ul>
1	Vocations	<p><b>Promotion of Lay Ministry</b></p> <p>1. Theological Faculties, Archdiocesan Offices (such as the Office of Catholic Youth, Office of Formation for Discipleship etc.) and Religious Communities with youth charisms, are to seek concrete ways to support vocations to lay pastoral ministry.</p>
1	Vocations	<p><b>Programs for Youth Ministry</b></p> <p>1. The Office of Catholic Youth is to promote and develop programs of formation for youth ministry and evangelization.</p>
1	Vocations	<p><b>Fraternal Support of Priests</b></p> <p>1. The Office of Clergy Personnel and Chaplaincy encourages the fraternal support of priests for their spiritual, physical and emotional health through regularly scheduled meetings.</p>
1	Vocations	<p><b>Fraternal Support of Permanent Deacons</b></p> <p>1. The Episcopal Vicar for Deacons encourages the fraternal support of permanent deacons and their families, for their spiritual, physical and emotional health through regularly scheduled meetings.</p>
1	Vocations	<p><b>Involvement of Regional Bishops in Priestly Support</b></p> <p>1. Regional Bishops are to ensure that opportunities are taken for regular review and dialogue with pastors, concerning issues affecting parish life, accomplishments and future plans.</p>
1	Catholic Outreach in Justice and Love	<p><b>Establishment of Archdiocesan Social Justice and Action Commission</b></p> <p>1. An Archdiocesan Social Justice and Action Commission will be established to serve as a resource for the identification and documentation of, and response to, social justice issues as well as to assist parishes and zones to become active in advocacy activities and positions.</p>

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Year 1

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1	Catholic Outreach in Justice and Love	<p><b>Charitable Success Stories</b></p> <p>1. Catholic Charities in collaboration with the Development Office (ShareLife), parishes and lay movements, are to collaborate in gathering information about specific charitable success stories of the Catholic Church in the Archdiocese of Toronto.</p> <p>2. These success stories are to be communicated to all parishes as well as the broader community through annual speaker engagements, parish bulletins, etc., especially during the annual ShareLife campaign.</p> <p>3. The communication of success stories should be done in collaboration with the Office of Public Relations and Communications, the Catholic Media Commission of the Archdiocese of Toronto, and the Social Justice Commission of the Archdiocese of Toronto.</p>
1	Catholic Outreach in Justice and Love	<p><b>Bereavement Resources and Programs</b></p> <p>1. The Office of Formation for Discipleship, the Development Office and the Office of Spiritual Affairs, in association with Catholic Cemeteries, will provide information and seminars for parishes about the pastoral programs and services related to loss and bereavement, death and dying, estate planning, and Christian burial.</p>
1	Evangelization of Society	<p><b>Establishment of Archdiocesan Catholic Higher Education Commission</b></p> <p>1. Establish a Catholic Higher Education Commission under the responsibility of the Episcopal Vicar for Catholic Education which would explore ways to promote greater collaboration and working relationships among the post-secondary Catholic institutions within the Archdiocese in order to strengthen the Catholic character of these institutions and the overall witness of the Catholic intellectual tradition in society. The membership of the Commission would include the following institutions: St. Augustine's Seminary and Institute of Theology, Regis College, St. Michael's College, St. Philip's Oratory, the Institute of Medieval Studies, and the Canadian Catholic Bioethics Institute.</p>
1	Evangelization of Society	<p><b>Promote Summer Programs of Education, Formation and Catechesis</b></p> <p>1. The Office of Catholic Youth is to promote, initiate, coordinate and advertise summer programs / camps which offer education, formation and catechesis for young people who attend Catholic schools, public and private schools. The programs would include - Totus Tuus, summer bible camps, lay movement and association retreats and ethnic communities.</p>
1	Evangelization of Society	<p><b>Catholic School Representatives on Parish Pastoral Councils</b></p> <p>1. Pastors are encouraged to have representatives from their parish schools as members on the parish council. The head of the school parent councils, students, and a principal/teacher might be considered.</p>

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Goals by Year  
Year 1

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1	Evangelization of Society	<p><b>Establishment of Archdiocesan Catholic Media Commission</b></p> <p>1. The Archdiocese, through the Office of Public Relations and Communications, will establish a Catholic Media Commission to promote greater collaboration, support, and the effective working relationship among Catholic print, radio, television, and internet media resources. The Catholic media resources would include: Catholic Register, Salt &amp; Light, Novalis, Radio Maria, Polish Radio, Catholic School Boards, etc.</p>
1	Evangelization of Society	<p><b>Establishment of an Archdiocesan language translation ministry/service</b></p> <p>1. The Office of Public Relations and Communications will establish a language translation ministry/service to promote effective, accurate and timely communication for ethnic communities with the Archdiocese. The Ethnic Pastoral Councils would collaborate with the Office of Public Relations and Communications in recommending qualified personnel for language translation.</p>
1	Evangelization of Society	<p><b>Internship Opportunities</b></p> <p>1. The Catholic Media Commission will promote internship program opportunities for young people at Catholic media agencies in the Archdiocese.</p>
1	Evangelization of Society	<p><b>Archdiocesan Sponsored Lecture Series Focused on the New Evangelization</b></p> <p>1. The Archdiocese would initiate and sponsor a yearly lecture series in collaboration with the post-secondary Catholic institutions that promotes the New Evangelization through the dialogue of faith and reason in a wide range of areas: culture and art, social communication, economy, scientific and technological research, civic and political life. A 3 evening lecture series might be organized each year using the concepts of Goodness, Truth and Beauty to present topics of discussion which engage faith and reason in the New Evangelization.</p>
1	The Cathedral as a Sign of our Mission	<p><b>The Restoration of the Structure of St. Michael's Cathedral</b></p> <p>1. The Office of Temporal Affairs and the Office of Properties, Planning and Housing, with the Rector and Finance Committee of the Cathedral will ensure that the multi-year plan of restoration and physical enhancement of the exterior of the Cathedral Church is completed.</p>

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1	The Cathedral as a Sign of our Mission	<p><b>The Enhancement of the Interior Space of St. Michael's Cathedral</b></p> <p>1. The enhancement of the interior space of the Cathedral is to be achieved through a multi-year plan developed by the Sacred Art and Architecture Committee of the Archdiocese, the Office of Temporal Affairs and the Office of Property Planning and Housing, with the Rector and Finance Committee of the Cathedral.</p> <p>Both of these Objectives are being addressed simultaneously in three phases. The first phase is from 2012 to 2014, the second phase is from 2014 to 2016 and the third phase is from 2016 to 2018.</p> <p>The Sacred Art and Architecture Committee for the Archdiocese will review and endorse the plans for the enhancement of the interior space of the Cathedral.</p> <p>The Archdiocese and the Cathedral are the stakeholders responsible for the implementation. The Archdiocese will be responsible for the budgetary requirements. The Cathedral will contribute in small ways where possible.</p> <p>The multi-year plan will outline both the historical and future scope of work and financial costs for the restoration of the Cathedral, approved by the Finance Committee of the Archdiocese. The communication of this multi-year plan and the projected timeline for the future scope of work will be completed by 2018.</p>
1	The Cathedral as a Sign of our Mission	<p>Objective 1.2: The Enhancement of the Interior Space of St. Michael's Cathedral</p> <p>1. The enhancement of the interior space of the Cathedral is to be achieved through a multi-year plan developed by the Sacred Art and Architecture Committee of the Archdiocese, the Office of Temporal Affairs and the Office of Property Planning and Housing, with the Rector and Finance Committee of the Cathedral.</p> <p>Both of these Objectives are being addressed simultaneously in three phases. The first phase is from 2012 to 2014, the second phase is from 2014 to 2016 and the third phase is from 2016 to 2018.</p> <p>The Sacred Art and Architecture Committee for the Archdiocese will review and endorse the plans for the enhancement of the interior space of the Cathedral.</p> <p>The Archdiocese and the Cathedral are the stakeholders responsible for the implementation. The Archdiocese will be responsible for the budgetary requirements. The Cathedral will contribute in small ways where possible.</p> <p>The multi-year plan will outline both the historical and future scope of work and financial costs for the restoration of the Cathedral, approved by the Finance Committee of the Archdiocese. The communication of this multi-year plan and the projected timeline for the future scope of work will be completed by 2018.</p>

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1	The Cathedral as a Sign of our Mission	<p><b>Electronic Outreach of the Cathedral</b></p> <p>1. The Office of Public Relations and Communications, the MIS department and the Rector of the Cathedral will strengthen the electronic outreach of Cathedral liturgies and events. Multiple platforms of media and social communications technology are envisioned.</p> <p>There is need for the development and delivery of programs for the Archdiocese as well as for the Cathedral as a parish. The electronic cabling of the Cathedral is being done now and it will be used as it becomes available. This cabling and the installation of cameras will allow for podcasts of the Cardinal’s homilies, web broadcasting and live streaming. A media booth will be placed in the basement.</p> <p>With the new electronic outreach there is the possibility of offering virtual tours of the Cathedral, highlighting the significance of sacred art, artifacts and furnishings that aid our Catholic worship and devotion. Not only will this electronic outreach outline the importance and significance of our Cathedral but it will provide catechesis about the essentials of our faith.</p> <p>The cabling will allow for live streaming of Masses and other Sacred Events such as Lectio Divina, Choir School Concerts of Sacred Music, Parish Missions, Day Retreats that may be offered for Confirmation Candidates and First Communion Candidates, Seniors, Moms and Dads home with children.</p> <p>The Choir School could provide Webinars on liturgical music, especially what is proper for weddings, funerals. Since our parishes have different needs some with little or no resources the Choir School could offer Webinars for parish directors of music.</p> <p>The Archdiocese and the Cathedral are the stakeholders responsible for the implementation. The Archdiocese will be responsible for the budgetary requirements. The Cathedral will contribute in small ways where possible.</p>

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1	The Cathedral as a Sign of our Mission	<p><b>Cathedral to be a Place of Pilgrimage and of Welcome</b></p> <p>1. The Office of Public Relations and Communications and the Rector of the Cathedral will publish a yearly calendar of Cathedral events e.g. Archdiocesan celebrations, liturgies, Lectio Divina, events open to the public, tours, pilgrimages, etc. As space becomes available with the completion of each phase of development, the Cathedral will be able to offer tours and pilgrimages.</p> <p>The focus of outreach should extend also to parishes and lay associations.</p> <p>There is a need to increase the sense of “ownership” and awareness of St. Michael’s Cathedral across the Archdiocese through the Office of Public Relations and Communications through brochures, posters, events and visits. Pamphlets and other such material concerning programmes and services of the Cathedral will be made available.</p> <p>The Cathedral will be responsible for implementing this objective.</p> <p>The Archdiocese and the Cathedral are the stakeholders responsible for the implementation. The Archdiocese will be responsible for the budgetary requirements that enable the completion of each phase of development. The Cathedral will contribute in small ways where possible.</p> <p>Fees for pilgrimages and tours may be covered by parish or Archdiocesan funds or user fees for visitors.</p>

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1	The Cathedral as a Sign of our Mission	<p><b>Master Plan for the Development of the Entire “Cathedral Block”</b></p> <p>1. The Archdiocese will engage in a process to develop a Master Plan for the revitalization of the Cathedral to meet Archdiocesan and parish needs and the development of the “Cathedral Block” as a “Centre of Evangelization”.</p> <p>The three year simultaneous multi-phase development to restore and enhance the architectural beauty along with the interior space of St. Michael’s Cathedral will not be completed until 2018. The time frame needed for redevelopment and construction of a new Choir School is expected to be five plus years.</p> <p>Discussions are underway between the Office of Temporal Affairs and the Office of Property Planning and Housing, in collaboration with the Choir School Advisory Board and the Toronto District Catholic School Board. These discussions will need to be integrated into the process of developing a Master Plan.</p> <p>Given all this information, it is expected that in order to complete development of the entire “Cathedral Block” as a “Centre of Evangelization” a realistic time frame for completion of this Objective would be between 2018 and 2020.</p> <p>Other stakeholders will need to be identified and invited to be part the Master Plan process. There is need for the creation of a Master Plan Committee comprised of visionary professionals. The Strategic Planning First and Second Phase Reports for the Cathedral and the Cathedral Block will be important resource documents in undertaking a Master Plan.</p> <p>Since achieving this Objective will require the building of a new Choir School, it will be the responsibility of the Archdiocese of Toronto working with the Toronto District Catholic School Board to implement this Objective.</p> <p>The Archdiocese will be responsible for all budgetary requirements but they will require the Toronto District Catholic School Board to assume some financial responsibility for the completion of this Objective.</p> <p>A capital campaign will be necessary for the construction of a Centre of Evangelization and the redevelopment of the entire “Cathedral Block”.</p>