



Diocese of Toledo STRATEGIC PLAN UPDATE

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Want to help?

Contact the pillar leaders below to share your ideas.

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Strategic Plan Updates

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

Pillar 1 - Supporting the Health of Parishes & Clergy

- Published a new Diocesan Internal Website featuring easy and intuitive navigation, recommended resources and best practices, a continuing education portal, and easy access to all the policies and forms parish teams need to complete their day-to-day work.
- The Minister to Priests, Fr. George Wenzinger, was hired and began ministry to active and senior status the priests throughout the diocese.
- Completed the first year of Intentional Planning to begin the process of adjusting parish structures to correspond to current demographics, projected priest numbers, and position parishes to carry out the new evangelization.
- Offered a priestly vocations recruitment training program to all Catholic School Principals and Parish Religious Education Staff to equip them to nurture and identify the next generation of priests in the diocese.
- Launched ACTS XXIX within the diocese and conducted introductory sessions with Bishop Thomas and his senior staff, all diocesan clergy, and various pastoral center and parish/school staff. This work will continue into FY2023

Pillar 2 - Invigorating Evangelization & Formation

- Continue to populate the knowledgebase for Parish Staff, Domestic Church, Catechesis, Catechists, Youth Ministry and Young Adult Ministry.
- Liturgical Year at Home, A guide for families to live out the Church seasons at home - Distributed to 15,000 households throughout the diocese.
- Young Catholic Professionals Chapter in Toledo has been created and the team is being formed.

Pillar 3 - Enhancing Lay Leadership

- Engaged team to Identify initial audiences, explore Franciscan University of Steubenville's *Franciscan at Home Catechetical Institute (FHI)*, and recommend initial class offerings.
- Launched the use of the Diocese of Toledo FHI learning platform with trainings coming soon.
- Created job description and prioritized funding for a Learning and Development Manager. This position, to be filled in FY2023, will be responsible for identifying learning and development needs for various ministerial, administrative, and temporal positions throughout the Diocese of Toledo, primarily utilizing FHI.



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Pillar 4 - Strengthening Catholic Education

- Created and applied for the first scholarship granting organization in the Diocese as permitted by the State of Ohio in 2021 and crafted a plan for engaging donors for scholarship donation in exchange for tax credits.
- Identified and continue to work with schools that have the potential of a financial struggle and gave them the tools to move forward toward financial stability.
- Continued to increase enrollment of scholarship students by 3% each year by promoting best practices to school leaders.
- Created and engaged Diocesan school and parish catechetical leaders on Holy Families Weekly, part of the Holy Families Project, an initiative within two pillars of the strategic plan to promote family engagement.
- Piloted and adopted a new assessment for religious knowledge, allowing Catholic schools to better evaluate learning gaps in religious education as well as providing teacher-ministers with suggested professional development goal areas.
- Trained principals- and teacher-ministers on fundamentals of virtue education.
- Executed the third annual Known, Loved, and Served event for teacher-ministers.
- Reimagined and reformatted John 3:16, New Teacher-Minister Orientation Program. This one-day in-person training is the beginning of the ministerial on-boarding for all new teacher-ministers to Catholic schools.
- Published curricula for learning tracks on the diocesan FHI platform for new teacher-ministers, new principal-ministers, and new catechists.
- Implemented a successful teacher-minister mentor program that connects veteran teachers to meet with and guide first and second year teachers.

Pillar 5 - Growing Catholic Charities Outreach & Advocacy

- An architect has been hired for the Space Needs Assessment of Helping Hands of St. Louis expansion project.
- Continue to explore Parish communities in the western part of the Diocese to eventually open an office and provide services, expanding Catholic Charities footprint.
- Exploring ways to provide counseling referral resources to Parishes throughout the Diocese.

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.

- Updated the parish assessment model via recommendations from a committee of clergy/finance council/staff, which realigned targets (overall cost neutral) to parishes.
- Raised \$3.25M or 108% of the 2021 ACA goal and increased the participation rate, number of parishes exceeding goal, avg. gift size, number of major donors.
- Increased the 2022 ACA goal to \$3.25M and thru 29 weeks on pace to hit goal.

Formally engaged CCS to facilitate a \$65M diocesan-wide capital campaign and through August 2022:

- Assembled a priest advisory committee and established policies and parish goals.
- 32 parishes completed the pilot and first waves, both exceeding goal by an avg 124%.
- Bishop Thomas personally raised 82% of his \$10M goal, with target to exceed goal.
- Priests personally donated over \$1.1M on a \$250k goal.
- Raised \$36M or 55% of the overall \$65M campaign goal.
- Final two waves of 90 parishes will be completed by June 2023.

We are establishing a fully functional Development Office with the following progress:

- Enhanced the staff resources by adding an ACA Manager who began establishing and documenting development office best practices.
- Established a new Catholic Community Foundation 501c3 to support the capital campaign and future endowments and planned giving.
- We will promote a culture of stewardship within the Diocese of Toledo (additional area of strategic focus).