

APPENDIX 2 ADDITIONAL SUGGESTED ACTIONS

YOUTH AND YOUNG ADULTS

A. Provide relevant, creative, and theologically sound programs

- Create a comprehensive youth ministry program that integrates the elements of catechesis, community-building, evangelization, justice and service, leadership development, pastoral care, and prayer and worship.
- Incorporate appropriate catechesis on “*Renewing the Vision*” into parent meetings as a way to help parents better understand the Church’s multi-faceted ministry to youth.
- Sponsor “listening” sessions (one for youth; one for young adults) to discern needs, address areas of interest and/or concern, offer affirmation, and personally invite into fuller parish participation.
- Collaborate with neighboring parishes to provide for youth/young adults needs (i.e. joint events, pool resources to fund youth and young adult ministry positions, etc.).
- Incorporate sound Catholic catechesis and a variety of prayer experiences into all youth gatherings as a way to help young people know the traditions, teachings, stories, practices, and prayers of the faith community.
- Remember that young people live in a variety of family situations/settings (traditional, blended, non-married, divorced) and plan accordingly.
- Provide opportunities for young people to come to a better understanding of Catholic Social Teaching and the social mission of the Church.
- Expand retreat offerings and gatherings to address topics relevant to youth and young adults.
- Utilize internet technologies to reach out to youth and young adults.
- Regularly incorporate “Gift Discernment” and vocation discussions into all youth ministry and young adult ministry programs.

B. Form competent leaders

- Read and study the U.S. Bishops’ document “*Renewing the Vision*” in order to gain a clear understanding of the basic components of comprehensive youth ministry.

- Read and study the U.S. Bishops' document "*Sons and Daughters of the Light.*" in order to gain a clear understanding of the basic components of comprehensive young adult ministry.
- Train youth and young adults from all cultural groups to serve as "peer ministers" who can reach out and invite their peers to participate in the life and mission of the Church.
- Actively listen to and involve youth and young adult ministers in the development of ongoing formation workshops, programs, and trainings.

C. Encourage meaningful involvement

- Provide opportunities and funding to help youth/young adults participate in regional, diocesan, national, and international events as a way of giving them a sense of belonging to the larger, universal Church.
- Sponsor a "Ministry Fair" dedicated just to the youth and young adults as a way of inviting and engaging them more fully in pastoral and liturgical ministries.
- Provide opportunities for youth and young adults to identify local needs, reflect on possible action, and engage in compassionate acts of service.
- Host a monthly parish/deanery "Adore" night that incorporates modern religious music with the traditional practice of Eucharistic Adoration.
- Provide local opportunities for youth and young adults to put their faith into action through justice and service projects, pilgrimages, public expressions of worship, etc.
- Engage youth and young adults in designing and maintaining age appropriate pages on the parish website.
- Have youth produce short video celebrating their involvement in the parish and larger civic community.
- Recruit youth and/or young adults to document the history of the parish (i.e., significant parish/deanery events, oral histories from parishioners, etc.)
- Seek ways to personally acknowledge the gifts of young people and invite them to use those gifts in all areas of service to the Church.

CHRIST-CENTERED COMMUNITIES

A. Nurture hospitality

- Promote and model hospitality each time parishioners gather, no matter how large or small the group.

- Encourage pastoral leaders and staff to be visibly present at major parish gatherings and greet parishioners before and/or after Mass.
- Be responsive to incoming calls and requests for assistance.
- Utilize a variety of communication/media tools to recognize and celebrate significant achievements of parish members.
- Offer child care opportunities at parish functions.
- Start a parish Welcoming Committee that engages parishioners in greeting and supporting newcomers.
- Intentionally invite and include newcomers, ethnic groups, and other marginal members to social events.
- Be attentive to the needs of the home-bound, the elderly, as well as those with mobility, vision, or hearing impairments.
- Create parish bereavement ministry to offer support, assistance, funeral planning, etc. to grieving families.
- Recognize the demands of family life when planning and scheduling parish liturgies, programs, and events.
- Schedule a “Come and See” evening where newcomers may get to know the parish/parish ministries.
- Provide a process (phone calls, email, postcard, visit) to follow up with newly-registered parishioners to help answer any questions they have and to integrate them into the community more quickly and effectively
- Make special effort to welcome young families with children at Mass.
- Seek ways to provide support for divorced and separated Catholics and their families.

B. Build relationships across cultures

- Find opportunities for parishioners to come to a deeper appreciation and understanding of cultural differences and devotions present within the community.
- Ensure that liturgies and other sacraments are available to Spanish-speaking and other non-English speaking communities throughout the diocese.
- Integrate cultural customs and language whenever possible in liturgy, prayers, and other sacramental celebrations as a way of responding to people’s felt need to worship God in their own cultural ways and traditions.

- Host “Getting-To-Know-You” nights where pastoral leaders and parishioners can meet with members of various ethnic communities to better understand their faith practices, devotions, and popular piety.
- Seek opportunities to listen to the stories, perspectives, and preferences of people from different cultures and ethnicities.
- Sponsor an annual parish-wide multicultural Mass and potluck dinner where families are invited to share and celebrate their cultural heritage and traditions.
- Host days of prayer that offer simultaneous sessions in Spanish and English.
- Invite the entire parish to join in celebrating cultural feasts and traditions whenever possible as a way of helping parishioners welcome cultural diversity as a gift to be celebrated, not a problem to be solved.
- Encourage existing parish groups/ministries to intentionally reach out and solicit membership from ethnic communities.
- Provide opportunities for pastoral leaders to become better equipped with cross-cultural skills, especially in facilitating intercultural communication and conflict resolution.
- Expand cultural coverage in the Idaho Catholic Register to reflect the diversity in language and experience found throughout our diocese.
- Help newcomers integrate into the community in ways that are respectful, that celebrate their cultures, and that are responsive to their social needs.

C. Become a community of stewards

- Ensure cultural and generational membership on Stewardship Council.
- Use all available communication tools to share stewardship success stories, best practices, and personal testimonies.
- Establish an annual diocesan-wide stewardship day and/or regional stewardship gatherings.
- Incorporate stewardship workshops at Fall Conference.
- Offer prayer experiences/mini-retreats as a way of highlighting the theological, Scriptural, spiritual, and personal aspects of a stewardship way of life.
- Exercise responsible stewardship over all human (employees/volunteers) and temporal resources (property/finances).
- Emphasize stewardship themes in homilies and presentations as well as in all parish formation programs.

- Recruit and train “lay witnesses” and schedule 2-3 opportunities for them to personally witness to the benefits/graces of embracing a stewardship way of life.
- Publish an informative and comprehensive reader-friendly stewardship annual report that provides parishioners with information about the ministries and finances of the parish.
- Regularly recognize, thank, and support those who participate in parish ministry/mission.
- Regularly communicate stewardship information with parishioners via newsletter, emails, postal mail, cards, reports, etc.
- Create and regularly update parish Ministry Booklet as a way to highlight parish ministries and engage talents of parishioners.

D. Unite in liturgy and prayer

- Use gatherings of catechists, ministry personnel, volunteers, parents, etc. as a time to expose parishioners to the rich heritage of Catholic prayer and spirituality as well as to Church teaching.
- Respect different styles of devotion so that Catholics from different cultures will have the opportunity to express their faith.
- Create opportunities for shared prayer, liturgy, and fellowship among different groups.
- Encourage Catholics throughout the diocese to pray for peace and unity in the local and universal Church.
- Facilitate the celebration of the Sunday liturgy and other sacraments in the cultural and linguistic context that best ensures the active, conscious and full participation of parishioners.
- Use workshops, study groups, etc. to educate parishioners on the importance of the Mass as the “source and summit of the Christian life.”

CHRISTIAN DISCIPLESHIP

A. Live and preach the Gospel

- Host intergenerational faith sharing dialogues that help parishioners share the many ways Catholics are living their “vocation” in the world.
- Utilize resources from national Catholic evangelization organizations whenever possible.

- Provide parish renewals and evangelization retreats on a regular basis.
- Create an Evangelization committee/ministry that has as its focus supporting and promoting parish efforts at spreading and living the Good News.
- Utilize strategic planning on a regular basis to evaluate parish activities/ministries from the perspective of how well the parish is bringing the message of the Gospel into larger society through word and action.
- Encourage parishioners to serve as sponsors, companions or catechists in the RCIA process as a way of personally sharing their faith with others.
- Utilize bulletins, inserts, newsletters, website, homilies, parish formation programs, etc. as tools to help parishioners better understand how they can live their faith/gospel values in their family, workplace, neighborhood, and society at large.
- Sponsor small group discussions on U.S. Bishops' document *Go and Make Disciples* in order to help parishioners understand that their efforts must reach out beyond their local Catholic community.
- Review parish registration records to identify non-practicing Catholics and invite them to attend a "Welcome Back" gathering.
- Provide small group sessions designed to help inactive Catholics explore the possibility of returning to the practice of the Catholic faith.
- Provide intergenerational parish "Family Nights" as a way to celebrate and affirm families as well as foster faith sharing among parents and youth.
- Create opportunities for parents to gather and learn more about Catholic parenting, Catholic values and prayers, family faith sharing, faith modeling, and family-based service activities.
- Use small faith group format to gather young families together for support, socializing, prayer, and service.
- Utilize parent meetings as a time to incorporate discussion on effective communication skills, open and honest dialogue, conflict resolution, respect and acceptance.
- Create a "Family Corner" in your parish bulletin, newsletter, or website to share resources on Christian parenting and family life.
- Offer a "What Does it Mean to be a Catholic Parent?" evening that focuses on the importance of fostering faith in the family and helping parents fulfill their role as the primary transmitters of the faith.
- Provide regular articles/testimonials from Catholic couples in Idaho Catholic Register.

- Actively promote Marriage Encounter, Engaged Encounter, and Retrouvaille.
- Devote a diocesan convocation specifically to Marriage and Family Life.
- Use “Called and Gifted” process to help parishioners explore the unique gifts and talents they possess and how these gifts can be used in service to the Church.
- Actively support and encourage lay ministry and the formation of trained, professional lay ecclesial ministers.
- Establish mentoring relationships between new and experienced lay ecclesial ministers in order to better reflect upon, understand, and grow from the lived experience of ministry.
- Incorporate discussion at every age level on Christian discipleship and how we can use our unique gifts in service to God and others.

B. Foster life long learning

- Offer mini-series programs (4-6 weeks) throughout the year on specific areas of Catholic faith and practice (i.e., Catholic Social Teaching, Understanding the Liturgy, the Creed, the Catechism, etc.) Collaborate with neighboring parishes whenever possible.
- Work with diocesan Regional Coordinator and other diocesan staff to assess existing formation programs and to obtain the services of qualified speakers/presenters.
- Continue to encourage active participation in Convocation by diocesan lay and presbyteral leaders.
- Provide ongoing leadership and governance training for parish pastoral and finance councils.
- Review parish budgets to ensure that adequate resources are devoted to adult faith formation activities.
- Design parish meetings spaces that are comfortable and conducive to adult learning and faith formation.
- Host monthly “What Does it Mean to be Catholic?” gatherings for young adults to address contemporary concerns (i.e. interfaith marriages, divorce, Christian life styles, etc.)
- Utilize the diocesan “Servant School” as an ongoing formation tool through which lay leaders can acquire basic ministerial tools as well as the knowledge, competence, and spirit for ministry.
- Offer a variety of opportunities to pray and study the Scriptures as a way to help parishioners better appreciate the centrality of God’s Word.

- Integrate Catholic Social Teaching into all parish formation programs.
- Regularly seek the input of parents, teachers, catechists, RCIA leaders, youth ministers and other pastoral leaders on the effectiveness of parish formation efforts.
- Read and utilize the U.S. Bishops' document "Were Not Our Hearts Burning Within Us?" in designing effective adult faith formation opportunities.
- Share catechetical efforts with neighboring parishes where possible to enhance offerings and avoid duplication.
- Make sure Catholic prayer and education are integrated into existing baptismal preparation sessions and sacramental parents meetings.
- Engage and involve the family as an essential partner in the faith formation process.
- Create a parish "Resource Center" where helpful learning resources (books, DVDs, CDs, etc.) are available to parishioners.
- Incorporate a "Do You Know?" ... or "Catholic Corner" column in all parent materials, in parish bulletins, website, etc.
- Utilize the services of the diocesan Regional Coordinator to help discern appropriate DVDs, videos, websites, resource materials on particular topics.
- Support Fall Conference and other learning opportunities offered by the diocese, neighboring parishes, or other Church organizations.
- Provide opportunities for school principal/Catholic school parent(s), students to speak at weekend Masses about the value of Catholic school education.
- Promote essay contest in ICR among Catholic school students entitled: "Why I Love Going to Catholic School."
- Encourage certification of all catechetical and school personnel.
- Provide financial resources to help qualified parishioners participate in diocesan "Servant School" and other diocesan trainings, events, etc.
- Offer regular formation and spiritual enrichment to catechists, school teachers, and lay leaders serving in the parish.

C. Act justly

- Seek ways to regularly identify areas of need in the parish and local community.
- Support (time and treasure) parish and civic organizations that provide service to the poor and vulnerable.

- Build strong partnerships with local Catholic Charities of Idaho, St. Vincent DePaul, and other charitable organizations.
- Encourage parishioners to witness to their Catholic faith by their active involvement in parish service activities as well as those outreach initiatives offered by Catholic Charities, St. Vincent DePaul, and other charitable organizations.
- Create “Parish Drivers” to help homebound elderly and disabled attend parish liturgies and social events.
- Establish a parish “hot line” or web-based “Help Volunteer Center” where parishioners can report people in need of assistance and volunteers can respond in a timely and loving manner.
- Review Catholic school tuition and tuition assistance policies to assess their ability to offer financial aid to low-income or marginalized families.
- Actively support and promote the USCCB *Justice for Immigrants Campaign* as well as *National Migration Week*.
- Engage parishioners in outreach and ministry to our incarcerated brothers and sisters.
- Work with Catholic Charities of Idaho and diocesan staff to explore ways to organize and engage parishioners in legislative advocacy efforts.
- Educate parishioners about the social justice efforts of the national and global Church, particularly Catholic Charities USA, Catholic Relief Services, and the Catholic Campaign for Human Development.

ORDAINED AND CONSECRATED LIFE

A. Promote vocations

- Identify leaders from the various cultural groups to discern participation in the diocesan “Servant School” formation program and other leadership development programs.
- Host discernment evenings/weekends for specific cultural and linguistic groups.
- Regularly incorporate vocation discussions into all youth ministry and young adult ministry programs.
- Utilize the parish bulletin, newsletter, website, homilies, etc. as a way to educate about the variety of ministries/roles/responsibilities in the Church.
- Make sure that all vocation materials are also available in Spanish.

- Establish a diocesan day of Eucharistic Adoration during National Vocation Awareness Week, culminating with a diocesan-wide Holy Hour as an opportunity to promote and pray for vocations.
- Seek ways to personally acknowledge the gifts of men and women and invite them to use those gifts in service to the Church.
- Create a parish “Sponsor a Seminarian” program as a way of showing support and appreciation for seminarians in the Diocese of Boise.
- Create a Vocation Committee in the parish that will actively seek out individuals interested in the priesthood, diaconate, or religious life.

B. Support priestly life and ministry

- Encourage the collaboration of parish staff with diocesan staff to facilitate the smooth transition of priest leadership.
- Intentionally offer an “Appreciation Celebration” to recognize priest leaving the parish; “Welcome Celebration” to affirm new priest entering a parish.
- Seek opportunities to discern what assistance priests need (via phone calls, personal visits, emails, surveys, etc.) and provide appropriate follow-up.
- Develop a diocesan prayer calendar with a priest’s name and prayer on each day.
- Create a monthly column for and by priests in the Idaho Catholic Register.
- Develop “Pray for a Priest Today” cards to be used with Catholic school and Religious Education children throughout the diocese.

C. Support diaconal life and ministry

- Increase Spanish language skills of deacons.
- Include cultural sensitivity training as part of deacon formation.
- Encourage ongoing spiritual direction for deacons after ordination.
- Help establish a deeper sense of community among the Order of Deacons by developing diocesan-wide gatherings, networking, etc.
- Infuse a family perspective into ministerial and personal scheduling and programming.
- Utilize all available communication tools to promote the diaconate and to celebrate the varied ways deacons exercise their particular ministry.
- Enhance computer and technology skills of deacons.

- Provide regular opportunities to enhance homiletic skills.
- Engage deacons and wives in giving talks/testimonies about their ministries and vocation.

D. Support religious life and ministry

- Organize a pilgrimage or field trip to monasteries.
- Use St. Gertrude's Monastery, Monastery of the Ascension, and Marymount Hermitage for personal or group retreats/prayer experiences.
- Provide opportunities for men and women religious to share the story of their community.
- Encourage parents to talk with their children about vocations to the religious life.
- Promote religious life and the contributions religious communities have made to the life and mission of the Church.
- Utilize the gifts and talents of members of religious communities for retreats, Vacation Bible School, adult education, RCIA, etc.
- "Adopt" a religious life novice and support him/her with prayers, funding, and friendship.
- Invite women and men religious to share their vocation/conversion testimonies at parish gatherings in order to build awareness about the call to religious life.
- Collaborate with religious communities to help parishioners become aware of and personally experience our rich heritage of spiritualities and styles of prayer.