



# Diocese of Toledo STRATEGIC PLAN UPDATE

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## Want to help?

Contact the pillar leaders below to share your ideas.

### Pillar 1

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## Strategic Plan Updates

It has been a productive year for our Strategic Plan pillar teams. In this latest update we are sharing the accomplishments of the past fiscal year.

### Pillar 1 - Supporting the Health of Parishes & Clergy

- Secured the expertise of ACTS XXIX, Fr. John Riccardo and his team, to form over 1,000 clergy, diocesan, parish, and school staff in the most essential principles for transformation in the Church, equipping every level of Church leadership with a diocesan wide vision for evangelization and parish renewal.
- Designed and implemented a new pastor training program that journeyed with eight new pastors to introduce them to the key elements of parish leadership and provided them with a mentor pastor enabling them to effectively shepherd their new parishes.
- Engaged twelve priests in priestly vocations recruiting seminars that taught them best practices for identifying and encouraging priestly vocations and lead them through a process of creating a yearly plan to proactively cultivate priestly vocations in their parishes thereby extending the important ministry of the Priestly Vocation Office into the heart of parish life where it will yield substantial results.

### Pillar 2 - Invigorating Evangelization & Formation

- In early 2023, helped foster the creation and successful kickoff of a Young Catholic Professionals (YCP) Chapter here in the Diocese of Toledo, with multiple gatherings planned for each year.
- Establishing the Holy Families Project, which is to evangelize our diocese by catechizing the family. This is a multifaceted approach at re-engaging families, coaching parish and school leaders, and promoting a paradigm shift toward family-engaged catechesis.
- ToledoParish.org continues to be updated with best practices in many different ministries for use by parish clergy, staff, and volunteers.
- Natural Family Planning Resources updated and increased- online, in-person, and bilingual options now available.

### Pillar 3 - Enhancing Lay Leadership

- Continued engagement with the Franciscan at Home Catechetical Institute (FHI) by Directors of Religious Education, Catechists, Principal-Ministers, and Teacher-Ministers.
- Finalized job description and started the recruitment process for Learning and Development Manager who will manage FHI platform and support the training and formation needs of diocesan departments in support of strategic action items, through selection of FHI courses and creation of customized content. This position is budgeted to be filled in FY2024.



## Pillar 4

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### Pillar 4 - Strengthening Catholic Education

- Hosted a retreat for Catholic School Principals at The Pines in Fremont, focusing on spiritual leadership.
- Connected a cohort of teachers to pull Catholic Identity into Math classes, both elementary and high school, through the Fides et Ratio Project.
- Completed the first two-year cycle of the Catholic School Orientation mentoring program within the FHI portal.
- Successfully received donations through the Scholarship Granting Organization, to be distributed to schools for the 2023-24 academic year.
- Met monthly with principals via Zoom to update on various EdChoice and state budget issues, in addition to two in-person gatherings.
- Moving forward to finalize common governance structures for schools.
- Brought together 500 educators for the 4th annual Known, Loved, Served Conference with Fr. John Riccardo and his team of ACTS XXIX.

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### Pillar 5 - Growing Catholic Charities Outreach & Advocacy

- A design-build firm was hired for the Helping Hands expansion project. Construction will begin in Spring of 2024 with a goal of opening Summer 2024.
- There have been multiple meetings with the Pastors, Parish Staffs, and community homeless and mental health service providers in Williams County. All have expressed interest in Catholic Charities providing Crisis Navigation services for that County. The goal is to formalize a plan and begin services in FY 2025.
- A list of Catholic Counselors is on both the Diocesan and Catholic Charities websites covering Mansfield, Sandusky, Fremont, Findlay, and Toledo. We are developing a plan to identify office space (ideally at Parishes) and increase the number of counseling interns in our Diocese, with the hope of retaining their services after their internships are completed. The goal is to complete the plan by June 30, 2024.

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### Pillar 6 - Developing Financial Resources

- Enhancing ACA engagement and results thru numerous donor appreciation events and increased donor touch-points via mailings, social media, and virtual events:
  - Raised \$3.36M or 103% of the 2022 ACA goal.
- Concluded active phase of the \$65M diocesan-wide Living Christ Capital Campaign and through June 2023:
  - Raised \$91M or 140% of goal (without the 5 combined parish campaigns).
  - Raised \$104M including the 5 combined parish campaigns.
  - 101 of 122 of parishes, or 83%, exceeded their parish goals.
  - Bishop Thomas personally raised 160% of his \$10M goal.
  - Priests personally donated over \$1.6M to the campaign.
  - Pledge redemption phase of the campaign is now fully activated.
- Establishing a fully functional Mission Advancement Office with the following progress:
  - Boosted the staff resources by adding a Donor Relations Associate to lead the pledge redemption phase and enhance donor relations.
  - Establishing and documenting development office best practices.
- Collaborating with the new Catholic Community Foundation to support and complement the common goal to maximize philanthropic engagement for the good of our diocese, our parishes, and our related entities.
- Continue promoting a culture of stewardship within the Diocese of Toledo.