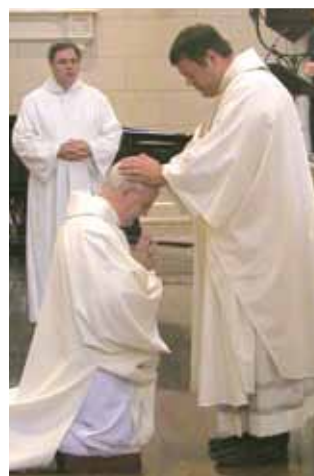




ARCHDIOCESE OF LOUISVILLE 2009 STRATEGIC PLAN



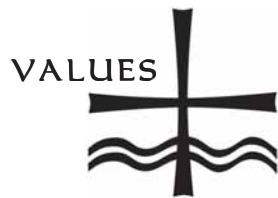


We are the Catholic Church in Central Kentucky, a community of believers rich in our tradition and growing in our diversity, striving for fullness of life in God.

In communion with the Bishop of Rome, our mission is to proclaim the good news of Jesus Christ by:

- **Worshipping** God in word and sacrament.
- **Teaching** and sharing our faith.
- **Serving** human needs, especially those of the poor and oppressed.
- **Promoting** holiness of life through continuing conversion.
- **Fostering** justice and reconciliation among all God's people.

We commit ourselves to thankfulness through responsible stewardship of all God's gifts.



In pursuit of this mission we choose to emphasize these particular values:

- The **goodness of God** manifested in all creation.
- The **dignity of the person** called to wholeness in Jesus Christ.
- The **power of community** committed to prayer, collaboration, and service.



1. To identify, claim, and celebrate our vibrant Catholic faith, grounded in the life, death, and resurrection of Jesus Christ.
2. To help form and support, with the power of the Holy Spirit, an evangelizing faith in Jesus Christ.
3. To embrace the diversity of culture in responding to God's love.
4. To call forth and empower servant-leaders for ministry.
5. To promote excellence in Catholic formation and education for all ages to build up the Body of Christ, the Church.

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It is a great pleasure to present the 2009 Strategic Plan for the Archdiocese of Louisville.

When I came to the Archdiocese two years ago, I learned that this diocese has a long history of strategic planning. This is the fifth plan that has been published since 1989. Our Archdiocese's disposition for planning was affirmed in a resounding way by pastoral leaders in many different ministries and regions of the Church as a very effective way of articulating a clear sense of mission and pastoral priorities. Pastoral leaders have told me how important it is for us to be united in a common purpose and have indicated that our diocesan planning efforts help to give shape to plans on the parish level.

I also am involved in planning through my role as treasurer for the United States Conference of Catholic Bishops. As I have experienced both planning processes, I have seen many common themes and synergies between these national and local planning efforts.



Good planning always begins with listening, and in the fall of 2008, we held listening sessions with parish council members, parish and agency staffs, deacons, priests, and many others. We also solicited input through our web page. As the plan proceeded through task forces and various drafts this spring and summer, I was impressed by the prayerful and collaborative spirit that animated these efforts.

Several key themes emerged from the listening process and the work of the task forces, and these themes provided a focus for the five goals of this strategic plan. These themes are Catholic identity, evangelization, multicultural ministry, servant leadership, and formation and education.

Ultimately our plan is mission-driven because it flows from our efforts to proclaim the good news of Jesus Christ by worshipping God in word and sacrament, teaching and sharing our faith, serving human needs, especially those of the poor and oppressed, promoting holiness of life through continuing conversion, and fostering justice and reconciliation among all God's people. The programs and ministries described in this plan are never an end in themselves but always point us to the ultimate reality of God's grace and the timeless and unchanging vision of the Gospel.

Priorities

As part of this planning process, I have identified some particular areas of interest. These are difficult choices because I view every objective and action step in the plan as important contributions to our mission. However, the identification of the following action steps within the plan provides additional focus to our efforts and helps our offices as they put all of these activities on a timeline.

Goal 1: To identify, claim, and celebrate our vibrant Catholic faith, grounded in the life, death, and resurrection of Jesus Christ.

Action Step 1.1.4: Create and implement a plan to increase the attendance at Sunday Mass, with an emphasis on teens and young adults.

The greatest expression of our faith is found when we come together for Holy Eucharist. As the source and summit of our faith, participation in Sunday Mass is vital to our unity as the body of Christ and to our proclamation of the good news of Jesus Christ. Since statistics indicate that only 25-30% of Catholics attend Mass on a regular basis, we clearly need a renewal of efforts to invite Catholics to engage in this most important aspect of parish life. Thus, this action step will address both our presence at the Holy Eucharist each Sunday and the need for a growth in understanding and appreciation of this great gift of our faith.

Action Step 1.2.2: Identify and promote initiatives that focus on strengthening marriages in the first five years.

The strengthening of marriage and family life is both a national and local priority. As one of the sacraments “for others,” marriage contributes to the good of the couple and to the common good of our society. National research and feedback we heard from young adults indicate that the first five years of marriage is a crucial time for couples and one that needs more attention from the Church.

Goal 2: To help form and support, with the power of the Holy Spirit, an evangelizing faith in Jesus Christ.

Action Step 2.1.1: Identify and develop a diocesan-wide renewal effort for parishes on our call to holiness, our call to proclaim the good news, and our call to social justice and stewardship.

Those who participated in listening sessions spoke clearly of their desire for spiritual renewal, and this renewal is an important step in creating enthusiasm for our faith in Jesus Christ. I believe that a diocesan-wide renewal effort can provide the energy and focus for many other initiatives in this strategic plan.

Action Step 2.4.2: Assist parishes and parishioners to be a public witness of the dignity of life from conception to natural death.

Our belief in the human dignity of every person is a critical principle for our efforts in family life, social justice, and in our efforts to build a culture of life, and it is a message that the world needs to hear. Everyone is meant to be an apostle for life. Hearts can be changed as each Catholic embraces his or her call to announce the good news by being a witness to the dignity of life from conception to natural death.

Goal 3: To embrace the diversity of culture in responding to God’s love.

Action Step 3.3.1: Develop and implement a pastoral plan for Hispanic ministry in the Archdiocese.

This diocese is fortunate to have a long tradition of multicultural ministry on which to build. It is clear that a new reality of the last five years is the emergence of a large and vibrant Latino presence in both urban and rural areas of our Archdiocese. The development of a pastoral plan will provide focus and energy for our efforts to support and invite our Latino brothers and sisters into the life of this local Church.

Goal 4: To call forth and empower servant-leaders for ministry.

Action Step 4.1.3: Promote opportunities for discernment retreats for priesthood and religious life and develop new retreat opportunities for particular age and cultural groups.

We have been blessed in the last two years with an increase in the number of seminarians, and it is clear that our efforts to intentionally invite men to the priesthood have been fruitful. Discernment retreats are creative ways to engage young adults in a thoughtful reflection on the topics of gifts, call, discipleship, and vocation, and they can be designed in flexible ways to respond to various cultural and age groups.

Goal 5: To promote excellence in Catholic formation and education for all ages to build up the Body of Christ, the Church.

Action Step 5.1.3: Evaluate how parishes currently address young adult needs and identify strategies for improvement and ways to integrate young adults into parish life.

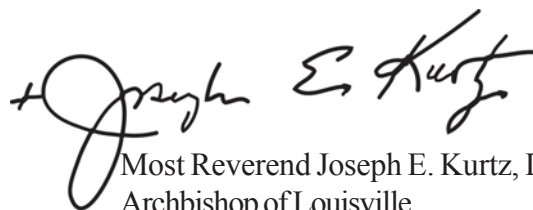
Recent research on inactive Catholics reveals that those who become inactive do so by the time they are young adults. It also points to the importance of formative religious experiences for youth and young adults. I believe that our parishes can benefit greatly from the identification of best practices in this important area of ministry.

Conclusion

When I was young, I learned that my purpose was to know, love, and serve God in this world and to be happy with Him in the next. I am confident that this plan will help us to answer the call to know God personally, to love Him intimately, and to serve Him wholeheartedly, and in doing so, it will strengthen our efforts to proclaim the good news of Jesus Christ.

I look forward to seeing the fruition of this plan, and I extend my thanks to everyone who helped us make it a reality. Now the work begins.

As we move forward in hope, let us seek the intercession of our Blessed Virgin Mary whose wholehearted “yes” is the inspiration for all of our efforts. May her merits and prayers encourage and sustain us on every step of our journey.



Most Reverend Joseph E. Kurtz, D.D.
Archbishop of Louisville



OBJECTIVE 1.2

Promote and strengthen marriage and family life.

Action Steps:

- 1.2.1 Develop and promote parish and diocesan models for marriage preparation and marriage enrichment using the United States Conference of Catholic Bishops pastoral letter on marriage and related resources. [Family Ministries Office]
B Fall 2010 C Ongoing
- 1.2.2 Identify and promote initiatives that focus on strengthening marriages in the first five years. [Family Ministries Office, Office of Stewardship and Development]
B Spring 2010 C Summer 2011
- 1.2.3 Review and improve existing curriculum and resources that deal with the Church's theology on marriage and family for junior high and high school students in Catholic schools and parish religious education programs. Give particular attention to processes that address the selection and training of teachers and catechists for this topic. [OLFE]
B Fall 2010 C Spring 2012
- 1.2.4 Assist parishes by providing resources, models, and multimedia educational opportunities that address parenting skills, faith transmission by parents, sacramental formation, and senior spirituality. [Family Ministries Office, OLFE]
B Winter 2011 C Ongoing

OBJECTIVE 1.3

Improve and broaden the practice of the preached Word of God.

Action Steps:

- 1.3.1 Provide a current database of training opportunities for effective preaching. Encourage and provide financial assistance for priests and deacons to participate in one program every five years. [Continuing Formation for Clergy, Diaconate Office]
B Fall 2011 C Ongoing
- 1.3.2 Develop and promote an archdiocesan lay preaching institute that will provide formation for lay preachers, including the development of additional opportunities for lay men and women to preach within the directives that the Church has provided. [Office of Worship, OLFE, ACC/ Evangelization]
B Fall 2012 C Fall 2015
- 1.3.3 Make available to pastors and pastoral leaders resources that foster a good understanding of the proper role of lay preaching. [Office of Worship, ACC]
B Fall 2012 C Fall 2015

OBJECTIVE 1.4

Integrate the Catholic vision of the reign of God into daily life and embrace our baptismal call to be Christ's presence in the world.

Action Steps:

- 1.4.1** Design and conduct intergenerational and culturally diverse opportunities for learning and dialogue about Catholic social teaching. [Catholic Charities, OLFE, Office of Multicultural Ministry]
B Winter 2012 C Ongoing
- 1.4.2** Promote the Church's teaching about the whole spectrum of life issues through a variety of adult education and formation opportunities. [OLFE, Catholic Charities, Family Ministries Office, ACC]
B Fall 2010 C Ongoing
- 1.4.3** Identify and develop resources, models, and formation/education opportunities for parishes on our responsibility to serve human needs and work for justice. [Catholic Charities/Parish Social Ministry]
B Winter 2011 C Fall 2013
- 1.4.4** Identify and develop resources, models, and formation/education opportunities for parishes that address our responsibility to be good stewards. [Office of Stewardship and Development]
B Winter 2011 C Ongoing
- 1.4.5** Develop and provide resources that describe and affirm the many cultural expressions of the Roman Catholic faith. [Office of Multicultural Ministry, ACC]
B Fall 2011 C Ongoing
- 1.4.6** Expand opportunities for Catholics to provide financial support for the mission and ministry of their parishes and Archdiocese with particular emphasis on planned giving. [Office of Stewardship and Development, Finance Office]
B Winter 2010 C Ongoing



GOAL 2



To help form and support, with the power of the Holy Spirit, an evangelizing faith in Jesus Christ.

The purpose of this goal is to prayerfully encounter the presence of God in our lives, creating an awareness of evangelization as the grace and vocation of the Church. As a church, we exist to evangelize, and we do so by inspiring a deeper knowledge of and more vibrant enthusiasm for the faith so that it is generously shared. As missionary disciples, we invite people to hear the Good News of Jesus Christ so they may join in the fullness of the Catholic faith, as well as transform society through the saving power of Jesus Christ, gospel values, and social justice.

OBJECTIVE 2.1

Create enthusiasm and a firm foundation for the faith through an organized process of ongoing faith formation that leads to holiness and a generous sharing of faith with others.

Action Steps:

- 2.1.1** Identify and develop a diocesan-wide renewal effort for parishes on our call to holiness, our call to proclaim the Good News, and our call to social justice and stewardship. [OLFE, ACC/Evangelization, Personnel and Planning]
B Spring 2010 C Spring 2012
- 2.1.2** Develop rituals and special events (such as retreats, days of reflection, ritual celebrations) for parishes, regions, or the Archdiocese to build enthusiasm for the faith. [ACC/Evangelization, Committee of Parish Leaders]
B Winter 2010 C Ongoing
- 2.1.3** Provide follow-up to renewal efforts that encourage continued growth and participation of people in personal renewal, faith-sharing, and outreach. [OLFE, ACC/Evangelization]
B Spring 2010 C Spring 2013

OBJECTIVE 2.2

Equip Catholics to share their faith and invite others to deepen their experiences of Christ.

Action Steps:

- 2.2.1** Develop an archdiocesan congress on what it means to be an evangelizing Catholic and missionary disciple. [Inter-Agency Committee]
B Spring 2012 C Fall 2012
- 2.2.2** Promote Catholic spirituality and ways it can be shared in the community, workplace, and school. [OLFE]
B Winter 2011 C Winter 2013

- 2.2.3 Teach parishioners best practices for outreach to inactive Catholics and the unchurched. [ACC/Evangelization]
B Winter 2010 C Winter 2012

OBJECTIVE 2.3

Develop a welcoming spirit for Christ within individuals, families, parishes, and Catholic organizations.

Action Steps:

- 2.3.1 Create a comprehensive plan to assist parishes to welcome diverse cultures. [Office of Multicultural Ministry, ACC/Evangelization]
B Spring 2010 C Fall 2011
- 2.3.2 Create opportunities, training, and tools to promote evangelization within various cultural communities. [Office of Multicultural Ministry, ACC/Evangelization]
B Winter 2011 C Ongoing
- 2.3.3 Provide training on Christian hospitality for parish leadership, staff, and diocesan organizations. [Office of Pastoral Care, ACC/Evangelization, Office of Worship]
B Winter 2011 C Fall 2012

OBJECTIVE 2.4

Foster gospel values in parish communities and society that promote the dignity of the human person, the importance of marriage and family life, and the common good.

Action Steps:

- 2.4.1 Integrate the USCCB *Compendium of the Social Doctrine of the Church* into ongoing formation programs for Archdiocese of Louisville parish leadership. [OLFE, Diaconate Office, Continuing Formation for Clergy]
B Fall 2012 C Ongoing
- 2.4.2 Assist parishes and parishioners to be a public witness of the dignity of life from conception to natural death. [Family Ministries Office, Catholic Charities, ACC, OLFE, Diaconate Office, Catholic Conference of Kentucky (CCK)]
B Winter 2010 C Ongoing
- 2.4.3 Provide single adults and families with resources that will assist them in living out gospel values. [Family Ministries Office, ACC, OLFE]
B Winter 2011 C Winter 2012
- 2.4.4 Provide tools to assist Catholics in how to promote the common good in their daily lives with a focus on public policy and advocacy. [Catholic Charities, CCK]
B Fall 2011 C Fall 2012

GOAL 3

To embrace the diversity of culture in responding to God's love.



The purpose of this goal is to build on the history of service to multicultural communities by addressing the emerging and strategic needs of various cultures, immigrants, and refugees and by developing a Hispanic pastoral plan. The Archdiocese of Louisville is greatly blessed and enriched by the presence of the diversity of culture in our midst. The cultural gifts and rich history of various ethnic groups that are shared enable the Archdiocese to truly experience the universality of the Catholic Church.

OBJECTIVE 3.1

Provide resources that celebrate the diversity of cultures in our Catholic community.

Action Steps:

- 3.1.1** Promote and expand multicultural resources available through archdiocesan agencies. [Personnel and Planning, Office of Multicultural Ministry]
B Fall 2010 C Ongoing
- 3.1.2** Provide support for parishes to expand their liturgical resources so as to enhance their ability to respond to diverse cultures. [Office of Worship, Office of Multicultural Ministry]
B Winter 2013 C Winter 2014
- 3.1.3** Produce and distribute a multicultural Catholic resource directory. [Office of Multicultural Ministry]
B Winter 2010 C Spring 2012
- 3.1.4** Expand the representation of various cultural groups on boards and committees. [Personnel and Planning, Office of Stewardship and Development, Finance Office]
B Fall 2010 C Spring 2011
- 3.1.5** Expand worship opportunities and resources that affirm the cultural traditions of the Asian and Pacific Islanders in the Archdiocese of Louisville. [Office of Multicultural Ministry]
B Spring 2011 C Fall 2012
- 3.1.6** Host an archdiocesan day celebration honoring our diverse cultures – sharing customs, dress, traditions, prayer, and food. [Office of Multicultural Ministry]
B Summer 2011 C Summer 2013

- 3.4.2 Develop initiatives to create more diverse staffs and volunteers reflecting the cultures of the Archdiocese. [Personnel and Planning]
B Spring 2011 C Ongoing
- 3.4.3 Assist parishes and archdiocesan staffs to articulate and implement a vision for outreach to cultural groups. [Office of Multicultural Ministry]
B Fall 2011 C Fall 2012

OBJECTIVE 3.5

Develop initiatives to encourage parishes to serve the immigrant community.

Action Steps:

- 3.5.1 Involve parish leaders in advocacy and public policy efforts that address immigration issues. [Catholic Charities, CCK]
B Winter 2011 C Fall 2012
- 3.5.2 Increase the involvement and invitation of new immigrants into parish life. [Catholic Charities, ACC/Evangelization]
B Winter 2011 C Fall 2013
- 3.5.3 Assist parishes in being contact points and resources for new immigrants in the process of becoming documented. [Catholic Charities]
B Summer 2010 C Fall 2014
- 3.5.4 Provide opportunities for parishioners to appreciate the presence of immigrants and migrants in their parish communities. [Catholic Charities, Office of Multicultural Ministry]
B Summer 2010 C Fall 2014



GOAL 4

To call forth and empower servant-leaders for ministry.



The purpose of this goal is to identify, form, train, and support servant-leaders for ministry so that they are witnesses to God's Kingdom. Inclusive of the diversity of gender, culture, and generational differences, the objectives and action steps of this goal focus on the recruitment of ordained ministers, the ongoing formation of lay and ordained ministers, recruitment of young adults for church ministry, and development of parishioners for leadership in the church.

OBJECTIVE 4.1

Promote vocations to the priesthood and religious life.

Action Steps:

- 4.1.1** Establish and train vocation committees in parishes. [Vocations Office]
B Fall 2010 C Fall 2012
- 4.1.2** Develop, evaluate, and provide tools that assist priests in inviting men to consider priesthood and that foster relationships between priests and potential candidates. [Vocations Office, Continuing Formation for Clergy]
B Spring 2011 C Spring 2012
- 4.1.3** Promote opportunities for discernment retreats for priesthood and religious life and develop new retreat opportunities for particular age and cultural groups. [Vocations Office, OLFE/Campus Ministry, Office of Multicultural Ministry]
B Spring 2011 C Spring 2014
- 4.1.4** Provide materials and training to all Catholic high school guidance counselors, campus ministers, and theology instructors on college options for young men considering priesthood and also include resources for high school-aged discernment. [Vocations Office, OLFE/Youth Ministry]
B Fall 2010 C Fall 2012
- 4.1.5** Develop a pastoral letter or similar resource on vocations with action steps and discussion questions. [Archbishop, ACC, Vocations Office]
B Fall 2010 C Spring 2011
- 4.1.6** Expand the use of technology to promote vocations to the priesthood and religious life through audiovisual tools, the Internet, and other communication vehicles. [ACC, Office of Information Systems]
B Summer 2010 C Ongoing

OBJECTIVE 4.2

Develop strategies to identify and invite persons to leadership for ministry reflective of the diversity of gender, culture, and generational differences.

Action Steps:

- 4.2.1 Assist local parishes with resources for training and curriculum development to recognize, equip, and affirm baptismal call. [OLFE, Office of Worship]
B Winter 2010 C Winter 2012
- 4.2.2 Develop a coordinated recruitment plan for ordained, religious, and lay ecclesial ministry and promote ordained and lay ecclesial ministry through information sessions in a variety of settings; e.g., schools, colleges, parishes. [Personnel and Planning, Vocations Office, ACC, OLFE, Diaconate Office]
B Spring 2010 C Fall 2013
- 4.2.3 Develop communication technologies for the recruitment of college students and other young adults for ministry. [Office of Information Systems, ACC, OLFE/Young Adult Ministry and Campus Ministry]
B Summer 2010 C Summer 2011
- 4.2.4 Create a multicultural tool kit for parishes that would invite young adults to share their interests, gifts, and talents with the church. [OLFE/Young Adult Ministry, Office of Multicultural Ministry, Office of Stewardship and Development]
B Spring 2010 C Spring 2011

OBJECTIVE 4.3

Provide for the pastoral development of ordained and lay ministry in the Archdiocese.

Action Steps:

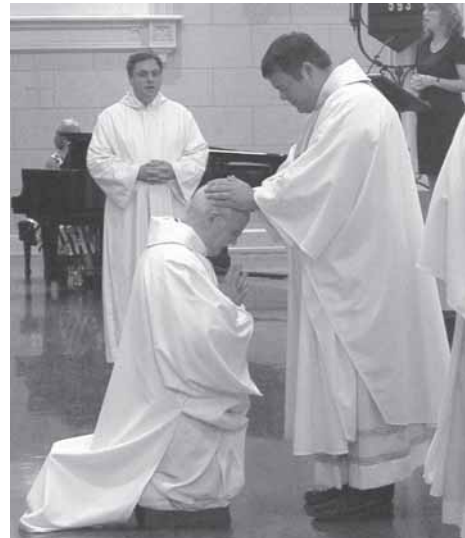
- 4.3.1 Develop and offer a symposium to clarify the role of lay ecclesial ministers and their relationship to the ordained. [Personnel and Planning, Office of Clergy Personnel, OLFE, Diaconate Office]
B Spring 2011 C Spring 2012
- 4.3.2 Provide parishes with training opportunities on the topics of leadership and collaborative ministry in staff positions, boards, and councils. [OLFE, Personnel and Planning]
B Summer 2011 C Ongoing
- 4.3.3 Update continuing education requirements for ordained and lay ecclesial ministers. [Office of Clergy Personnel, Continuing Formation for Clergy, Diaconate Office]
B Fall 2010 C Ongoing
- 4.3.4 Evaluate compensation for church employees and provide recommendations for improvement. [Personnel and Planning, Finance Office]
B Spring 2011 C Spring 2012

OBJECTIVE 4.4

Provide for the ongoing personal, spiritual, and pastoral support of ordained and lay ministers.

Action Steps:

- 4.4.1** Develop a comprehensive mentoring program for ordained and lay ministers during their first five years of ministry. [Continuing Formation for Clergy, Diaconate Office, OLFE]
B Fall 2010 C Ongoing
- 4.4.2** Promote the development of new peer support groups where needed and facilitate the enrollment of new members in existing groups. [Continuing Formation for Clergy, Office of Clergy Personnel, OLFE, Diaconate Office]
B Summer 2010 C Ongoing
- 4.4.3** Create spiritual enrichment opportunities that serve ordained and lay ministers. [OLFE, Continuing Formation for Clergy]
B Summer 2011 C Ongoing
- 4.4.4** Develop an employee assistance program for lay ecclesial ministers. [Personnel and Planning, Family Ministries Office/Counseling]
B Spring 2013 C Fall 2013
- 4.4.5** Develop a ministry supervision program and make it available to ordained and lay ecclesial ministers. [OLFE, Continuing Formation for Clergy, Office of Clergy Personnel, Diaconate Office]
B Winter 2011 C Fall 2012
- 4.4.6** Develop resources and training for ministers who serve in a multiple-parish setting. [OLFE, Office of Clergy Personnel, Office of Worship]
B Summer 2010 C Spring 2011



- 5.2.3 Develop, publish, and disseminate to parishes and senior care facilities a guidebook/manual that addresses the unique spiritual formation and educational needs of older adults. [Catholic Charities, Office of Pastoral Care]
B Winter 2011 C Ongoing
- 5.2.4 Design a process for parishes to develop a catechetical plan that is in alignment with the expectations outlined in the *National Directory for Catechesis*. [OLFE]
B Fall 2009 C Fall 2010

OBJECTIVE 5.3

Explore new formation and education initiatives to identify additional methods of meeting the needs of lifelong learners.

Action Steps:

- 5.3.1 Identify avenues, venues, and opportunities for current college students and other young adults to expand their theological knowledge and skill for ministry. [OLFE]
B Spring 2010 C Spring 2011
- 5.3.2 Expand opportunities for young people in the Archdiocese (grades 7– 12) to experience effective and comprehensive youth ministry in their parish settings. [OLFE/Youth Ministry]
B Fall 2010 C Spring 2013
- 5.3.3 Study and report on the feasibility of new opportunities for the Archdiocese to gather high school youth. [OLFE/Youth Ministry]
B Spring 2010 C Spring 2014
- 5.3.4 Investigate and promote best practices for adult faith formation in parishes. [OLFE, Committee of Parish Leaders]
B Spring 2010 C Summer 2010
- 5.3.5 Compile and distribute current research about cultural diversity in Catholic schools that identifies the desirable characteristics of Catholic schools that are effective in serving the needs of culturally diverse children and families. [OLFE, Office of Multicultural Ministry]
B Spring 2010 C Spring 2011

OBJECTIVE 5.4

Promote the excellence of formation and education programs by more effectively communicating the opportunities and benefits of lifelong learning.

Action Steps:

- 5.4.1 Develop interactive communication opportunities and tools to increase the participation of young adults in archdiocesan programs and services. [ACC, Office of Information Systems]
B Summer 2010 C Ongoing

- 5.4.2 Implement school enrollment management practices to provide consistency in the areas of branding, marketing, and student recruitment to maintain and increase student enrollment in Catholic schools. [OLFE, ACC]
B Fall 2009 C Ongoing
- 5.4.3 Create a marketing plan for the Archdiocese of Louisville Ministry Institute (ALMI) to increase awareness of and participation in the Institute by the broader Catholic community. [ACC, OLFE, Office of Worship]
B Winter 2010 C Fall 2010

OBJECTIVE 5.5

Develop initiatives to insure the availability and accessibility of Catholic education throughout the Archdiocese of Louisville.

Action Steps:

- 5.5.1 Implement enrollment management and marketing practices that identify populations needing to be served and address barriers to accessibility among those population groups. [OLFE/Schools]
B Spring 2011 C Spring 2012
- 5.5.2 Identify additional system-wide opportunities to contain school expenses through measures such as improved budget preparation, group pricing agreements and conservation efforts. [OLFE/Schools, Finance Office]
B Fall 2009 C Ongoing
- 5.5.3 Research and evaluate governance, educational, and funding models for Catholic schools that could enhance or replace existing models, procedures, and practices. [Personnel and Planning, OLFE/Schools, Appointed Task Force]
B Spring 2010 C Spring 2012
- 5.5.4 Identify sources of additional revenue, such as advancement opportunities, assessments, and tax credits for Catholic elementary schools. [OLFE/Schools, Office of Stewardship and Development, Finance Office]
B Fall 2009 C Ongoing



2009 Strategic Plan

Goodness of God

Dignity of the Person

Power of Community

We are the Catholic Church in Central Kentucky, a community of believers rich in our tradition and diversity, striving for fullness of life in God.

Identify, claim, and celebrate our Catholic faith.

Foster a deeper engagement in our Eucharistic-centered faith and its relationship to all aspects of Catholic life.

Promote and strengthen marriage and family life.

Improve and broaden the practice of the preached Word of God.

Integrate the Catholic vision of the reign of God into daily life and embrace our baptismal call to be Christ's presence in the world.

Form and support an evangelizing faith in Jesus Christ.

Create enthusiasm and a firm foundation for the faith through an organized process of on-going faith formation that leads to holiness and a generous sharing of faith with others.

Equip Catholics to share their faith and invite others to deepen their experiences of Christ.

Develop a welcoming spirit for Christ within individuals, families, parishes, and Catholic organizations.

Foster gospel values in parish communities and society that promote the dignity of the human person, the importance of marriage and family life, and the common good.

Embrace the diversity of culture.

Provide resources that celebrate the diversity of cultures in our Catholic community.

Strengthen efforts to affirm the African American culture through education and outreach.

Strengthen efforts to invite, welcome, and embrace Hispanic Catholics into the life of the church.

Provide archdiocesan and parish staffs with resources to respond to the diversity of culture in our communities.

Develop initiatives to encourage parishes to serve the immigrant community.

Call forth and empower servant-leaders.

Promote vocations to the priesthood and religious life.

Develop strategies to identify and invite persons to leadership for ministry reflective of the diversity of gender, culture, and generational differences.

Provide for the pastoral development of ordained and lay ministry in the Archdiocese.

Provide for the ongoing personal, spiritual, and pastoral support of ordained and lay ministers.

Promote excellence in Catholic formation and education.

Evaluate formation and education initiatives to insure effective practices and results consistent with the mission of the Archdiocese of Louisville.

Improve existing formation and education programs by making changes to program guidelines, content, professional development, and implementation to better meet the needs of lifelong learners.

Explore new formation and education initiatives to identify additional methods of meeting the needs of lifelong learners.

Promote the excellence of formation and education programs by more effectively communicating the opportunities and benefits of lifelong learning.

Develop initiatives to insure the availability and accessibility of Catholic education throughout the Archdiocese of Louisville.

THIS IS A GRAPHIC SUMMARY OF THE
2009 ARCHDIOCESAN STRATEGIC PLAN.

Planning Commission Members:

Mr. Robert Ash

Chief Financial Officer

Reverend Joseph Atcher, O. Carm.

Executive Director, Office of Lifelong Formation and Education

Reverend Gerald L. Bell

Pastor, Saint Augustine Church, Lebanon
Administrator, Holy Name of Mary Church, Calvary

Ms. Sharan Benton

Coordinator of Planning Services
Pastoral Administrator, Saint William Church

Mr. Steven Bogus

Executive Director, Catholic Charities

Reverend William D. Hammer

Pastor, Basilica of Saint Joseph Proto-Cathedral, Bardstown
Pastor, Saint Michael Church, Fairfield

Deacon Brian Karley, C.R.

Director, Office of Clergy Personnel

Reverend William F. Medley

Pastor, Saint Bernadette Church

Ms. Cecelia H. Price

Chief Communications Officer

Reverend Jeffrey P. Shooner

Associate Director, Vocation Office
Pastor, Saint Lawrence Church

Very Reverend J. Mark Spalding

Judicial Vicar and Director of the Tribunal
Pastor, Immaculate Conception Church, LaGrange

Reverend John J. Stoltz

Pastor, Saint Gabriel Church

Ms. M. Annette Turner

Executive Director, Office of Multicultural Ministry

Ex-Officio:

Most Reverend Joseph E. Kurtz, D.D.

Archbishop of Louisville

Dr. Brian B. Reynolds

Chancellor

Very Reverend Charles C. Thompson

Vicar General
Pastor, Holy Trinity Church, Louisville

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