



ARCHDIOCESE
of MILWAUKEE

Planning

TEAM VISION AND PROCESS

OUR TASK

Our task is to articulate a faithful, courageous, and visionary plan for parishes and schools of the Archdiocese of Milwaukee that is anchored in the mission of the Church.

- We will set a direction for 10 years
- We will formulate a plan that is implemented on a short and intermediate term basis
- The plan will be specific and adaptable based on changing information and needs

GUIDED BY PRINCIPLES

The deliberations and recommendations of our process will be driven by and tested against our Eight Guiding Principles. Our Guiding Principles are as follows:

LEADING PEOPLE TO CHRIST:

GUIDING PRINCIPLES FOR PARISH AND SCHOOL PLANNING IN THE ARCHDIOCESE OF MILWAUKEE

- **Rooted in fervent prayer** and reliant upon the Divine Providence of God.
- **Mission-driven** with a singular focus on proclaiming Christ and making disciples through the Sacramental Life of the Church.
- **Focused on growth of the Church** and Her mission with confidence in the power of the Holy Spirit unleashed at Pentecost.
- **Strengthening the Catholic impact** by identifying and coordinating effective ways for parishes and schools to collaborate in advancing the Church's mission.
- **Accompanying ordained and lay leaders** by supporting them, affirming their gifts, and equipping them for missionary leadership.
- **Practicing subsidiarity** to ensure that planning initiatives are designed, owned, and implemented through broad consultation and local collaboration, under the authority of the archbishop.
- **Allowing for new models of leadership and mission** that are both faithful to the Church's Tradition and bold in missionary outreach, especially in urban and rural contexts.
- **Data-informed** to ensure that planning initiatives are grounded in key indicators such as financial sustainability, potential for growth, facility analysis, sacramental trends, producing vocations, etc.



A THREE-PART PROCESS

Our planning process will unfold in three intentional steps. First, we will assemble **relevant data** to get the information we need to paint the big picture for each parish, deanery, and vicariate. Second, we will engage in **thoughtful analysis** to determine clear conclusions from the data. Finally, we will develop recommendations and strategies to form a viable and visionary ten-year direction. These **recommendations and strategies** will be submitted to the archbishop for his consideration and approval.

DATABASE FOR MISSIONARY PLANNING

We will assemble the following internal and external data points for step one of our planning process.

INTERNAL DATA (PARISH AND ARCHDIOCESAN INFORMATION)

Numbers

- Mass attendance – 5-year trend relative to regional and diocesan average (29%)
- Registered Catholics - 5-year trend relative to diocesan average
- Sacramental statistics - 5-year trend relative to diocesan average
- RCIA statistics
- Vocations to the priesthood, diaconate, and religious life – 20-year trend relative to diocesan average
- School enrollment - 5-year trend relative to diocesan average and percentage of Choice Students
- Religious Ed enrollment - 5-year trend relative to diocesan average
- Financial health - 5-year trend relative to diocesan average
- Trending for all the above in the parishes around you

Interpretive Criteria

- Cultural populations and ministries (Question for Vicar Visits)
- Pastor information (leadership, term, strengths, projected retirement, etc.)
- Lay pastoral/administrative staff information (leadership, term, strengths, projected retirement, etc.)
- Parish strength based on ordained/lay leadership – 5-year trend
- Outreach ministry impact and ministry vibrancy (Question for Vicar Visits)
- CLI pastor/parish snapshots
- Age, condition, and use of parish buildings (Question for Vicar visits)
- Area Catholic high school, hospital, nursing homes, jails/prisons
- Hispanic and Black Catholic Ministry Plans/ Urban Ministry Initiatives
- Religious Communities (own 5 parishes/vocations/future plans)
- Religious Communities running religious institutions
- Non-Catholic universities – planning for current and future growth
- Ongoing consultations with priests about planning
- Geographical areas or populations requiring new or renewed models of ministry (urban/rural)

EXTERNAL DATA (MISSION INSITE)

Population growth	Birth rate/family size	Age make up	Housing Trends
Underserved populations	Economic make-up	Cultural populations	
Trends of undocumented people		School Districts	

PLANNING RESEARCH AND KEY SOCIAL TRENDS

- Comparisons to similar dioceses (St. Louis, Indy, Cincinnati, Cleveland, Kansas City)
- National data (Cara, Barna, Pew, etc.)
- Digital engagement
- Youth and young adult trends