



# Strategic Planning

For the first time this week, the recently formed Strategic Planning Team met to begin the process of formulating the Vision, Mission, and Values for the Diocese, along with establishing the longer term ministry, pastoral and operational initiatives to achieve that Vision. This work is foundational for identifying shorter- and longer-term Diocesan goals and priorities, focusing our pastoral efforts, and arranging for the necessary resources to make them a reality.

According to Bishop Thomas, who announced this initiative in an October 31st Letter to the Faithful, "This is an exciting time in our Diocese as we take the next step forward, following upon our organizational restructuring, to plan for a bright future and build a roadmap of how to realize a newly articulated vision, mission and values."



The process started with a survey that was sent to all pastors and associates, the Diocesan Finance, Pastoral and Deacon Councils, principals/heads of schools, business managers, and Pastoral Center directors/managers. The results of this survey became the basis for our S.W.O.T. (strengths, weaknesses, opportunities, threats) analysis that will then guide the areas of strategic focus of the Diocese, and the development of key initiatives and goals over the next 3-5 years. With a 58 percent response rate to the survey (194 people), there is much valuable information to begin our planning with input from throughout the broad demographic of the diocese.

The Strategic Planning Team, facilitated by the Spitzer Center, includes the Pastoral Center's Senior Staff (Bishop Thomas, Monsignor Kubacki, Phil Renda, Monsignor Borger, Kelly Donaghy, Deacon Malenfant, and Rodney Schuster), along with a cross section of experienced people from throughout the Diocese including Sara Best, Chair of the Catholic Charities Board; Sister Marcia Boes, OSF/T, Pastoral Associate of Music and Worship at All Saints Parish, New Riegel; Francisco Carrillo, Pastoral Associate for Hispanic Ministries at St. Paul Parish in Norwalk; Bret Huntebrink, Coordinator of Evangelization and Pastoral Care at the Pastoral Center; Ellen Jones, Volunteer Coordinator for the Office of Black Catholic Ministry at the Pastoral Center; Rev. Christopher Mileski, Pastor of Most Pure of Heart Mary in Shelby and St. Joseph in Plymouth; Michael Puppos, Pastoral Associate at St. John XXIII in Perrysburg; Kathryn Sliwinski, Associate Director of Finance and Planning for Education at the Pastoral Center; Shannon Stull, Diocesan Pastoral Council Vice Chair, Sacramental Coordinator at Sacred Heart of Jesus Parish and Youth Minister for Fremont Catholic Parishes; and Craig Warnimont, Diocesan Investment Committee.

The Strategic Planning Team's work will continue through December and we will provide future updates and answer questions as we progress through the process. Outcomes of the Team's work will be shared to ensure understanding, transparency, and alignment throughout the Diocese. Please keep in prayer this process as together we move forward as a diocesan family.