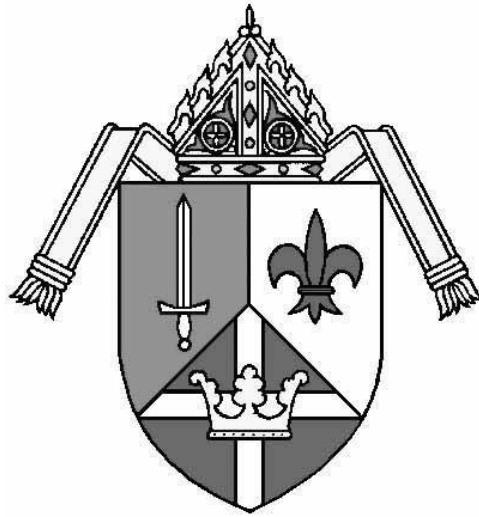
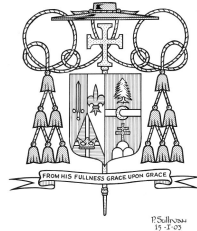


# **DIOCESE OF LEXINGTON**



## **MISSION, VISION, VALUE STATEMENTS & 2008-2010 STRATEGIC PRIORITIES**



December 8, 2007

I am truly pleased to present to you an updated Diocesan Mission Statement. As you know, a mission statement is a public expression of purpose or reason for being. It is my hope that our revised Mission Statement, together with the newly created Vision and Values Statements, will serve to focus our collective attention on carrying out our Lord's command to "make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded....". Our task now is to make these statements come alive in our hearts and in our parishes.

The Strategic Priorities which accompany the statements reflect areas which I believe deserve the special attention of our Diocesan church. They are not meant to supplant or eliminate any efforts currently underway, but should serve as a framework to guide the way we allocate our resources for the next several years.

This document is the product of a great amount of diligent work, collaborative reflection and input from all parts of the Diocese. To all those who served on the Strategic Planning Task Force and to those who provided input to the task force via the two survey opportunities, I want to express my sincere gratitude. In this process so many gave so generously to help the Diocese move forward in a very positive way. To all who participated I offer my sincere thanks.

On this Solemnity of the Mary's Immaculate Conception, let us ask the Blessed Virgin, Mother of the Church, to intercede for us and guide us as we begin this implementation.

Yours in Christ,

Most Rev. Ronald W. Gainer  
Bishop of Lexington

**MISSION STATEMENT  
of the  
Diocese of Lexington**

*Guided by the Holy Spirit, we witness to Christ's saving love as disciples and missionaries in the fifty counties of our mission Diocese. As a Eucharistic people, we celebrate the sacraments, promote justice in word and deed, minister to the spiritual and material needs of all and evangelize by living and sharing the Word of God and the teachings of the Catholic Church.*

**DISCUSSION QUESTIONS**

What feelings or thoughts does this statement evoke in me?

What does it mean to be a disciple? A missionary? How are these roles alike and how are they different?

What does it mean to live and minister as a Catholic Christian in a Mission Diocese?

As a parish, how do we promote justice in word? In deed?

As a parish, how do we live and share the Word of God and our Church's teachings?

How does this mission come alive in my parish, school or Diocesan organization?

In organizational management, a mission statement describes the overall purpose of an organization.

**VISION STATEMENT  
of the  
Diocese of Lexington**

*We envision the Diocese of Lexington as a welcoming Eucharistic faith community of people who:*

- ◆ *Love others as Jesus loves us*
- ◆ *Respond joyfully to our God-given vocations*
- ◆ *Commit to stewardship of spiritual and material resources as a way of life*
- ◆ *Engage in faith formation and discipleship*
- ◆ *Offer affordable access to Catholic schools*
- ◆ *Practice social justice and advocate equitable standards of living for all people*
- ◆ *Participate in the formation of public policy in support of our Values*

**DISCUSSION QUESTIONS**

What elements stand out to me?

What feelings or thoughts does this vision evoke in me?

How do we practice social justice in our parish? In our daily lives?

How does this vision come alive in our parish, school or Diocesan organization?

What steps can we take as a parish to grow and realize this vision of justice?

A vision statement describes the organization effectively doing its work.

# **VALUES STATEMENT of the Diocese of Lexington**

## **We Value:**

- ◆ *The Holy Trinity*
- ◆ *The love of God the Father*
- ◆ *Salvation through the incarnate Son*
- ◆ *The Holy Spirit, giver of life*
- ◆ *The Eucharist as the Real Presence of Jesus Christ*
- ◆ *The fullness of faith expressed in Sacred Scripture and Tradition*
- ◆ *The privilege of sharing the mission of Christ through our  
Baptismal call*
- ◆ *The sacredness of human life*
- ◆ *The good found in the rich cultures of all people*
- ◆ *The responsible stewardship of spiritual and material treasure*

## **DISCUSSION QUESTIONS**

What values stand out to me? Which do I feel is most important?

What feelings or thoughts do these values evoke in me?

What does it mean to be a Eucharistic people?

The Catechism says the Mass is the source and summit of our lives as Catholics...does that describe our parish community?

What can we do to increase the understanding and awareness of the Trinity in the lived experience of our faith community?

A values statement enunciates an organization's central cultural priorities, which drive its members' priorities and actions.

# **STRATEGIC PRIORITIES**

## **for**

### **2008-2010**

*These Strategic Priorities reflect areas which will receive the special attention of Diocesan staff for the next several years, guiding the allocation of resources. They are not meant to supplant or eliminate any efforts currently underway.*

## **Office of the Vicar General**

### **Vocations: Everyone's Call to Holiness**

By baptism, our search for holiness begins and our vocation from God is encountered. This strategic priority includes: strengthening the awareness of the dignity of each person, education in the process of discernment, raising awareness of each person's baptismal call to seek holiness and communication on the need for discernment.

- ◆ Strengthening the awareness of the dignity of each person enables one to understand that we are created in God's image. Knowing this reality assists in asking, "What is God's desire for my life?"
- ◆ Education in the process of discernment guarantees that everyone will not only be asking, "What is God's desire for me?" but will also know how to interpret the answers gained through prayer, reflection and life experiences.
- ◆ Raising the awareness of each person's baptismal call to seek holiness entails meeting with youth leaders and teachers throughout the Diocese to answer their questions. It also means providing curricula to undertake this challenge.
- ◆ Communication is crucial to the success of this priority. Each Diocesan office can assist in creating a culture for vocations.

### **DISCUSSION QUESTIONS**

What does my baptism mean to me? As a baptized person, how do I exercise my role in the Church? In the community? In my family?

How can (or does) my parish communicate the importance of all vocations?

What is God's desire for my life?

How does our parish promote all vocations from God?

### **Ongoing Formation of Parish Leadership: Lay and Clergy**

The ongoing formation of parish leadership is necessary for the spiritual growth of each Catholic. This strategic priority includes: developing and forming leaders to serve the people in the parishes of the Diocese, updating parish leaders to better understand the Church and Her teachings and accountability of each ecclesial minister.

- ◆ Developing and forming leaders will assist the Diocese in its responsibility to help parents in their role as the primary educators in the faith of the Church.
- ◆ Updating parish leadership in the Church and in its teachings enables the Diocese to accurately convey the Magisterium of the Church.
- ◆ Accountability is crucial to the success of this priority. The Annual Performance Review and the Supporting Priestly Ministry instrument are necessary models for effective ministry within the Diocese.

#### **DISCUSSION QUESTIONS**

How do we develop leaders in our parish?

Do we push for certification of our catechists?

Do I remain up to date with any new documents or encyclicals?

Do I complete the Annual Performance Review and the Supporting Priestly Ministry instrument? Do I offer parishioners the opportunity to provide feedback?

## **Secretariat for Pastoral Life**

### **Faith Formation & Religious Education – Deepening faith for all ages**

Faith formation is ongoing and does not end at any particular stage or time in a Catholic's life. Religious education must be age appropriate and equip both children and adults with the knowledge, skills and understanding to transform an increasingly secular society. This strategic priority includes: increasing adult faith formation resources and opportunities, making certain that sacramental understanding is consistent throughout the Diocese and infusing the Diocese with a greater awareness of our call to be an evangelizing people.

- ◆ Adults need opportunities and resources to deepen their faith which go beyond weekly Mass attendance.
- ◆ Sacramental preparation must result in consistent understanding throughout the Diocese. To achieve this understanding of our Catholic Sacraments, resources and training must be available to support the efforts of our Catechists.
- ◆ Our call to spread the gospel message is often misunderstood or ignored by many Catholics. It is imperative that the importance of witnessing our faith be clearly understood and encouraged.

### **DISCUSSION QUESTIONS**

As an adult, what types of faith formation would I find helpful and meaningful?

Are the youth and young adults in our parish engaged in ministry and in the planning processes for our parish? If not, how can we fully integrate them into parish life?

Would a renewal process be welcomed and embraced in our parish? What would such a process look like?

## **Catholic Schools – Academics and Faith**

Catholic schools combine spiritual development and academic excellence with a strong emphasis on Catholic identity. Such education should be available at both the primary and secondary levels for a broad base of population in our Diocese of Lexington, including any ethnic and immigrant populations. Plans to address this priority include protecting and enhancing the financial viability of our Catholic schools and insuring affordability of and access to Catholic schools education.

- ◆ The focus on Catholic values is at the heart of our educational system and must permeate each school.
- ◆ To assure that families are charged tuition and fees that are just, schools should adopt the cost-based, needs-based model for tuition calculation. Financial aid should be available to support the new tuition model so that cost is not a deterrent to Catholic education.
- ◆ The use of public transportation by Catholic school students is a worthwhile initiative for communities that have a Catholic school and one that would broaden access to Catholic schools.
- ◆ Financial reporting from our schools will aid in planning and enhancing financial viability, thus ensuring that Catholic education will be available for generations to come.

### **DISCUSSION QUESTIONS**

What do we see as the mission of our parish school? Does the parish view it as a ministry of the faith community?

The future existence of our Catholic schools relies upon the support and good planning of the parish leadership and the community as a whole. Is our school on a path to be all that it can be and offer?

Is there a strategic plan for the school and does the community know and embrace it?

Is there anything we can do to bring public transportation for our students to our school?

## **Communications – Telling Our Story**

Clear, effective communication is essential in a world of instant communication because it is too easy for misinformation to overshadow the truth. It is vital that the Diocese take a proactive approach to communication by seeking to utilize the technology available in electronic and print media. Efforts should be made to enhance all Diocesan communications to our parish leadership, our Catholic population and the general public in order to advance the Diocesan mission. This strategic priority includes: improving the functionality and relevance of the Diocesan web site, improving public relations and media release efforts, planning for expedient delivery methods for Diocesan communications and exploring ways to utilize the various media available throughout the Diocese to expand evangelization efforts.

- ◆ More and more people rely on the Internet and World Wide Web to find out about their world. Our Diocesan web site must become a functional and relevant site to provide information and resources to its visitors seeking knowledge and answers.
- ◆ A comprehensive public relations plan that responds with meaningful and truthful information regarding crisis situations and that positively communicates our mission to our constituents and the general public will help further our Diocesan goals.
- ◆ The Diocese should never let the opportunity pass to tell its story, particularly before other less favorable versions become widely known.
- ◆ As the vocation website [www.ichoseyou.com](http://www.ichoseyou.com) and Real Life Radio have demonstrated, there are many ways to evangelize. The Diocese needs to continue to explore new and creative ways to spread the Good News to people of all ages, including our population of non-English speaking immigrants.

### **DISCUSSION QUESTIONS**

How and what does our parish do to spread the Good News through the media available to it? Newspaper, radio, television and web sites?

How well do we communicate parish events and news within our own faith community?

Is there any plan to reach out to the Catholics who are not attending Mass in our area?

## **Secretariat for Stewardship**

### **Stewardship – Using God’s gifts to do God’s work**

Stewardship is both a spirituality rooted conversion to the Gospel values, and a way of life. This strategic priority includes: stewardship literacy, development, problem solving, resource cultivation and accountability.

- ◆ Stewardship literacy strives to offer spiritual and cognitive dimensions of stewardship to individuals and households through Christian understanding of God’s gifts and pragmatic tools.
- ◆ Development programs should embrace our stewardship responsibilities for the environment, our responsible use of creation and our specific responsibility to care for the immediate needs of the poor and disadvantaged while working to transform environments to generate opportunities for self-sufficiency and dignity among people.
- ◆ Sacred Scripture tells us that all things work for good for those who love God (Romans 8:28); conforming ourselves to the commandment to love one another as Jesus loves us is the guiding principle in stewardship problem solving.
- ◆ Resource cultivation focuses on developing the stewardship message, reinforcing it and evangelizing it through people, programs and resources to teach and to evangelize individuals and households in the steward’s response.
- ◆ Accountability and transparency are key indicators of a well-grounded stewardship commitment; accurate reporting and communications are the bedrock of this dimension.

### **DISCUSSION QUESTIONS**

How is stewardship perceived in our community? What can we do to expand and alter this current understanding to begin the introduction of a more authentic stewardship spirituality?

What comes first time, talent, or treasure? How might this alter our plans for stewardship in our parish?

Describe those things, events, programs, groups, etc. that personify the examples of stewardship spirituality in our community.

List and identify those competitors for stewardship spirituality in our community. How might we appropriately reorient priorities and preferences toward our Catholic Christian stewardship response?

## **Secretariat for Social Services**

### **Social Services and Social Justice**

Social services and social justice go hand in hand. While we work to help those in need, we must also work at peace building and reforming the systems which create poverty and prejudice. Plans to address this priority include direct services, education, advocacy and building partnerships that promote collaboration and innovation, while respecting the diversities in our Diocese which are a rich resource of values and spiritualities.

- ◆ Catholic Social Service Bureau and the Father Beiting Appalachian Mission Center are two ways the Diocese directly provides services to individuals and families in need. In addition, the Appalachian Mission Assistance Program (AMAP) provides financial support to many parish and independent outreach ministries.
- ◆ It is imperative that Catholics deepen their understanding of Catholic Social Teaching and explore avenues for involvement and advocacy. The U.S. Catholic Conference of Bishops, Catholic Relief Services, Catholic Charities USA, and the Catholic Campaign for Human Development sponsor programs that educate and engage Catholics in the work of social justice on both the national and international levels. The Catholic Committee of Appalachia, the Catholic Conference of Kentucky and our own Diocesan Peace and Justice Commission offer opportunities for advocacy on regional, state and local concerns.
- ◆ The Diocese endorses Catholic Charities USA's *Campaign to Reduce Poverty in America* which calls all people of goodwill to prayer, reflection and action on this threat to the common good. The Diocese will continue to support the campaign and encourages individuals and organizations to also endorse this initiative.
- ◆ Our great cultural and geographic diversity challenges us to cross boundaries between rural and urban, Bluegrass and Mountain, Anglo and Hispanic, innovating ways to wisely use our resources and to respond to emerging social needs.
- ◆ The many creative missionaries which bless our Diocese are a vital force for good, enriching communities with their care and concern. These diverse mission efforts offer opportunities for collaboration which can serve as models of teamwork and unity.

**Social Services and Social Justice (continued)**

**DISCUSSION QUESTIONS**

As a parish, how do we respond to the needs of the poor?

How do we practice social justice?

Would I be interested in a series on Catholic Social Teaching?

Would I be interested in learning more about social services in our Diocese? The *Campaign to Reduce Poverty*? AMAP?

Is our parish, school or Diocesan organization a peaceful place?  
How do we, or can we, promote peace?

How do we collaborate in our parish? Can we do better?

What resources and spiritualities help our parish be innovative and collaborative?

What diversities present in our parish energize our work and worship?

What community needs does our parish, or could our parish, address? Where do we begin?

Are there Catholic missionaries at work near our parish? How can we support them?

## **CONTACT INFORMATION**

*If you have any questions about this material, or if you would like to schedule a presentation on the Mission, Vision, Value Statements or the Diocesan Strategic Priorities, please contact the personnel listed below:*

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*In September 2006 Bishop Gainer convened a group of 20 individuals, representing five major Diocesan advisory bodies (Pastoral Council, Presbyterial Council, Finance Council, School Board and Catholic Social Service Bureau Board of Directors), along with the five secretaries of the chancery, with the intent of re-evaluating the continued relevance of the Diocesan Mission Statement and updating the Bishop's Strategic Priorities.*

**Time line of Activities**

- September 7, 2006.....Initial Formation Meeting
- October 2006.....Survey of Diocese  
*172 responses received from clergy, parish leadership, parishioners, school parents and religious*
- November 17-18, 2006.....1st Task Force Work Session  
*Outcomes: revised Mission Statement, created Vision and Value Statements*
- February 7, 2007.....2nd Task Force Work Session  
*Outcomes: Revised Strategic Priorities*
- March 2007.....Survey of Diocese  
*102 responses received from clergy, parish leadership, parishioners, school parents, religious and seminarians*
- April 2007...Diocesan staff create implementation plans for Strategic Priorities
- May 5, 2007.....3rd Task Force Work Session  
*Outcomes: Finalize all statements, review and critique implementation plans, develop communications plan, submit to Bishop Gainer*

Task Force Members

Sr. Maria Goretti Browne, O.P.	Deacon Larry Cranfill
Sr. Clara Fehringer, O.S.U.	Freeman Franklin
Ann Gish	Bob Heister
Rev. Terry Hoppenjans	Kay Kaak
Rose Lucas	Rev. Joseph Muench
Stephanie Nallia	Rev. Dan Noll
Rev. Frank Osburg	Russ Whitney
Renata Babicz-Baratto	Ruslyn Case-Compton
Very Rev. Mark Dreves	Deacon Jim Paris
Deacon Bill Wakefield	Most Rev. Ronald Gainer