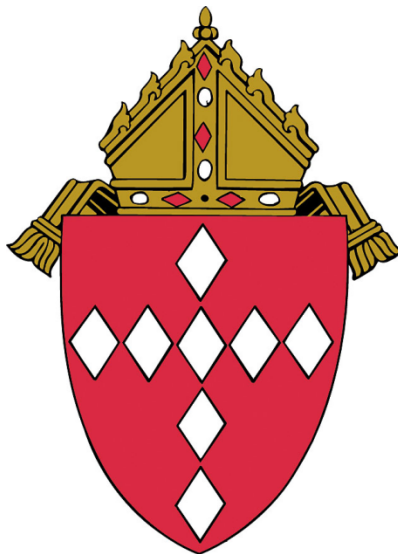


THE CATHOLIC DIOCESE OF RALEIGH

Pastoral Plan
July 2010- June 2013





June 29, 2010

Dear Brothers and Sisters in Christ,

It is with great joy that I present to you the Diocese of Raleigh Pastoral Plan. This three-year plan is the central focus of all diocesan and parish-based initiatives. Its purpose is to provide a roadmap for the future of the Church in Eastern North Carolina.

The construction of this plan is rooted in consultation and collegiality. Over 400 individuals have had an opportunity to provide input. The Council of Priests, the Council of Women Religious, Pastoral Administrators, and all of the eight Deaneries were involved with its development.

At the core of the plan are seven priorities that provide the framework for planning and direction. Five of these priorities were established by the United States Council of Catholic Bishops (USCCB). The additional two priorities addressing stewardship and management of growth have been identified as priorities specific to the Diocese of Raleigh.

It is my hope that this document will be a useful tool as parishes enter into their own planning process. You are asked to align parish activities to this plan and to evaluate consistently the progress being made. Together, we entrust all of our efforts and endeavors to Our Lord Jesus Christ, the Source of all that we hope to accomplish.

May Almighty God bless and protect you and may Mary Our Mother watch over you always.

Sincerely in Christ,

Most Reverend Michael F. Burbidge
Bishop of Raleigh

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THE CATHOLIC DIOCESE OF RALEIGH PASTORAL PLAN

1) MISSION STATEMENT

With firm belief in God's love and a commitment to serve Him and welcome Him in one another, the mission of the Catholic Diocese of Raleigh is to

1. Celebrate the Presence of God in Word and Sacrament.
2. Strengthen the unity that is ours in Christ Jesus in and through the Eucharist.
3. Proclaim the Gospel of Jesus Christ for the salvation of souls.
4. Respond to the needs of those in our midst through the spiritual and corporal works of mercy and social justice.

With God's grace, we will work to fulfill this mission through the collaborative involvement of all the faithful. We do this always as members of the Universal Church and in union with the Holy Father and our Bishop.

2) BISHOP'S VISION STATEMENT

Our task as the People of God in the Diocese of Raleigh is to use all the resources at our disposal to make our local Church faithful in responding to the call of God. To achieve this, it is essential to discern where and how we can make our greatest contribution in the evangelizing mission of the Church and plan accordingly. The planning is ongoing; it needs constant reviewing and updating as time progresses. The parish must be the central focus of our Diocesan outreach and ministry, supported and assisted by a strong deanery structure. The Diocesan Staff is committed to assist and support our parishes in every possible way by being stewards of the resources that God has entrusted to us.

As we strive to proclaim the Gospel of Jesus Christ, we remain aware of and committed to evangelization: living, manifesting and embodying the message of Jesus Christ as members of His Church on a personal, parish, deanery and Diocesan level. Evangelization relates to everything we do as we minister to a growing and diverse Catholic community. We must reach out to the many alienated and unchurched among us, as well as work for Christian unity through ecumenical/interfaith partnerships. We must work to develop appropriate means to pass on the gift of faith to succeeding generations. Evangelization permeates all of our goals.

The United States Conference of Catholic Bishops (USCCB) has established five priorities to be the focus for the next three-year planning cycle (July 2010-June 2013). These priorities serve as foundational elements for the Diocese of Raleigh. In addition,

we are faced with the continuing challenge of responding to a rapidly growing population of the faithful. Thus, planning to manage growth and continue responsible stewardship are two additional priorities for the Diocese of Raleigh.

Statistics and projections strongly indicate the need for planning. In the last ten years, the number of registered Catholics has increased by 42% to more than 200,000 persons. Additionally, it is estimated that the number of unregistered Catholics has increased at the same rate. Thus, we currently have an estimated population of over 430,000 Catholics in the Diocese of Raleigh. The U.S. Census Bureau projects that by 2030 the population of North Carolina will grow by 52%. It is estimated that the Catholic population will grow at an even higher rate.

The Church is clear in its stewardship mandate. The call to be effective stewards of the resources granted to us by God must continue to frame all of our initiatives. This Diocesan Pastoral Plan requires the education of all Catholics in stewardship, a comprehensive communication plan and the identification and development of appropriate resources to progress toward the designated priorities.

Keeping these issues in mind, the following key priorities are established

- Promote the life and dignity of the human person
- Focus on Faith Formation and Sacramental Practice
- Cultural diversity
- Promote Vocations to the Priesthood and Consecrated Life
- Implement the national pastoral initiative on marriage
- Practice the effective stewardship of resources
- Plan for the effective management of growth

3) OVERVIEW OF THE PROCESS

The process for the development of this comprehensive plan has its beginnings with the five key priorities established in 2008 by the United States Conference of Catholic Bishops (USCCB). The central administration of the Diocese of Raleigh accepts that these five areas - life and dignity of the human person, faith formation focused on sacramental practice, recognition of cultural diversity with a special emphasis on ministry with/by Hispanic/Latino Catholics, priestly and religious vocations, implementation of the pastoral initiative on marriage - should also be the focus points for the Catholic population in Eastern North Carolina and provide a framework for future planning. Two additional priorities, stewardship and planning for growth, were added as local conditions have indicated they are necessary.

A proposed outline of this plan was presented to the Council of Priests. The directors of lead offices for each priority were consulted to ensure that goals are appropriate and measurable. Feedback from the Council of Women Religious, the Pastoral Administrators and each of the eight deaneries of the Diocese of Raleigh is included. Upon the completion of gathering all relevant data from the various Diocesan

constituencies, representatives from each deanery meeting met with Bishop Burbidge to tell him their recommendations and to hear the recommendations of the other deaneries. Based on these consultations and recommendations, the central administration modified and edited the plan. After final consultation with the Priests' Council, Bishop Burbidge approved and promulgated the Plan.

This plan has a primary objective of providing a roadmap for the future of the Diocese of Raleigh. It will also help to direct the work of the Catholic Center staff and other Diocesan-wide ministries. Specifically, Diocesan departments will develop annual work plans, including objectives, timelines and other accountability measures, to ensure that the goals are achieved over the three-year period of the Plan.

It is intended that parishes will be able to use this Pastoral Plan to assist in planning at the local level. For these purposes, Addendum #1 ON-GOING DIOCESAN SERVICES is provided. Parishes are encouraged to contact these Departments relative to specific parish needs. The process of consultation has shown that the identification and communication of best practices in ministries is valuable to parishes. The Diocese is committed to this method of achieving the priorities. It is also apparent that parishes value learning and sharing resources with neighboring parishes. Therefore, it is recommended that deanery or other clusters of parishes be established and utilized to fulfill this pastoral plan.

4) FINANCIAL ENVIRONMENT

The Diocese continues to operate in a challenging financial environment, although signs of improvement are evident. For the 2009-10 fiscal year, a successful 8% increase in the 2009 Bishop's Annual Appeal goal and a one time restructuring of the Diocesan Deposit and Loan Program provided additional income that more than offset the lack of offertory growth and the decline in endowment earnings that occurred in the previous year. Ultimately, the 2009-10 budget for day to day Diocesan operations increased by \$500,000, or 4%. These actions allowed the Diocese to continue its current staffing and ministries and allowed the Diocese to add some new and enhanced ministries to the budget.

Current trends continue to show improvement. Parish offertory through the first six months of the 2009-10 fiscal year is trending at 2.4% above the same time in the prior year. This will result in an increase in Cathedral revenue to the Diocese of 2.4% for the 2010-11 year, if these trends continue. The Bishop's Annual Appeal goal for 2010 (which funds the 2010-11 fiscal year) increased by 6%, and this goal has been met and exceeded. Health insurance premiums will have a relatively low 2.5% increase, which follows on a year without any increase in health insurance premiums. However, the cost for funding retirement plans for lay employees and priests continues to rise, due in large part to the challenges in the investment markets in recent years, and the Diocese continues to take actions to stabilize these plans financially. Overall, the Diocese expects to be able to continue its existing ministries and also should be able to provide some

additional targeted funding for key ministry areas during 2010-11. This trend is expected to continue for the next two years of the plan period.

Even during these economic times when some parishes are facing financial challenges, the demand for services to the growing Catholic population continues to increase. Many of our parishes are building new facilities to accommodate the growth. Currently, 18 parishes have building and expansion projects in the planning, design, or construction phase, with a total construction cost of approximately \$65 million. The Diocese has taken steps to continue to be able to provide loan funds for the parish construction projects that are necessary to serve the growing Catholic population.

5) PRIORITIES AND GOALS

PRIORITY - PROMOTE THE LIFE AND DIGNITY OF THE HUMAN PERSON

The Diocese of Raleigh will affirm the intrinsic value of human life from conception to natural death and the dignity of every human being in a way that transforms the culture (USCCB priority, modified). In all of our ministries, it is understood to affirm life from conception to natural death.

***Lead Office: Catholic Charities**

Goal A: The Diocese will provide resources for deanery/parish formation on the social mission of the Church and of every baptized Catholic.

Goal B: The Diocese will establish and fill a separate Pro-Life staff position within the current organizational structure.

Goal C: The Diocese will be a resource to parishes as they discern and develop ministries to specific populations in their communities, such as services to the elderly, prison ministry and hospital ministry.

Goal D: The Diocese will promulgate and implement study and action based on the encyclical *Caritas in Veritate* for Catholic parishes, schools and Diocesan staff.

Goal E: The Diocese will create opportunities for college students to study Catholic moral teaching on the dignity of the human person and challenge university students to understand Catholic doctrine.

Goal F: The Diocese will research and initiate a plan for youth and young adult pro-life education and action.

Goal G: The Diocese will develop and implement a plan to reduce poverty in the Diocese through focused advocacy efforts with parishes in concert with the national effort led by Catholic Charities USA.

Goal H: The Diocese will work with parishes and community partners for justice for immigrants according to the USCCB comprehensive principles.

*Lead offices will be responsible for the reporting of progress in the execution and achievement of the specific goals. They do not necessarily hold individual departments accountable as this is the responsibility of the division directors and the Bishop's executive staff.

PRIORITY - FOCUS ON FAITH FORMATION AND SACRAMENTAL PRACTICE

The Diocese of Raleigh will invite all Catholics to a deeper relationship with Jesus Christ in the Church through formation focused on Sacred Scripture and Tradition, and Sacraments, especially the Eucharist (USCCB priority).

Lead Office: Office of Catholic Formation and Evangelization

Goal A: The Diocese will enhance and assist the laity by providing a range of opportunities to support adult faith formation including opportunities for those called to a vocation in lay ecclesial ministry.

Goal B: The Diocese will provide resources and support to parish teams responding to those seeking information about the faith, to alienated Catholics and to catechumens and candidates through RCIA.

Goal C: The Diocese will implement its key adult catechetical formation initiative, the revised Catechetical Institute.

Goal D: The Diocese will develop an evangelization plan with emphasis on involving and reaching young adults and multicultural groups.

Goal E: The Diocese will revise the Sacramental Guidelines and ensure that the Sacraments are being celebrated consistently according to the Rites.

Goal F: The Diocese will facilitate the introduction, reception, and implementation of the English translation of the *Missale Romanum, editio typica tertia* (Roman Missal, Third Edition) to the Church of the Diocese of Raleigh (Addendum #2).

Goal G: The Diocese will restructure and revise the Catholic school religion curriculum.

Goal H: The Diocese will restructure and revise the catechetical guidelines for parish-based faith formation programs.

Goal I: The Diocese will develop and coordinate liturgical formation and catechesis for parish liturgical ministers, including parish music ministers and various other ministerial groups of the Diocese.

Goal J: The Diocese will assist parishes in spiritually based and effective social ministry by implementing training for organized, effective social ministry within the parish.

Goal K: The Diocese will provide resources to parishes to catechize parents in support of their children's learning and participation in parish-based faith formation programs.

PRIORITY –CULTURAL DIVERSITY

The Diocese of Raleigh will increase the Catholic community's understanding and acceptance of cultural diversity in the Church. The Diocese of Raleigh will also include diverse cultures in the life and leadership of the Diocese, parishes and other Catholic organizations (USCCB priority).

Lead Office: Office of the Vicar General

Goal A: The Diocese will provide formation/training resources to pastoral administrators and parish and Diocesan staff to learn appropriate pastoral responses to the needs of culturally diverse Catholic populations.

Goal B: The Diocese will assist schools in identifying, recruiting and supporting a more diverse population within our Catholic schools.

Goal C: The Diocese will adapt curricula and assemble materials to conduct faith formation classes throughout the Diocese in the primary languages of the Diocesan population, currently English and Spanish.

Goal D: The Diocese will reflect the diversity of the Catholic population in its celebrations, and workshops throughout the Diocese will highlight the diversity of our Catholic population.

Goal E: The Diocese will provide opportunities for international college students to celebrate the faith according to their cultural traditions and for all college students to learn respect for people from other faith traditions.

PRIORITY - PROMOTE VOCATIONS TO THE PRIESTHOOD AND CONSECRATED LIFE

The Diocese of Raleigh will help individuals hear and respond to a call by God to the Priesthood or Consecrated Life through prayer and activities. The Diocese of Raleigh will also educate all of the faithful on the importance of encouraging others to consider a vocation to the Priesthood and Consecrated Life through prayer and activities (USCCB priority).

Lead Office: Office of Vocations

Goal A: The Diocese will implement the strategic plan for the promotion of vocations (Addendum #3).

Goal B: The Diocese will include in its formation/training programs for seminarians and permanent diaconate aspirants adequate opportunities to learn appropriate pastoral responses to the needs of culturally diverse Catholic populations within the Diocese.

Goal C: The Diocese will develop and implement a vocations awareness program for Catholic schools and parish-based faith formation programs.

Goal D: The Diocese will offer young adults vocation discernment programs and an active invitation to consider and respond to God's call to the Priesthood and Consecrated Religious Life.

Goal E: The Diocese will feature stories in *NC Catholics* and on the Diocesan web site on seminarians, women in formation and those serving in the Diocese in the Priesthood and/or Consecrated Religious Life.

Goal F: The Diocese will determine the long and short term financial needs necessary to support seminarians and develop strategies to ensure that the necessary resources are available.

PRIORITY – IMPLEMENT THE PASTORAL INITIATIVE ON MARRIAGE

The Diocese of Raleigh will inspire, challenge, and help Catholics to witness to marriage as a natural institution founded by God and raised to the dignity of a Christian Sacrament and to the value of children and family life. The Diocese of Raleigh will also work with other ecumenical and community leaders for laws and public policies that recognize marriage as a union of a man and a woman, strengthen family life and protect religious liberty (USCCB priority).

Lead Office: Office of Catholic Formation and Evangelization

Goal A: The Diocese will work closely with the Bishop, Pastors, Pastoral Administrators, Priests and Deanery Faith Formation Co-ordinators to implement the USCCB Pastoral Initiative on Marriage in all parishes by conducting in-service days and preparing resources for distribution.

Goal B: The Diocese will strengthen the human and intellectual formation of the permanent deacons and lay marriage teams so that they become effective witnesses of the Church's teaching on Christian Marriage.

Goal C: The Diocese will increase geographic accessibility to marriage counseling and family support and provide services in the primary languages of the Diocesan population, currently Spanish and English.

Goal D: The Diocese will provide high school and college students with opportunities to study the Catholic theology of marriage as a Sacrament and will support married students preparing to celebrate the Sacrament of Baptism of their children.

Goal E: The Diocese will produce print and video stories for the Diocesan web site on Marriage Preparation, Retrouvaille, Marriage Enrichment, Marriage Encounter, Movimiento Familiar Cristiano/Christian Family Movement and other related programs sponsored by the Diocese.

Goal F: The Diocese will provide resources for the development of Marriage Enrichment Programs.

Goal G: The Diocese will develop and adapt marriage preparation programs to address the particular needs of immigrant and military families.

PRIORITY – PRACTICE THE EFFECTIVE STEWARDSHIP OF RESOURCES

Recognizing that we are all stewards of God's gifts to us and are called to share God's gifts with our brothers and sisters in Christ, the Diocese of Raleigh is committed to the sharing of time, talent, and treasure throughout Eastern North Carolina. This will be achieved by offering various initiatives and programs that will engage the faithful in responding to the needs of the Diocese (local priority).

Lead Office: Office of Stewardship and Institutional Advancement

Goal A: The Diocese will assist the faithful in understanding stewardship of time, talent and treasure and in developing active individual and parish responses.

Goal B: Building on the past success of the Bishop's Annual Appeal, the Diocese will develop and implement strategies to inform parishioners on the effects of BAA in order to provide accountability to donors, increase parish participation rates and make the process more efficient.

Goal C: The Diocese will educate and train parishes in a multicultural approach to stewardship.

Goal D: The Diocese will establish major gifts and planned giving programs.

Goal E: The Diocese will establish a program to assist parishes in increasing offertories.

Goal F: The Diocese will support ministry in higher education by fund-development efforts with Catholic alumni and parents of college and university students.

PRIORITY- PLAN FOR THE EFFECTIVE MANAGEMENT OF GROWTH

The Diocese of Raleigh continues to be one of the fastest growing dioceses in the United States. The Diocese will develop plans to use its resources in the most efficient and effective manner to provide for the needs of the faithful in a continually changing environment (local priority).

Lead Office: Office of Chief Financial Officer/Chief Operating Officer

Goal A: The Diocese will complete the feasibility study and the development, publication and implementation of a multi-year plan for the physical expansion of Diocesan facilities.

Goal B: The Diocese will take action to insure that it has access to capital funds necessary to provide loans to parishes to insure appropriate growth, including the development of the Diocesan Land Trust and the Diocesan Home Mission Society.

Goal C: The Diocese will comprehensively study and implement a plan that will incorporate current technology to address parish needs.

Goal D: The Diocese will actively recruit priests from other areas to serve in underserved places in the Diocese of Raleigh.

Goal E: The Diocese will provide permanent deacons for service in the Diocese of Raleigh, especially in those regions lacking sufficient presence of ordained ministers.

Goal F: The Diocese will facilitate and help coordinate new high school plans in the Greenville and Wilmington areas.

Goal G: The Diocese will increase staff for counseling and family support services at multiple sites throughout its deaneries and provide services in the primary languages of the Diocesan population, currently Spanish and English.

Goal H: The Diocese will expand ministry to students on campuses where there is no established Catholic ministry.

Goal I: The Diocese will seek existing models of Hispanic/Latino religious community life and ministry for service in our Diocese.

ADDENDUM I

ON-GOING DIOCESAN SERVICES

African Ancestry Ministry and Evangelization

- AAMEN youth ministry
- Ngambi
- Retreat for African ancestry seniors
- African Ancestry Ministry and Evangelization advisory board
- Grants to parishes for African Ancestry Ministry and Evangelization programs

Business Services

- Oversight of the administration of financial controls such that the financial affairs of the Diocese are conducted with integrity and are consistent with generally accepted accounting principles
- Architectural advice and advice on new construction and renovation at parishes and schools
- Computer consultation
- Parish Deposit and Loan program
- Parish accounting related services
- Liaison with Diocesan Finance Council and Diocesan Building and Real Estate Commission
- Stewardship of the temporal assets of the Diocese

Catholic Charities

-Social Services

- Individual, marital and family counseling
 - Pregnancy services
 - Family support services
 - Emergency assistance/information and referral
 - Immigration
 - Adoption
 - Disaster response
- ##### -Resources to Parishes/Communities
- Assessment of needs and development of responses
 - Formation, planning, and training with social ministry and Respect Life committees in parishes
 - Coalitions to address priority community needs and advocate for change
 - Facilitation of support for self-help groups
 - Education on Catholic Social Teaching and current applications, e.g., justice for immigrants
 - Consultation
 - Disaster planning/response

Campus Ministry

- Seven Priests and one Sister are currently assigned to six campuses
- Four lay professional campus ministers are working in the Diocese
- Small campus outreach program
- Leadership formation program for student campus leaders

Catholic Schools

- Professional licensing services
- Curriculum, testing, and student assessment services
- School accreditation
- Early childhood center validation
- Staff development
- Policy development
- Legal assistance and consultation services

Chancery

- Oversight of the permanent records of the Curia or Diocesan staff
- Diocesan archives
- Permissions and dispensations for marriages
- Oversight of all marriage records
- Canonical consultant to the Bishop

Child and Youth Protection

- Assurance that all allegations of sexual abuse of a minor are promptly and appropriately received, processed, and reported in accord with established Diocesan policies and procedures, Church and civil/criminal law
- Collaboration with experienced and qualified Diocesan staff and community individuals to research and recommend programs to ensure a safe environment for minors
- Oversight of the implementation, monitoring, and maintenance of the programs throughout the Diocese that ensure compliance to the *Charter for the Protection of Children and Young People* (USCCB, 2003) and the *Diocese of Raleigh Policies for the Protection of Children and Young People*. This includes a compassionate response to victims of abuse by those representing the Catholic Church.

Communications

- External and internal communications
- NC Catholics Magazine*
- Diocesan Web site
- Multi-media productions (video and radio, podcasts)
- Video and print coverage of Diocesan liturgies, conferences and events for informational and educational purposes

Formation and Evangelization

- Marriage and Family Life
 - National Pastoral Initiative for Marriage* (USCCB, 2008)
- Marriage preparation and marriage enrichment programs

- Natural family planning and chaste living programs
- Parish senior adult programs
- Baptismal preparation classes
- Lay Ministry
 - Lay ecclesial ministers-Lay Ecclesial Ministers Association (LEMA)
 - Rite of Christian Initiation for Adults (RCIA)
 - Prison ministry
 - Advanced studies in theology in degree and certificate programs
 - Resources on revised *Roman Missal*
- Evangelization
 - Evangelization, in particular to multicultural groups and young adults
 - Young adult ministry
 - Catechetical Institute
 - Certification of catechetical leaders and catechists
- Youth Ministry
 - Youth (6th-12th grade) retreats and leadership programs
 - Development of comprehensive ministry to youth
 - Training and leadership for parish youth ministers and volunteers
 - Resources and support for ministry leaders
 - Vocation awareness
- Catechetical Formation
 - Catechesis of children and adults in Sacramental preparation
 - Formation of faith formation directors and catechists
 - Chair of the annual Catholic Convocation
 - Resources and workshops for adult faith formation

Hispanic Ministry

- Welcome of peoples of every race, tongue, and culture, rich and poor alike, at both parish and Diocesan levels
- Encouragement and help to Pastors/Pastoral Administrators to strengthen parish ministry to the Hispanic community through parish visits
- Provision of information on Hispanic culture and history, especially in terms of liturgical and religious celebrations
- Encouragement of the Hispanic community to participate in parish councils and promote the continuing formation of Hispanic parochial leaders
- Advocacy for justice for immigrants and the right to life

Human Resources Department

- Talent acquisition
- Compensation and benefits management
- Employee relations
- Training and development
- Policy and procedure and process improvement
- Organizational design and development

Office of the Permanent Diaconate

- Human, intellectual, spiritual and pastoral formation of candidates for ordination to the Permanent Diaconate
- Supervision and continuing formation of permanent deacons serving in the Diocese of Raleigh
- Reception of permanent deacons incardinated in other Dioceses who are seeking to exercise their ministry in the Diocese of Raleigh

Office of Worship

- Assistance to the Bishop in his role as the principal liturgist of the Diocese
- Coordination of all Episcopal and Diocesan liturgies
- Recommendations and formation of particular norms, practices, guidelines in keeping with the liturgical praxis and norms of the Church
- Provision of resources on liturgical matters for the Bishop, parishes of the Diocese, and other Diocesan ministry offices
- Implementation of catechesis and liturgical formation on the parish, deanery and Diocesan levels in collaboration with other Diocesan ministries

Respect Life Office

Retreat Centers

- Avila Retreat Center
- Short Journey Retreat Center

Stewardship and Institutional Advancement

- Implementation of the Bishop's Annual Appeal
- Major gifts program
- Planned Giving program
- Provision of resources for parish capital campaigns
- Seminarian funding program
- Provision of resources to parishes to increase offertory
- Establishment of foundation and endowment funding

The Tribunal

- Determination of marriage cases submitted for nullity or dissolution
- Determination of the free status of persons to be married in the Catholic Church

Vocations

- Implementation of the Diocesan strategic plan for the promotion of vocations
- Vocations awareness programs for youth and adults
- Ongoing seminarian formation program
- Discernment programs
- Establishment of prayer opportunities for increases in vocations to the Priesthood and Consecrated Life

ADDENDUM II

DIOCESAN PLAN

INTRODUCTION, RECEPTION AND IMPLEMENTATION OF THE ROMAN MISSAL

DIOCESE OF RALEIGH

“The *Missale Romanum* (the Roman Missal), the ritual text for the celebration of the Mass, was first promulgated by Pope Paul VI in 1970 as the definitive text of the reformed liturgy of the Second Vatican Council.” *From the USCCB Website for the Roman Missal*

The Latin text, the *editio typica* (typical edition), was translated into various languages for use around the world; the English edition was published in the United States in 1973.

In 1975 the Second Edition was promulgated. Pope John Paul II issued a revised version of the *Missale Romanum* during the Jubilee Year in 2000. In addition, Pope Benedict XVI has incorporated a number of additional prayers throughout his pontificate, including those for recently canonized saints as well as for the celebration of an extended Vigil for Pentecost.

The English translation of the *Roman Missal*, Third Edition has been completed. Among other things, the revised edition of the *Missale Romanum* contains prayers for the observances of recently canonized saints, additional prefaces for the Eucharistic Prayers, additional Votive Masses and Masses and Prayers for Various Needs and Intentions, and some updated and revised rubrics (instructions) for the celebration of the Mass. The English translation of the *Roman Missal* also includes updated translations of existing prayers, including some of the familiar responses and acclamations of the assembly. The USCCB has received the *recognitio* or approval from the Holy See, and a date for implementation for use in the United States will soon be set. It is thought that the most likely date for implementation may be Advent 2011.

The Bishops of the United States have begun the process of preparation and catechesis and, through the Bishops’ Committee on Divine Worship and the Federation of Diocesan Liturgical Commissions (FDLC), have called for preparation and catechesis in every Diocese of the United States. Training for priests, deacons, liturgical leaders (liturgy committees and liturgical commissions), music ministers, as well as formation for all Catholics, will help to ensure the successful implementation of the revised *Roman Missal*.

As a response to the call of the Bishops, Bishop Burbidge has instructed the Office of Worship to design a plan of reception and implementation for the Diocese of Raleigh. The Diocesan plan which follows is only preliminary and will likely require revision and enrichment. It takes into consideration the formation needs of the various constituents of the Diocese. It also calls for the formation of a task force, appointed by the Bishop, who, under the direction of the Office of Worship, will oversee and implement the formation process. The plan, once approved by the Bishop, will help to ensure that the Church in

the Diocese of Raleigh will be adequately prepared for reception and implementation of the revised *Roman Missal*.

The goal of this plan is to assure that when the time comes to implement the revised *Roman Missal* in the celebration of the Mass, priests, deacons, and the faithful will have been properly prepared and formed, and will have a deeper understanding and appreciation of what is being prayed.

RESPONSIBILITY OF FORMATION

The Bishop as principal liturgist and teacher is responsible for ensuring that the Diocese has adequate preparation and formation on the *Roman Missal*. Through the Office of Worship, he will direct the course of this formation for priests, deacons, religious, and the faithful of the Diocese.

The Office of Worship will provide formation opportunities throughout the Diocese. The Director will plan and implement workshops for the various constituents. The Director will also provide catechetical resources and support for parishes throughout the Diocese of Raleigh.

Once prepared by proper formation and catechesis, pastors, with the support and assistance of the Office of Worship, will be responsible for preparation of the faithful of their parish communities. It is imperative that pastors have all the necessary resources and support to aid in this endeavor.

DIOCESAN TASK FORCE

The *Roman Missal* Implementation Task Force will work with and through the Office of Worship to facilitate the introduction, reception, and implementation of the Revised *Roman Missal* to the Church in the Diocese of Raleigh.

The work of the Task Force will be to oversee and aid in the formation and catechesis of the priests, deacons, lay leaders, parish leadership, liturgical ministers, Catholic School personnel, faith formation personnel, parish staffs, and Diocesan staff. The membership of the Task Force will include clergy, religious, and laity.

The members of the Task Force will first acquaint themselves with the revision background and texts using materials provided by the Bishop's Committee on Divine Worship and the Federation of Diocesan Liturgical Commissions (FDLC).

Under the direction of the Director for the Office of Worship, the Task Force will then amplify the plan contained herein by creating a training/formation manual, giving specifics to each group of the various opportunities of formation to include goals, schedules, curriculum plan, prayer and program facilitation. In addition, the task force will devise and publish a calendar of the various formation opportunities.

An evaluation of the Diocesan plan and the implementation process of the revised *Roman Missal* will complete the work of the task force.

FORMATION AND CATECHESIS

Key Diocesan Leadership and Diocesan Task Force

Key Diocesan leadership, as well as the membership of the *Roman Missal* Task Force, will attend a workshop sponsored by the USCCB's Committee on Divine Worship to further their formation as well as to provide them with the necessary tools to implement the formation in the Diocese.

The workshop, "*Welcoming the 3rd Edition of the Roman Missal: Deepen, Nurture, Celebrate*" is a training workshop for Diocesan leadership on the implementation of the *Roman Missal* sponsored by the USCCB's Committee on Divine Worship and the Federation of Diocesan Liturgical Commissions (FDLC) in consultation with the National Organization of Continuing Education of Roman Catholic Clergy.

Workshop Date: April 20-21, 2010, Location: Richmond, VA

Priests

- Informal Introduction of the Roman Missal to the Priests of the Diocese of Raleigh

In March and April 2010 gatherings of priests will take place in each of the eight deaneries. The gathering will consist of midday prayer, lunch, a brief theological presentation, a brief history and explanation of the translation process of the *Roman Missal*, an explanation of the Diocesan Plan to receive and implement the *Roman Missal*, a review of selected texts, an occasion to pray the texts aloud, and an opportunity for questions and answers.

This formation opportunity will provide the priests with an opportunity to experience the revised texts both in written and spoken forms, discussion of the means for an effective manner of praying the texts, and the discussion of strategies for liturgical formation on the liturgical texts in their parishes.

- Two-Day Formation for the Priests of the Diocese of Raleigh

The principal formation for the priests of the Diocese of Raleigh will be provided through a workshop from The Liturgical Institute of the University of St. Mary of the Lake of the Archdiocese of Chicago. This two-day workshop for priests will provide the necessary liturgical formation for priests on the *Roman Missal*. The workshop, which is an integrated program grounded in sacramental theology, will not only provide information

for the participants, but will also offer practical suggestions for the catechesis of the faithful.

Rev. Douglas Martis, the director of the program, has been contacted and dates have been tentatively secured. The intention is to open this workshop to priests of the Dioceses of Charlotte, Richmond and Charleston. The following is a description of the workshop from the Institute's website:

"Mystical Body, Mystical Voice is a comprehensive program which aims to prepare the Catholic Faithful for the reception of the translation of the third typical edition of the *Roman Missal*. As an initiative of the *Liturgical Institute* it is grounded in sacramental theology and the liturgical rites of the Church.

"Mystical Body, Mystical Voice is a workshop with a target audience of clergy and church professionals (parish and diocesan Directors of Worship, Religious Education who will have the responsibility of forming parishioners for Mass celebrated with the English language version of the *Missale Romanum*. It gives tools to these professionals to teach others about the liturgy and the words we say at Mass.

"Mystical Body, Mystical Voice not only informs Diocesan leaders about the whats and whys of the upcoming translation of the new Missal, but helps them understand the beauty of what it offers for the enrichment of their knowledge and fruitful liturgical participation as members of the Mystical Body of Christ who hear and speak Christ's Mystical Voice."

This training will provide the priests with

- A positive and adequate formation of the revision of the *Roman Missal*;
- A deeper understanding of the Mass grounded in Sacramental theology;
- An opportunity to revisit the ministerial role of the priesthood in the Sacred Liturgy;
- An opportunity to experience the revised texts both in written and spoken forms;
- Practical tools and suggestions for the catechesis of the faithful; and
- An opportunity to consider their roles in the successful implementation of the *Roman Missal*.

Workshop dates: October 4-5, 2010, Location: TBD (Diocese of Raleigh)

Deacons and Deacon Candidates

The principal formation for the permanent deacons and the deacon candidates will be offered as a formation weekend. It would include an overview of the role of the deacon, a look at the specific changes for the deacon in the revised *Roman Missal*, an introduction to the revised texts, and a discussion on how the deacon can assist in the implementation.

This training will provide the deacons and deacon candidates with

A positive and adequate formation of the revised *Roman Missal*;
A history of the revision of the *Roman Missal*;
An opportunity to experience the revised texts both in written and spoken forms;
The implications of the revision on the role of the deacon at Mass; and
An opportunity to consider their role in the successful implementation of the *Roman Missal*.

Formation weekend dates: TBD, Location: Mount Olive College, Mount Olive, NC

Diocesan and Parish Leadership

A Study Day for Diocesan and Parish leadership and all those who will be responsible for the preparation of the faithful for the reception of the *Roman Missal* will take place the week after the Study Day for the priests in October 2010. The day will be led by Sr. Doris Turek, SSND, of the Secretariat on Divine Worship of the USCCB. The day will be rooted in the sacramental theology of the Mass, and include a brief history of the *Roman Missal* and its translation, a look at the translation, and practical suggestions for its implementation.

This training will provide Diocesan and Parish Leadership with

A positive and adequate formation of the revised *Roman Missal*;
An overview of the Mass;
A history of the revision of the *Roman Missal*;
An opportunity to experience the revised texts both in written and spoken forms;
Practical tools and suggestions for the catechesis of the faithful; and
An opportunity to consider their roles in the successful implementation of the *Roman Missal*.

Study Day date: October 15, 2010, Location: TBD

Faith Formation Directors/Catechists/Youth Ministry Leaders

These workshops will introduce those involved in faith formation and youth ministry to the revised language of the *Roman Missal*. It will provide for a brief explanation of the Mass and a history of the Church and translation. The centerpiece of the workshop will be tools, such as lesson plans developed by the Task Force, which the leaders will use for catechesis in their parishes' programs. These workshops will be offered in each of the eight deaneries of the Diocese.

This training will provide the formation directors, catechists and youth ministry leaders with

A positive and adequate formation of the revised *Roman Missal*;
An overview of the Mass;
A brief history of the revision of the *Roman Missal*;

An opportunity to experience the revised texts both in written and spoken forms;
Practical tools and suggestions for the catechesis of students in faith formation programs and youth and young adults in parish programs; and
An opportunity to consider their roles in the successful implementation of the *Roman Missal*.

Workshop dates: TBD, Locations: TBD

Principals/Catholic School Teachers

A committee will be formed of school principals who will develop a liturgical formation plan on the *Roman Missal* for the schools of the Diocese. This plan will include lesson plans, and the availability of the Office of Worship to provide a workshop for principals and teachers on the Mass.

Campus Ministers

The campus ministers will be invited and encouraged to attend the training provided for parish and Diocesan leadership by Sr. Doris Turek as previously outlined.

Parish Musicians

Workshops will be provided for music ministers to examine music in the various sung parts of the Mass. Using *Sing to the Lord* as foundation material for the workshop, it will examine various liturgical actions and rituals and the appropriateness of sacred music. The sessions will review the revised texts and newly composed musical settings and provide a direct experience singing some of the chant settings of the *Roman Missal*. These workshops will be offered in each of the eight deaneries of the Diocese.

This training will provide the parish musicians/music ministers with

A positive and adequate formation of the revised *Roman Missal*;
A history of the development of the revised texts for sung Mass parts;
An opportunity to revisit the ministerial function of music in the liturgy and the primacy of the song of the assembly;
An opportunity to hear and sing practical examples of the revised ICEL chants and other musical settings of sung Mass parts; and
An opportunity to consider their roles in the successful implementation of the *Roman Missal*.

Workshop dates: TBD, Locations: TBD

Parish Liturgical Ministers

Workshops will be provided for all those involved in liturgical ministry and will introduce the revised language of the *Roman Missal*. It will supply a brief explanation of the Mass, its historical development and an overview of how liturgical texts are translated. It will also provide practical suggestions in ways that parish liturgical ministers can work with their pastors to implement the revised *Roman Missal* in their parish worship. These workshops will be offered in each of the eight deaneries of the Diocese.

This training will provide the parish liturgical ministers with

- A positive and adequate formation of the revised *Roman Missal*;
- An overview of the Mass;
- A history of the revision of the *Roman Missal*;
- An opportunity to experience the revised texts both in written and spoken forms;
- An opportunity to revisit the ministerial function of the various liturgical ministries in the liturgy and the primacy of the ministry of the assembly; and
- An opportunity to consider their roles in the successful implementation of the *Roman Missal*.

Workshop dates: TBD, Locations: TBD

OTHER CONSIDERATIONS

Budget

A special projects line item – *Roman Missal Implementation* – will need to be added to the Office of Worship budget and funded. Currently there is a funded project account for Liturgy Training for the Office of Worship. Although this account could be used, it is recommended that income and expenses be tracked separately for this endeavor.

Costs are to include printing and copy costs and task force expenses. Liturgical formation expenses should be limited, as the scheduled workshops should pay for themselves through fees charged to the participants. An overall budget will be presented under separate cover.

Bulletin Inserts

The FDLC, working together with the Bishops' Committee on Divine Worship, are preparing bulletin inserts on the subject of the *Roman Missal*. These will be available in the early part of 2010. Since most parishes use inserts as one means of formation, it would be beneficial for us to provide these inserts for their use.

Diocesan Convocation

The Convocation scheduled for October 16, 2010 at Cardinal Gibbons High School will have as its theme: *Lex Orandi, Lex Credendi*. Archbishop Wilton Gregory, the Archbishop of Atlanta, is scheduled to give the keynote address. The topic of his keynote will be the revision of the *Roman Missal*. Archbishop Gregory was president of the USCCB when the revision of the Missal was begun. He will provide insights as to the process of the revision as well as how the revision of the *Roman Missal* will now shape the liturgical prayer of the Mass.

In addition, break-out workshops may be offered to address various topics such as translation and the *Liturgiam Authenticam*, a demonstration of the changes in the *Roman Missal*, an overview of the Mass and the role of the various ministers, and the music and texts of the *Roman Missal*.

Diocesan Web Page

Catechetical resources, informational materials and announcements will be available on the Office of Worship page of the Diocesan website. A link to the *Roman Missal* page of the USCCB's website will be added to the web page of the Office of Worship.

Formation in Spanish

Since the revision only addresses the English translation of the *Roman Missal*, liturgical formation in Spanish will be limited at this time. However as the Spanish translation of the *Roman Missal* for the Dioceses of the United States of America nears completion, the Office of Worship will collaborate with the Office of Hispanic Ministry to develop a similar plan for liturgical formation.

Letter from Bishop Burbidge

A letter from Bishop Burbidge will be prepared and read at all the Masses on a particular Sunday (the date chosen after the *recognitio* has been received and a date of implementation is established). Because of the significance of what the revision means to the celebration of the Mass, it is recommended that the letter be prepared to be read to the faithful, instead of included only as an insert in the parish bulletin. The letter should include an explanation of the revision, the universality of the revision (that the revisions are for all English speaking countries), current available resources, and the planned liturgical formation of the faithful in the Diocese of Raleigh. The letter is also to direct the faithful to the Office of Worship and its Web site for a more detailed explanation and examples of the revisions.

NC Catholics

An article will be prepared to be published in the NC Catholics magazine regarding the revised *Roman Missal* to include a history of the revision, what the revision means for the faithful at Mass, and an outline as to how the Diocese is going to implement the new texts of the Sacred Liturgy. Resources from the Committee on Divine Worship may be used in the preparation of this article.

Participation Aides

An *Order of Worship* card for the assembly will be constructed for use in all of the parishes of the Diocese. It will be designed in such a way that the entire Mass is outlined, highlighting the revised responses of the assembly. The cards will be provided to all the parishes, eliminating the need for parishes to purchase new hymnals or sign up for a missalette service. This will be for temporary use to aid in the transition from the current Missal to the revised Missal.

Parish Guide

The USCCB's Committee on Divine Worship is developing an implementation guide to aid parishes in implementing the revised *Roman Missal* in the parish.

The guide is divided in three sections: a planning guide, suggested activities and resources, and a detailed workbook for those who would like to tie the implementation to parish renewal. Once the guide is published, the Office of Worship will make copies available to parishes and provide training to use them in their parishes. This will be the basis of the training previously mentioned for parish leadership.

Revisit the Diocesan Norms

Once the *Roman Missal* is promulgated, the General Norms for the Celebration of the Sacred Liturgy of the Mass in the *Forma Ordinaria* of the Diocese of Raleigh will need to be reviewed to insure that all revisions have been provided for in the Diocesan Norms. An appendix will need to be prepared and promulgated if any such discrepancies arise.

ADDENDUM III
DIOCESE OF RALEIGH
STRATEGY / PLAN FOR THE PROMOTION OF VOCATIONS

I. General Overview: (Taken from USCCB - *Future Full of Hope*)

1. To build a positive climate for vocations to the priesthood and religious life. This means that we are trying to foster a vocation culture in which the call of God is paramount. *“If anyone wishes to come after me, he must deny himself and take up his cross daily and follow me. For whoever wishes to save his life will lose it, but whoever loses his life for my sake will save it. What profit is there for one to gain the whole world yet lose or forfeit himself?” (Luke 9:24-26)*
2. “Vocations are part of the shared responsibility of all God’s people in building community and working together for effective mission as Church.”
3. “In developing a National Strategy, we affirm that the best vocation program is the priest himself – a priest who is committed, faithful, joyful and prayerful in the exercise of his ministry.”

II. Strategy: 4 Categories (Taken from *Pastores Dabo Vobis*)

1. PRAYER: “The Church must never cease to pray to the Lord of the harvest that he send laborers into his harvest” (Cf. Mt 9:38).
2. AWARENESS / PROMOTION: “She must propose clearly and courageously to each new generation the vocational call...”
3. DISCERNMENT: “...help people to discern the authenticity of their call from God and to respond to it generously...”
4. FORMATION: “...and give particular care to the formation of candidates for the priesthood.”

III. Goals for the 4 Categories:

A. Category 1: PRAYER

“The foundation of all pastoral work for vocations is prayer.”
(Most Reverend Paul Loverde, Bishop of Arlington)

1. World Day of Prayer for Vocations: (4th Sunday of Easter)
2. First Friday Holy Hours for Vocations
3. Parish Chalice / Crucifix Program
4. Prayer Cards – by Name
5. St. Therese Vocation Society

B. Category 2: AWARENESS / PROMOTION

1. National Vocations Awareness Week / Catholic Schools Week
2. Vocation Poster
3. Vocare Newsletter
4. *NC Catholics* – on-going advertisement
5. Web Page
6. Visitation of Parishes / Schools / Campus Ministry
7. Parish Vocation Liaisons / School Liaisons
8. St. Andrew Dinners
9. Vocations Youth Day (Men in Black – Basketball Game)

C. Category 3: DISCERNMENT

1. Interviews
2. Discernment Groups
 - Men
 - Women’s Prayer Group for Vocations
 - Quo Vadis
 - HS girls – Fiat?
 - Spanish?
 - Admissions Board / Application Process

D. Category 4: FORMATION

1. Seminary Visitation
2. Summer Assignments
3. Miscellaneous Resources