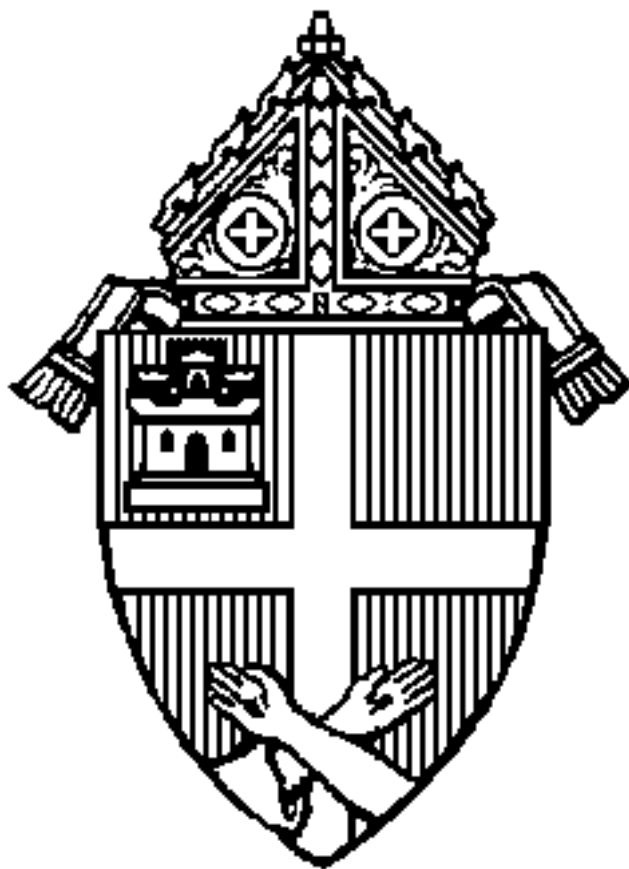


Archdiocese of Santa Fe



Pastoral Plan

June 2006

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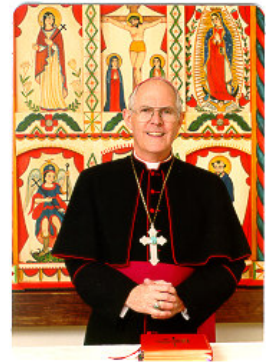


*“ ‘For I know the Plans
I have for you,’ says the Lord,
‘Plans for a future full of Hope.’ ”*

Jeremiah 29:11



P. Sullivan
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DECREE OF PROMULGATION

I, Michael J. Sheehan, Archbishop of Santa Fe,
having heard the People of God of the Church of Santa Fe,
and given weight to their counsel,
hereby promulgate the **Pastoral Plan of the Archdiocese of Santa Fe**,
vest with my Episcopal authority all that is taught and obliged by it,
and order its publication for the benefit of all the faithful.

By this promulgation and publication of this document,
I establish and define the direction of the local Church of Santa Fe
for the immediate future.

I invoke the presence of the power of the Holy Spirit,
and invite all clergy, religious and laity to promote enthusiastically
and act upon the renewed vision for our Local Church
outlined in the Pastoral Plan.

I call on all the Faithful to continue their journey together in Christ
by a faith-filled commitment to building up the Body of Christ
in the Archdiocese of Santa Fe.

Given this 3rd day of June
Vigil of Pentecost, 2006

Most Reverend Michael J. Sheehan
Archbishop of Santa Fe

Mission Statement of the Archdiocese of Santa Fe

Commissioned by Christ and empowered by the Holy Spirit the Roman Catholic Church of the Archdiocese of Santa Fe is the People of God of many cultures and traditions. In union with the successor of Peter, we are a community of disciples that continues the evangelization begun by Franciscan missionaries 400 years ago through:

- ✘ proclaiming the Gospel
- ✘ celebrating the sacraments
- ✘ teaching the faith
- ✘ forming the faithful for works of service
- ✘ evangelizing the inactive and the unchurched

all of which bear fruit in the Kingdom of God.

Charity and Justice

Compelled by the love of Christ, the Church expresses its respect for the dignity of every human person and strives to help each person achieve his/her full status as someone created in the image and likeness of God. In the spirit of the Gospel and Catholic Social teaching, the Catholic faithful express God-given dignity at a social level in collective and individual works of conversion, justice and peace.

Goal 1: Gospel Justice

Given that charity and justice are the heart of the Gospel (Matthew 25:40);

Given that the baptismal call to charity and justice is a sign of Christian life, integral to our identity and Mission as Catholics (Catechism of the Catholic Church #1266, #1889);

Given that the Archdiocese of Santa Fe carries out the mission of Christ through charitable works and the promotion of Gospel justice;

The whole people of God of the Archdiocese of Santa Fe will teach and promote Catholic Social Teaching to increase awareness and action on behalf of poor and marginalized people.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Social Justice Office** in cooperation with the **Pastoral Outreach Office, Catholic Schools Office, Religious Education Office, Youth and Young Adult Office, Catholic Charities, and parishes** will implement a comprehensive justice education program for children, youth, adults, and families in parishes and schools beginning January 2007.
2. The **Director of Formation for Christian Service, the Director of the Diaconate Formation, the Director of Vocations, and the Vicar for Priests of the Archdiocese of Santa Fe** will assure that adequate formation in Catholic Social Teaching is provided in lay ministry, diaconate and priestly formation programs by January 2007.
3. The **Archdiocese of Santa Fe Social Justice Office** in collaboration with interested parishes and organizations will facilitate immersion exchange experiences in impoverished areas (e.g. local parishes, Catholic Campaign for Human Development funded groups, Juarez) to increase awareness, build relationships and facilitate personal conversion beginning January 2008.
4. The **Archdiocese of Santa Fe Social Justice Office and Pastoral Outreach Office** will identify and publicize opportunities for individual, family and parish action on behalf of poor and marginalized people beginning fall 2007.

Parishes

5. **Parishes** are encouraged to form a Social Concerns Committee to advise the parish of social concerns within the parish boundaries and in the wider community as well as communicate with the Office of Social Justice and Office of Pastoral Outreach by May 2007.

6. **Parishes** will participate in the comprehensive justice education program provided by the Office of Social Justice and the Office of Pastoral Outreach for children, youth, adults and families at the parish level beginning spring 2007.
7. **Pastors** will preach about Catholic Social Teaching principles as they relate to Sunday Gospels beginning fall 2007.
8. **Parishes will** regularly publish bulletin articles focusing on Catholic Social Teaching and current social justice issues beginning fall 2007.

Families and Individuals

9. As Catholic individuals and families, **Parish members** will learn Catholic Social Teaching and volunteer to assist with charity and justice efforts in the parish and the wider community.
10. **Parishioners and families** will participate when possible in immersion experiences in impoverished areas to increase awareness, build relationships, and facilitate personal conversion.

Goal 2: Human Dignity

Given that Catholic Social teaching upholds the life and dignity of every human person as sacred and from that dignity flows personal and social rights and responsibilities (“Sharing Catholic Social Teaching” USCCB 1999);

Given that we as one human family are called to promote the common good and care for God’s creation (Catechism of the Catholic Church #2415);

Given that the Gospel instructs us to put the needs of the poor and the vulnerable first and that the dignity of work and rights of workers must be respected (Catechism of the Catholic Church #2444, #2426-2436);

The whole people of God of the Archdiocese of Santa Fe will seek to uphold human dignity and transform society by promoting public policy that addresses root causes of poverty and injustice.

Objectives:

Archbishop

1. The **Archbishop** will continue to develop public policy statements about some aspects of Catholic Social Teaching (e.g. sanctity of all human life, war, natural disasters, healthcare, drugs, mental health, immigration policies, land and water issues, etc.).

Archdiocese

2. The **Archdiocese of Santa Fe** will continue to promote a consistent ethic of life in all its teachings emphasizing the preciousness of life from natural conception to natural death.
3. The **Archdiocese of Santa Fe Hispanic Ministry Office, Social Justice Office and Catholic Charities** will teach, publicize and advocate for action on issues of immigration beginning fall 2007. (*Welcoming the Stranger-USCCB*).
4. The **Archdiocese of Santa Fe** will continue to invest in socially responsible funds and communicate them publicly beginning in spring 2007.

5. The **Archdiocese of Santa Fe Social Justice Office** will educate parishes about fair trade issues to heighten awareness and sensitivity to impoverished people in other countries beginning fall 2007.
6. The **New Mexico Catholic Conference and the Archdiocese of Santa Fe Social Justice Office** will educate Catholics about involvement in public policy/voting issues by utilizing the *Faithful Citizenship* documents published by USCCB beginning fall 2007.

Parishes

7. **Parishes** will educate parishioners in Catholic Social Teaching and offer opportunities for them to participate in activities that promote human dignity beginning January 2007.
8. A **Parish Social Concerns committee**, where formed and active, will be encouraged to investigate current issues effecting local communities (e.g. housing development, water/air quality, health and nutrition, safe streets) and promote public policy by attending meetings of neighborhood associations and becoming advocates for those most in need beginning fall 2007.

Families and Individuals

9. **Families and Individuals** will seek out opportunities to practice the principles of Catholic Social Teaching in their everyday lives.

Goal 3: Coordination and Funding

Given that we are called to serve the poor and vulnerable and respond to the underlying causes of poverty and injustice (Catechism of the Catholic Church #2447-2448);

Given that the needs of the poor are greater than existing resources;

Given that deliberate coordination and communication minimizes duplications and gaps in services to those in need;

The whole people of God of the Archdiocese of Santa Fe will work to secure sufficient resources and coordinate the social services of the Church to maximize caring, effective and efficient ministry with those who are in greatest need.

Objectives:

Archbishop

1. The **Archbishop** will mandate that a percentage of revenue from Archdiocesan investments be allocated for justice and charity programs in Archdiocese of Santa Fe.

Archdiocese

2. The **Archdiocese of Santa Fe Finance Advisory Council** will continue to designate a portion of Archdiocesan funds to serve those in greatest need.
3. The **Archdiocese of Santa Fe / Archbishop** will actively and publicly promote and support 100% parish involvement and support of the Catholic Campaign for Human Development and Catholic Relief Service collections beginning July 2007.

4. The **Archdiocese of Santa Fe Pastoral Outreach Office** will create a master list of charitable services offered by different Catholic organizations and make it available both online and hard copy (*People of God*) by January 2007.
5. The **Archdiocese of Santa Fe Social Justice Office and Pastoral Outreach Office** will communicate and collaborate with **Catholic Charities** in offering services and education beginning fall 2007.
6. The **Archdiocese of Santa Fe Social Justice Office and the Pastoral Outreach Office** will cooperate with programs that address issues and populations not served by existing Catholic organizations but which promote Catholic Social Teaching values.

Parishes

7. **Parishes** will twin with one another to provide adequate resources for those in need beginning January 2007.
8. **Parishes** will continue to dedicate a portion of income to serve those most in need.
9. **Parishes** will continue to support or will establish a St. Vincent de Paul ministry or another parish organization to assist those in need by June 2007.
10. **Parishes** will communicate to parishioners the services available through various Catholic and social service organizations beginning January 2007.
11. **The Parish Social Concerns Committee**, where formed, will coordinate charity and justice efforts and connect with existing social agencies beginning January 2008.

Families and Individuals

12. **Parish members** will participate in parish and Archdiocesan programs designed to assist those most in need.

Education and Catechesis

Education / Catechesis is the presentation of the fullness of the Catholic Faith to every generation, embracing peoples of every culture, language and race. Through a lifetime of learning and teaching, disciples of Jesus are formed by encounters with the Person of Christ, the Word of God, Worship, the Tradition of the Church and Communion of Saints.

Goal 1: Adult Faith Formation

Given that the faithful are called to continual conversion by deepening their relationship with Christ and His Church through lifelong formation and catechesis;

Given that parents are the primary catechist of their children and that they along with parish catechists and teachers of the faith need to be well-formed in church doctrine and pastoral practice (Catechism of the Catholic Church #2223, #2252);

Given that each diocese is called to allocate adequate personnel and resources for carrying out the mission of adult faith formation (Our Hearts were Burning Within Us: Pastoral Plan for Adult Faith Formation in the U.S.-USCCB Objective 7, p.16);

The whole people of God of the Archdiocese of Santa Fe will work to develop well-formed adult Catholics by giving priority to their spiritual formation and on-going education in the faith.

Objectives:

Archdiocese

1. In order to promote understanding of and commitment to the principles of adult faith formation, the **Archdiocese of Santa Fe Religious Education Office** and the **Office of Formation for Christian Service** will provide formation and training for **parish leaders** of adult faith formation beginning July 2007.
2. The **Archdiocese of Santa Fe Office of Formation for Christian Service and the Religious Education Office** will facilitate the certification of parish catechists of children, youth, and adults through various formation opportunities, including parish-based programs and regional workshops beginning July 2007.
3. The **Archdiocese of Santa Fe Office of Formation for Christian Service and the Ministries Resource Center** will make available to parishes a variety of printed and multi-media resources for adult faith formation beginning July 2007.
4. The **Archdiocese of Santa Fe Office of Formation for Christian Service** will suggest a tool that can be used to aid parishes to determine the spiritual and faith formation needs of its adult parishioners by fall 2007.

Parishes

5. **Parishes** will form and train catechists of children, youth and adults, through available Archdiocesan certification programs beginning in 2007.

6. **Parishes** will commit resources and designate an appropriately trained person or team to promote and coordinate a variety of on-going opportunities for adult faith formation beginning July 2007.
7. **Parishes** will assess the spiritual and faith formation needs of its adult parishioners and create a plan to address those needs by January 2008.
8. **Parishes** will collaborate with each other to provide a variety of adult faith formation opportunities through programs, printed and multi-media resources that are sensitive to the unique needs of the members of the community (scheduling, language, culture, gender, age, education level, etc.) beginning July 2008.
9. **Parishes** will provide adult faith formation for parents/guardians of children enrolled in catechetical programs and will explore opportunities for family faith formation beginning July 2008.
10. **Parishes**, in collaboration with the **Family Life Office**, will continue to provide comprehensive preparation for couples contemplating marriage and formation for couples at various stages of marriage.

Families and Individuals

11. **Individuals and families** will regularly participate in the Mass and the sacramental life of the Church as well as on-going faith formation opportunities.
12. **Individuals and families** will cultivate the “domestic church”, the vision of family as described by Pope John Paul II, by providing opportunities to practice and grow in their faith at home.

Goal 2: Young Adult Ministry

Given that Young Adults face increasingly complex and difficult times and the Catholic Christian community can provide guidance, direction and belonging; (Sons and Daughters of the Light, a Pastoral Plan for Ministry to Young Adults, USCCB, p.1);

Given that the Church is called to aid Young Adults in their spiritual formation through support, prayer, time and space to search fruitfully and to nurture the movement toward deeper faith; (Sons and Daughter of the Light, a Pastoral Plan for Ministry with Young Adults-USCCB, p.15);

Given that effective ministry to Young Adults acknowledges, understands, respects and celebrates the cultural diversity of individuals and communities; (Sons and Daughter of the Light, a Pastoral Plan for Ministry with Young Adults-USCCB , p.26, #10);

The whole people of God of the Archdiocese of Santa Fe will acknowledge and support Young Adults by inviting, welcoming and nurturing them to a life of faith in Christ, lived through the Catholic Church Community, while respecting and recognizing Young Adulthood as a time of transition and growth.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Youth and Young Adult Office** will offer to pastors and parish staffs region-wide workshops and in-service days on Young Adults Ministry including stages of growth and developmental needs, beginning fall 2007.

2. The **Archdiocese of Santa Fe Youth and Young Adult Office** will establish regional Young Adult Committees to plan, coordinate, and provide on-going faith formation opportunities and other events for 18-30 year olds beginning winter 2007.
3. The **Archdiocese of Santa Fe Youth and Young Adult Office** in conjunction with local Newman Centers will provide informational materials to college bound high school seniors on the ministry of Newman Centers by spring 2007.
4. The **Archdiocese of Santa Fe Youth and Young Adult Office** in conjunction with the **Family Life Office** will host formation opportunities for young adults on the Sacrament of Marriage and Pope John Paul II's "Theology of the Body" by spring 2007.
5. The **Archdiocese of Santa Fe Youth and Young Adult Office** in conjunction with the **Vocations Office** will develop and promote retreats for Young Adults to assist them in discerning their life commitment beginning fall 2007.

Parishes

6. **Pastors** in the Archdiocese of Santa Fe will participate in an in-service day that will explain the stages of growth and the developmental needs of Young Adults in order to implement effective young adult ministry in their parishes by fall 2007.
7. **Parishes** will identify, support and train a team of ministers to develop parish Young Adult ministry utilizing the Young Adult Ministers Certification process offered by the Archdiocese of Santa Fe Youth and Young Adult Office by fall 2008.
8. **Those who minister to young adults in parishes** will seek formation opportunities in order to meet National and Archdiocesan standards and will be formed in the USCCB document *Sons and Daughters of Light* beginning spring 2009.
9. **Parishes** will support Young Adult ministry through intentional welcoming, prayer, faith formation, recognition of achievement, and parish budgeting for Young Adult ministry by fall 2007.
10. **Established ministries in each parish** will be encouraged to identify, recruit and welcome Young Adults to actively participate in their ministry by fall 2007.

Families and Individuals

11. **Young Adults** will participate in parish and Archdiocesan activities that are provided for their spiritual and educational formation.
12. **Young Adults** will offer their talent, time and treasure to assist with the ministries of the Church to which they are called by God and the community.

Goal 3: Youth Ministry

Given that the Church is called to invite and challenge young people to live as disciples of Jesus Christ in our world today through commitment to gospel values (Renewing the Vision: A Framework for Catholic Youth Ministry-USCCB, p. 9);

Given that the Church is called to draw young people to responsible participation in the life, mission and work of the Catholic faith community (Renewing the Vision: A Framework for Catholic Youth Ministry-USCCB, p. 11);

Given that ministry to, with, by and for adolescents promotes the growth of healthy, competent, caring and faith-filled Catholic young people;

The whole people of God of the Archdiocese of Santa Fe will empower and form our young people to flourish in their Catholic faith and to serve the Catholic community and the world.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Youth and Young Adult Office** will continue to provide on-going training, formation and support for all pastors, youth ministers and catechetical leaders through available national certification programs and local schools of ministry.
2. The **Archdiocese of Santa Fe Youth and Young Adult Office** will provide in-service days for pastors to receive training in comprehensive youth ministry for implementation in their parishes by June 2007.
3. Youth ministers in the Archdiocese of Santa Fe will strive to meet National and Archdiocesan standards for ministry to youth through the training provided by the **Archdiocese of Santa Fe Youth and Young Adult Office** which utilizes the USCCB document *Renewing the Vision* for comprehensive youth ministry by June 2007.
4. The **Archdiocese of Santa Fe Youth and Young Adult Office** will use all available media methods to publicize and promote opportunities for youth evangelization and involvement in their faith beginning July 2007.
5. The **Archdiocese of Santa Fe Youth and Young Adult Office** will encourage sports and recreational activities open to all interested youth by spring 2009.

Deanery

6. To train parishes to share resources and personnel, the **Archdiocese of Santa Fe Youth and Young Adult Office** will implement a process that will encourage parishes to evaluate and coordinate elements of existing youth ministry programs by deaneries and other regional areas beginning fall 2007.
7. The **Archdiocese of Santa Fe Youth and Young Adult Office** will provide Coordinators/Directors of youth ministry and catechetical ministry methods that will allow for parish youth to offer insight in planning and development of youth ministry by fall 2007.

Parishes

8. **Parishes** will have on-going, age-appropriate, comprehensive youth ministry programs that include youth leadership development, evangelization, catechesis, justice and service, advocacy, prayer and worship, pastoral care and community building by fall 2008.
9. **Pastors in the Archdiocese of Santa Fe** will receive formation in comprehensive youth ministry for implementation in their parishes by June 2007.
10. **Parishes** are encouraged to organize sports and recreational activities open to all interested youth by fall 2009.
11. **Parish councils, liturgy committees, school advisory boards and other consultative bodies** whose ministries directly impact youth will identify, recruit, and welcome youth representation and participation by fall 2007.
12. Existing **parish ministries** will develop a mentorship program to invite youth to experience hands-on training and develop ministry skills by fall 2008.
13. **Parishes** will provide opportunities for families to grow in their understanding and appreciation of youth, and to pray and grow in faith together with them beginning fall 2007.

Families and Individuals

14. **Catholics** in the Archdiocese of Santa Fe will pray daily for youth.
15. **Families** will encourage and support youth to fully participate in youth ministry in their parishes and to fulfill their unique role in the family.
16. **Catholics** will support Youth Ministry in their parishes through prayer, volunteerism and financial support.
17. **Parish youth** will offer insight in planning and development of youth ministry by fall 2007.

Goal 4: Catholic Schools

Given that Catholic schools perform a “specific pastoral function” as a mediator between faith and culture [31] (The Religious Dimension of Education in a Catholic School, Congregation for Catholic Education);

Given that our entire Catholic community benefits from Catholic education;

Given that today’s Catholic schools have shifted from being parochial to regional institutions;

Given the ever-escalating cost of Catholic education;

The whole people of God of the Archdiocese of Santa Fe will research, develop and implement strategies to make Catholic education available and affordable.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Catholic Schools Office** will re-establish the development program to secure funds for Catholic Schools including building maintenance, expansion and establishment of new schools by June 2007.
2. The **Archdiocese of Santa Fe Catholic Schools Office** will expand and publicize the Archdiocesan scholarship fund available to Catholic students with demonstrated need by January 2009.
3. The **Archdiocese of Santa Fe Catholic Schools Office** will continue to research, develop, and implement strategies to make Catholic Education available/affordable through Grant writing, federal fund initiatives, etc.
4. The **Archdiocese of Santa Fe Catholic Schools Office** will research other Diocesan programs and initiatives from across the country that have implemented successful tuition assistance, tuition breaks, fundraising, and business community financial initiatives that de-escalate the cost of Catholic Education for individual families beginning July 2007.

Deanery

5. **Deanery Parishes**, if considered appropriate and needful by the member parishes, will join together to explore models of regional Catholic schools and support their implementation beginning spring 2007.

Sacraments and Worship

Christ acts in and through the Church. Through ritual actions and sacred signs, the church celebrates the paschal Mystery by which God redeems us and makes us holy. Through the grace of the sacraments, we share in the life of the Risen Christ, from birth to death, to the glory of the Father and in the Power of the Holy Spirit.

Goal 1: Training and Formation

Given that in Sacred Liturgy full, active and conscious participation of the faithful is the goal to be considered above all else (Constitution on the Sacred Liturgy #14);

Given that liturgical formation and training in the language, symbols, rituals and norms of the sacraments for both clergy and laity are prerequisite to full, conscious and active participation in the liturgy;

Given that liturgical rites call for reverence and respect which require the formation of Catholic adults and young people;

The whole people of God of the Archdiocese of Santa Fe will promote and encourage full, conscious, active and reverent participation in the liturgy through participation in liturgical formation and training.

Objectives:

Archbishop

1. The **Archbishop** will continue to ensure the initial and on-going liturgical formation of seminarians, priests, deacons, and Parish Life Coordinators.

Archdiocese

2. The **Archdiocese of Santa Fe Office of Worship** will develop and provide models of job descriptions and criteria for parish liturgy teams and all liturgical ministries by summer 2007.
3. The **Archdiocese of Santa Fe Office of Worship** will provide guidelines for parish training and formation of liturgical ministers by fall 2007.
4. The **Archdiocese of Santa Fe Office of Worship** will provide parishes with on-going liturgical catechesis resources for the assembly beginning spring 2008.
5. The **Archdiocese of Santa Fe Office of Worship** will prepare basic guidelines and standards for liturgical celebrations for use at various levels in Religious Education and Catholic Schools by fall 2007.
6. The **Archdiocese of Santa Fe Catholic Schools Office** and **Religious Education Office** will ensure, and if needed design, age appropriate curriculum for teaching children and teens about Catholic liturgical symbols, ritual actions and the Church's mandate for full, conscious, active and reverent participation in the Mass and sacraments by fall 2007.

Parishes

7. **Parish liturgy committees, priests and deacons** will educate themselves in current liturgical theology and appropriate celebration of the Mass and sacraments and implement any needed changes by summer 2007.
8. **Parish liturgical leaders** will train and form all parish liturgical ministers on an on-going basis using resources provided by the Office of Worship beginning spring 2008.
9. **Parishes** will continually educate parishioners in current liturgical theology and practice utilizing resources provided by the Office of Worship beginning fall 2008.
10. **Priests and Deacons** will preach on the liturgy and sacraments of the Church regularly focusing on the assembly's role and the symbols and ritual actions of the liturgy beginning Easter time 2007.
11. **Parishes** will continue to financially support on-going liturgical formation and education of their parish liturgical leaders and ministers.
12. **Parish liturgy teams** will develop job descriptions and criteria for all liturgical ministries using resources provided by the Office of Worship by summer 2007.
13. **Pastors and Parish Catechetical Leaders (religious education programs)** will include the experience and teaching of sacramental symbols and theology and an understanding of active and reverent participation in the Mass and sacraments as a significant component of all sacramental preparation programs by fall 2007.
14. **Parishes** will ensure that liturgy guidelines and standards are incorporated into curriculum and liturgical celebrations of parish Religious Education programs and Catholic Schools by fall 2007.
15. **Parishes, schools, and religious education leaders** will include appropriate liturgical music in the catechesis for communal sacramental celebrations by fall 2007.
16. **Parishes** in a unique cultural situation will be encouraged to incorporate the communities' unique language, music and self-expression within the liturgy in accord with liturgical norms.

Families and Individuals

17. **Catholics, families and individuals**, will learn and practice the liturgical teachings of the Church.
18. **Catholics** will fully, actively, consciously and reverently participate in the Mass and sacraments.

Goal 2: Standards and Policies

Given that the celebration of the sacraments is vital to the life of the Church and its members;

Given that hospitality, welcome, love and compassion, hallmarks of the ministry of Jesus, are also characteristic of the ministry of the Church;

Given that consistent application of Archdiocesan sacramental norms and guidelines ensures the integrity of the Church's ministry and promotes understanding of the Church's teachings;

The whole people of God of the Archdiocese of Santa Fe will adhere to Archdiocesan policies and guidelines for consistent, compassionate preparation for and celebration of the sacraments.

Objectives:

Archbishop

1. The **Archbishop** and the **Chancellor** will monitor pastoral compliance with Archdiocesan sacramental policies and celebrations and take corrective action as needed beginning fall 2007.

Archdiocese

2. The **Archdiocese of Santa Fe Office of Worship** will provide training and materials to pastors and liturgical ministers regarding the different cultures and languages found throughout the Archdiocese to promote sacramental celebrations that are sensitive to the culturally diverse population of the Archdiocese of Santa Fe beginning September 2007.
3. The **Archdiocese of Santa Fe Religious Education Office, the Family Life Office and the Office of Worship** will develop a teaching outline/curriculum on Archdiocesan policies and guidelines for each sacrament to be used by the parish office staff, ministers and catechists in their sacramental preparation programs by spring 2007.
4. The **Archdiocese of Santa Fe Religious Education Office, the Family Life Office and the Office of Worship** will write and disseminate bulletin articles on Archdiocesan sacramental policies on an on-going basis beginning in summer 2007.
5. The **Archdiocese of Santa Fe Office of Worship** will educate parish ministers on the guidelines for parish sacramental celebrations beginning fall 2007.

Parishes

6. **Pastors** will educate **parish staffs** (full-time, part-time, paid and volunteer) in current Archdiocesan policies and guidelines for sacramental preparation and celebration as well as form them in a positive, pastoral outreach approach by fall 2007.
7. **Pastors and parish pastoral leaders** will clearly communicate to their parishioners Archdiocesan sacramental policies for preparation and celebration, the reasons for these policies and provide sacramental candidates and sponsors a copy of these policies and guidelines as requested by spring 2007.
8. **Pastors and parish pastoral leaders** will adhere to current Archdiocesan sacramental policies effective immediately.

9. **Pastoral leaders** in unique cultural situations will regard local cultural traditions with respect, including sacramental celebrations.

Families and Individuals

10. **Catholics** will learn Archdiocesan and parish sacramental policies, the reasons behind them and abide by them.

Goal 3: Preaching

Given that the celebration of the Mass and sacraments are unique opportunities for evangelization and transformation of all God's people, youth, children and adults;

Given that preaching is integral to the ministry of priests and many deacons (Fulfilled in Your Hearing; NCCB-USCCB, p.1);

Given that the Church is responsible to provide on-going training and formation of its clergy in the art of preaching;

Given that the faithful thirst for understanding and guidance from the Word of God which comes through prepared, articulate, inspired preaching;

The whole people of God of the Archdiocese of Santa Fe will facilitate, encourage, and support the on-going efforts of priests and deacons to continually strengthen their preaching at Mass and at other sacramental celebrations.

Objectives:

Archbishop

1. The **Archbishop** will affirm the importance of the ministry of preaching at Sunday liturgy and sacramental celebrations by proclaiming a "Year of the Preacher", and will require participation in preaching institutes/workshops by all clergy (priests and deacons).
2. The **Archbishop, the Pastor, and Director of Deacons** will monitor the preaching of newly ordained priests and deacons to ensure their preaching content and skills are appropriate and continually improving, beginning January 2008.

Archdiocese

3. The **Archdiocese of Santa Fe Office of Worship** will design an on-going institute for homiletic development for priests in conjunction with Aquinas Institute (or other accredited preaching school/institute) to begin in the "Year of the Preacher".
4. The **Archdiocese of Santa Fe Office of Worship** will design and offer an on-going homiletic improvement course for deacons beginning the "Year of the Preacher".
5. The **Archdiocese of Santa Fe Office of Worship** will make available a preaching assessment tool for use by parish assemblies to provide feedback to their parish preachers.
6. The **Archdiocese of Santa Fe Vicar of Priests and Director of Deacons** will facilitate the establishment of preaching preparation and mentoring teams for priests and deacons throughout the Archdiocese during the "Year of the Preacher".

Parishes

7. **Pastors** will provide opportunities for deacons with the gift for preaching to preach at Sunday Eucharist beginning fall 2007.
8. **Preachers** will use “family friendly” examples in their preaching always upholding the dignity of the person, of marriage and the family beginning July 2007.

Families and Individuals

9. All **Catholics** will listen carefully to Sunday scriptures and preaching and accept the challenge to a fuller life of Christian discipleship in the world.

Goal 4: Liturgical Music

Given that in Sacred Liturgy full, active and conscious participation of the faithful is the goal to be considered above all else (Constitution on the Sacred Liturgy #14);

Given that music is required in all communal sacramental celebrations (Music in Catholic Worship, USCCB #79);

Given that music is integral to the culture and spirit of the Archdiocese of Santa Fe and is a powerful faith-connection for youth as well;

Given that many parishes lack the resources to hire a parish liturgical music director;

The whole people of God of the Archdiocese of Santa Fe will promote the formation and training of liturgical musicians (directors, choirs, cantors, instrumentalists, etc.) and actively participate in the sung liturgy.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Office of Worship** will support the position of Archdiocesan Liturgical Music Consultant who will work with parish musicians to assist and build up liturgical music ministry in parishes by fiscal year 2007-2008.
2. The **Archdiocese of Santa Fe Office of Worship** will design and promote a liturgical music training and certification program and process for parish music ministers (music directors, choirs, cantors, instrumentalists, etc.) by summer 2008.
3. The **Archdiocese of Santa Fe Office of Worship** will make available to parishes an evaluation/feedback instrument to assist parish liturgical musicians in continuous improvement by spring 2008.

Parishes

4. A primary parish liturgical objective for **pastors and liturgical musicians** will be to improve the singing of the assembly at Mass and sacramental celebrations through workshops and training of parish musicians by the Archdiocese beginning fall 2007.
5. **Pastors** will ensure and insist that parish liturgical musicians learn and utilize appropriate liturgical music for Mass and the sacraments by Advent 2007.

6. **Liturgical music ministers** will teach and lead liturgical music at Mass and sacramental celebrations that reflects the scriptures of the day and season of the liturgical year and is singable by the assembly by fall 2007.
7. **Parishes** will support the training and certification of parish liturgical musicians by fiscal year 2007-2008.
8. **Parish Religious Education programs** will include the teaching and singing of parish liturgical music in classes and liturgies by fall 2007.
9. **Parishes** will utilize appropriate multicultural and multilingual music at Mass and sacramental celebrations beginning fall 2008.

Families and Individuals

10. **All Catholics** will participate fully at Mass and sacramental celebrations by praying and singing together.

Stewardship and Administration

Recognizing that the whole of our lives is a gift of God and is therefore at the service of God, the faithful respond to God's generosity by making a grateful return to the Lord that builds up the Church. As good stewards of God's gifts of time, talent, and treasure our policies and administration reflect justice, charity and respect with accountability at all levels.

Goal 1: Sharing Gifts / Shared Responsibility

Given that through Baptism, Catholics are called to be caretakers of God's generosity and are challenged to embrace stewardship as a way of life (Stewardship: A Disciples Response; NCCB-USCCB, p.11.);

Given that each parish community is part of the larger Church and therefore, called to generosity beyond parish boundaries (Stewardship: A Disciples Response's; NCCB-USCCB, p.35);

Given that each Catholic community is blessed with particular gifts to be used for the building of the Kingdom of God benefiting the whole body of Christ;

The whole people of God of the Archdiocese of Santa Fe will promote the sharing of gifts among parishes (e.g. twinning) including personnel (clergy and laity), volunteer opportunities, effective pastoral practices, local traditions, material and financial resources.

Objectives:

Archdiocese

1. With the support of the **Archdiocese of Santa Fe Development Office**, an annual stewardship program focusing on the aspects of time, talent and treasure will be utilized in parishes by June 2007.
2. The **Archdiocese of Santa Fe Chancellor's Office** will develop and maintain a database listing gift sharing and twinning opportunities for parishes by spring 2008.

Parishes

3. **Each parish** shall identify resources and professional expertise within the parish to share with other parishes and report those to the office of the Chancellor by July 2008.

Families and Individuals

4. **Families and Individuals** will reflect on their capabilities, gifts and professional expertise and offer them to the service of their parish community and the wider Archdiocese.

Goal 2: Practical Standards

Given that clear and consistent directives enable effective and efficient administration as well as mutual understanding;

Given that inconsistent policy implementation results in parochial attitudes and discontentment among the faithful;

The whole people of God of the Archdiocese of Santa Fe will encourage adherence to policies and procedures directing the administration of parishes and will measure their implementation for effective management, including the just and respectful treatment of all the faithful.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Chancellor's Office, Finance Department and the Human Resources Office** will create an Archdiocesan Policy Review Task Force that will review, clarify and update the employee handbook for Catholic Center Employees by fall 2007.
2. The **Archdiocese of Santa Fe Chancellor's Office** will create a Parish Policy Review Task Force to review, clarify and update policies, procedures and guidelines of the Archdiocese of Santa Fe for parishes by fall 2007.
3. **The Archdiocese of Santa Fe Human Resources Office** will instruct parish administrators on the development of an employee handbook and offer models for job descriptions, just wages, etc., for parish staff members beginning January 2007.

Parishes

4. **Parishes** will follow the guidelines of the Archdiocese of Santa Fe Human Resources Office for employee handbooks, job descriptions, just wages, probation and termination practices, etc. for parish staff members beginning in fall 2008.
5. **Parish employees** will participate in on-going professional development yearly funded and supported by the parish beginning spring 2007.

Goal 3: Professional Measurement and Accountability

Given that every parish calls upon its clergy, staff and laity to discern and offer their gifts and highest capabilities to the service of the Church (Decree on the Apostolate of Lay People # 10);

Given that adherence to the highest standards of professionalism leads to qualified, competent and capable personnel;

Given that parishes require competency in the diverse areas of leadership, spirituality, pastoral care, administration and financial management;

The whole people of God of the Archdiocese of Santa Fe will advocate and support processes and policies for effective hiring and assessment of personnel, clergy, programs and ministries for the purpose of continuous improvement.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Human Resources Office** will assist Pastors/ parishes with policies and processes in hiring, supervising, evaluating, managing, and providing for initial and on-going training of all employees by January 2008.
2. The **Archdiocese of Santa Fe Human Resources Office** will create and implement a plan for orientation, initial, and on-going training of all Catholic Center employees in their area of responsibility by December 2007.
3. The **Archdiocese of Santa Fe Human Resources Office** will develop a system for determining just and appropriate range of salaries and benefits for Catholic Center employees by January 2008.
4. The **Archdiocese of Santa Fe Pastoral Ministries Division** will create an effective tool and provide models for the assessment of all parish ministries and programs to be used by the parishes by summer 2007.
5. The **Archdiocese of Santa Fe Human Resources Office** will help parishes to develop a system for determining just and appropriate range of salaries and benefits for parish employees by January 2008.

Parishes

6. **Pastors and parish staffs** will actively cooperate with **the Archdiocese of Santa Fe Office of Human Resources** in decisions regarding hiring, salaries and benefits, termination and management of personnel beginning July 2007.
7. **Pastors** will adhere to the Archdiocesan policies and processes for hiring, initial and on-going training/formation, evaluation and termination of employees beginning fall 2007.
8. **Pastors and those responsible for employee supervision** will conduct annual appraisals of employees according to Archdiocesan policy beginning spring 2008.
9. **Parishes** will annually assess the effectiveness of all programs and ministries and create a plan for improvement in needed areas beginning fall 2007.

Goal 4: Financial Measurement and Accountability

Given that the stewardship of the faithful provides the resources required for all parish life;

Given that pastoral leadership is entrusted with the responsibility to manage resources in order to serve and benefit the entire Body of Christ (Canon #532);

Given that accountability and integrity build trust and good will among the faithful;

The whole people of God of the Archdiocese of Santa Fe will support procedures that ensure all Archdiocesan and parish entities follow established financial management and reporting policies to respect and honor the stewardship of the faithful.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Chancellor's Office** and the **Finance Department** will ensure all internal financial and administrative policies and procedures are in writing and communicated to Catholic Center employees by December 2007.
2. The **Archdiocese of Santa Fe Development Office** will use various means to promote the implementation of Stewardship as a way of life by January 2007.

Parishes

3. **Each pastor** will supervise, implement and adhere to established policies, norms and directives as stated in the Archdiocese of Santa Fe Parish Administrative Manual provided by the Finance Department of the Archdiocese of Santa Fe effective immediately.
4. All **parish employees, volunteers and organizations** will adhere to Financial and Administrative Archdiocesan policies (e.g. finance councils, internal controls, employer guidelines) as stated in the Parish Administration Manual provided by the Archdiocese of Santa Fe Finance Department effective immediately.
5. **Parishes** will send a yearly statement of contributions reflecting the previous calendar year, and a thank you note to each contributing household by January 31 of each year.
6. In the interest of transparent accounting practices, **each parish** will provide a thorough, written financial report to parishioners at the end of each fiscal year and will send a copy to the Archdiocese of Santa Fe Finance Department beginning December 2007.
7. **Each parish** will develop a plan to inventory, maintain and preserve their facilities and properties according to Archdiocesan guidelines by December 2007.
8. **Pastors, parish staffs and volunteers** will exercise responsible stewardship in the use of parish funds and other assets effective immediately.
9. **Each parish** will have a qualified business manager/bookkeeper and a functioning finance committee to assist the pastor in the financial management of the parish by December 2007.
10. **Each parish** will develop written financial and administrative policies and procedures in accord with Archdiocesan policies by January 2007.

11. **Each parish** will establish a Stewardship committee that will educate, implement and promote stewardship as a way of life by January 2007.

Families and Individuals

12. **Families and individuals** will learn about and participate in stewardship as a way of life in their parishes.

Evangelization

Evangelization is the proclamation, in word and deed, of the Christ of the Gospel to persons in all circumstances for the sake of the new life of faith beginning with Baptism and lived in communion with the Church.

Goal 1: Sharing the Good News

Given that the proclamation of the Gospel is a message for all time and all people;

Given that the use of available promotional strategies results in increased participation in existing evangelization efforts;

The whole people of God of the Archdiocese of Santa Fe will support the use of the most effective strategies available to us to communicate the Good News of Jesus Christ and promote the ministerial efforts of the Church.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Evangelization Office** will support facilitators of Evangelization programs and events through researching effective methods and providing materials and training by spring 2007.
2. The **Archdiocese of Santa Fe Evangelization Office** will design and distribute materials (prayer cards, prayer services, small group faith sharing sessions, etc.) that will invite all the faithful to pray and work for a new evangelization beginning November 2007.
3. The **Archdiocese of Santa Fe Evangelization Office** will act as a clearing house to advertise and promote parish evangelization programs and events beginning fall 2007.
4. In order to assist parishes in offering opportunities for quality Scripture/Bible study the **Archdiocese of Santa Fe Evangelization Office** in conjunction with the **Religious Education Office** will review and create a list of recommended Scripture Study programs by fall 2007.

Parishes

5. **Parishes** will support the training of facilitators who will organize and promote local and Archdiocesan Evangelization efforts such as small faith sharing groups, scripture/bible studies, etc., by spring 2007.
6. **Each parish** will designate a Ministry Recruitment Day to invite all the faithful to join on-going ministries of the parish beginning fall 2007.

Families and Individuals

7. **Parents** will model and encourage their children to participate in Sunday Mass and sacraments, Scripture/Bible study, devotional prayer and parish ministries in order to pass on the faith.
8. **Each Catholic** will promote the Gospel by learning and practicing the Corporal and Spiritual Works of Mercy.
9. **All baptized Catholics** will answer the call to evangelization by participating in the sacramental life and the ministerial efforts of the Church.

Goal 2: Media and Technology

Given that the Gospel message is adaptable to the use of media and technology;

Given that “using the media correctly and competently can lead to a genuine inculturation of the Gospel” (Ecclesia in America, Pope John Paul II, paragraph 72);

Given that the public, including Roman Catholics, relies on modern means of media and technology for information and connection;

The whole people of God of the Archdiocese of Santa Fe will support the use of modern technology and media in order to vibrantly and effectively proclaim the Gospel of Jesus Christ.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Communications Office** will provide Catholic radio programs that broadcast, foster, and deepen the message of the Gospel and promote the current teachings of the Catholic Church.
2. The **Archdiocese of Santa Fe Communications Office** will provide English, Spanish and other language programs about the Catholic faith, practices, and beliefs to the Catholic radio station and other commercial radio and TV stations within the Archdiocese beginning fall 2007.
3. The **Archdiocese of Santa Fe Communications Office** will insure that the Archdiocesan website is constantly up to date beginning July 2007.
4. The **Archdiocese of Santa Fe Youth and Young Adult Office** will produce multi-media materials that will invite and challenge youth and young adults to participate in parish and Archdiocesan activities and to offer their service to the Catholic Community by fall 2007.
5. The **Archdiocese of Santa Fe Communications Office** will provide training that will enable parishes to create and update their own websites beginning fall 2007.
6. The **Archdiocese of Santa Fe Communications Office** will be electronically linked through available computer technology (e.g. e-mail) to each parish and Catholic School by fall 2007.

Parishes

7. **Parishes and Catholic Schools** will provide a budget for the purchase or updating of computer equipment, available on-line services and computer training by spring 2007.
8. **Parishes** will provide training to pastors and parish staffs on basic computer skills and provide e-mail addresses for individual parish staff members by fall 2007.

Families and Individuals

9. **Catholics** will familiarize themselves and utilize the Archdiocesan and parish websites as a source for information on parish Mass schedules, policies, parish events and programs offered by fall 2007.

Goal 3: Training for Evangelization and Discipleship

Given that the Spirit, the first gift of the Risen Christ to his people, gives us both the ability to receive the Gospel of Jesus and the power to proclaim it (Go and Make Disciples, USCCB, p. 6);

Given the Scriptural exhortation to “always be ready to give an explanation to anyone who asks you for a reason for your hope” (1 Peter 3:15);

Given that evangelization requires conversion to Christ, knowledge of the Gospel, zeal to share Christ’s message and the skill to do so effectively;

The whole people of God of the Archdiocese of Santa Fe will pursue training, tools and support to equip the faithful with methods and models to deepen personal discipleship and share the Good News with others.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Evangelization Office** will provide bilingual training to pastors and parish evangelization teams on evangelization models, strategies and techniques for implementation in their parishes beginning fall 2007.
2. The **Archdiocese of Santa Fe Evangelization Office** will conduct on-going Evangelization Conferences to inform, inspire and train the faithful to share the Catholic faith beginning spring 2008.
3. The **Archdiocese of Santa Fe Evangelization Office** will provide bilingual resource materials on how Catholics can share their faith with others by January 2007.
4. The **Archdiocese of Santa Fe Evangelization Office** will provide catechists and youth ministers with Evangelization formation and training by spring 2007.

Parishes

5. **Parishes** will recruit, train and support an Evangelization team beginning fall 2008.
6. **Parish Catechetical programs** will include instruction and formation to children, youth and young adults in basic Evangelization methods and models beginning fall 2007.

Goal 4: Welcoming, Hospitality, Involvement

Given that the life and dignity of each human person is a precious gift of God (A Century of Social Teaching-USCCB #4);

Given that we are to follow the example of Jesus to welcome all people including the marginalized and the alienated (Go and Make Disciples-USCCB, p.4);

Given that leadership sets the tone of a welcoming and hospitable community;

The whole people of God of the Archdiocese of Santa Fe will consistently invite and welcome all to participate in the life of the Catholic community.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Evangelization Office and the Communications Office** will work to promote the Catholic faith using technology such as radio, TV, and websites beginning spring 2008.
2. The **Archdiocese of Santa Fe Evangelization Office** will provide opportunities, programs, and events to unite the Catholic community (e.g. family concerts, rosary rally, multi-cultural events, etc.) and will help to promote these events by fall 2008.

Parishes

3. **Parishes** will invite and train parishioners for visitations to the homebound, elderly, the sick and imprisoned by spring 2008.
4. Utilizing the resources of the Office of Evangelization, **Parishes** will form and train a group of parishioners to promote evangelization efforts such as door-to-door evangelization, mailings, inviting the un-churched to attend Mass, parish activities, faith formation programs, and other creative methods beginning January 2009.
5. **Parishes** will form a Hospitality Committee to promote an atmosphere of hospitality and welcoming to parishioners, visitors, inactive Catholics and the un-churched by fall 2007.
6. **Each parish** will create and distribute a welcoming packet to new families and individuals beginning fall 2007.

Prayer and Spirituality

With Mary, who is our Mother and model, the Church ponders and lives the mystery of Christ. Prayer and Spirituality sustain us in our everyday lives and lead us to a deeper relationship with God. Prayer and Spirituality are embodied in our Sacramental celebrations, devotions and personal prayer that draw the community and each individual to a life of holiness.

Goal 1: Prayer Models

Given that different generations of Catholics are comfortable with different models of spirituality and prayer styles: Blessing and Adoration, Petition, Intercession, Thanksgiving and Praise (Catechism of the Catholic Church #2626-#2643);

Given that Catholics journey through various stages of faith development and therefore have a variety of prayer needs at different times;

Given that prayer styles such as charismatic prayer, contemplative prayer, alabados, guided meditations, lectio divina, spiritual direction, and theological reflection, etc., are dependent upon personal spirituality, culture and tradition;

The whole people of God of the Archdiocese of Santa Fe will encourage one another to seek out and learn personal and communal forms of prayer to enrich personal, spiritual growth.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Family Life Office**, pastors, staff and lay leaders will encourage couples to pray together to deepen the spirituality of their marriages beginning Pentecost 2007.
2. The **Archdiocese of Santa Fe Office of Worship** will offer workshops on different models of prayer for the people of the Archdiocese by September 2007.
3. The **Archdiocese of Santa Fe Ministry Resource Center** will create a resource list of qualified spiritual directors/companions to be made available for Catholics in the Archdiocese of Santa Fe.
4. The **Archdiocese of Santa Fe Catholic radio station** will include programming which embraces a variety of styles of prayer and teachings on prayer for the growth of Catholics and other listeners.
5. The **Archdiocese of Santa Fe Religious Education Office** will develop a program of prayer to introduce Catholics of different ages to the variety of prayer styles.

Parishes

6. **Pastors** will encourage existing ministries in the church to have organized prayer at scheduled meetings.
7. **Clergy and lay people** will participate in workshops that teach the faithful different forms of prayer.

Goal 2: Prayer in the Home

Given that children initially learn how to pray in the home and that a life-long practice of prayer develops faith-filled adult Catholics (Catechism of the Catholic Church #2685);

Given that the example and witness of family prayer can foster vocations to single, married, religious and ordained life (Catechism of the Catholic Church #2225, #2252);

Given that family prayer leads to and from the celebration of Sunday Eucharist and the seasons of the Church year (Catechism of the Catholic Church #2655);

The whole people of God of the Archdiocese of Santa Fe will recognize, honor, and promote the home and family as the foundational place of prayer and spiritual growth.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Family Life Office**, pastors, staff and lay leaders will promote those rich traditions of Holy Family prayer, the rosary at home, blessings at meals, etc. beginning Pentecost 2007.
2. The **Archdiocese of Santa Fe Family Life Office**, pastors, staff, and lay leaders will challenge our families to set aside a period of holy "Sabbath" each week to spend time together in rest, play, prayer and sharing values beginning Pentecost 2007.

Parishes

3. **Priests, deacons, parish leaders** and parents will teach about and reinforce importance of family prayers.
4. **Parishes** will encourage families to read and reflect on the Sunday scriptures each week before participating in the Mass.
5. **Religious Education teachers**, as part of their curriculum, will encourage children to lead prayer at home in order to show the importance of, as well as, practice praying.
6. **Parishes** will encourage families to attend Mass together to foster strong Catholic faith and family unity and love.

Families and Individuals

7. **Parents** will teach children how to ask for and talk to God, our Creator, for guidance in making important decisions including vocation.

Goal 3: Devotional Prayer

Given that the way the Church prays is the way we believe and leads to the way we live out our Christianity (“lex orandi, lex credendi, lex vivendi”);

Given that devotions such as exposition and benediction of the Blessed Sacrament, rosaries, novenas, processions, Marian devotions, stations of the cross, quinceaneras, pilgrimages, etc. support the prayer life of the community and lead to the Eucharistic celebration as the source and summit of Christian life (Constitution on the Sacred Liturgy #13);

Given that Catholics are called to full, conscious and active participation in the Mass and sacraments (Constitution on Sacred Liturgy #14);

The whole people of God of the Archdiocese of Santa Fe will encourage and promote the practice of devotional prayer while emphasizing the primacy of the Mass and sacraments.

Objectives:

Archbishop

1. The **Archbishop** and pastors will continually encourage participation at Sunday Mass above any devotional prayer form.
2. The **Archbishop** will periodically lead communal forms of devotional prayer in the Archdiocese.

Archdiocese

3. The **People of God newspaper** will publish a list of parishes with perpetual Eucharistic adoration by fall 2007.
4. The **Archdiocese of Santa Fe Office of Worship** will provide educational resources for parishes about the place of devotions and their relationship to the Mass.

Parishes

5. **Pastors** will assess the forms of devotional prayer offered at the parish to ensure that they follow sound Church teaching and practice and flow from and lead to the celebration of the Mass.
6. **Pastors** will continually encourage participation at Sunday Mass above any devotional prayer form.
7. **Pastors** will ensure that various devotional forms of prayer are offered in their parishes, including the traditional practices of culturally unique groups such as dances, processions, songs, and other cultural expressions of faith.
8. **Pastors** will encourage Catholics to pray before the Blessed Sacrament and participate in other parish devotions.

Families and Individuals

9. **Catholics** will explore forms of devotional prayer to enrich their personal and communal prayer life.

Goal 4: Communal Sacramental Celebrations

Given that it is the whole community, the Body of Christ united with its Head, that celebrates. "Liturgical services are not private functions but are celebrations of the Church which is 'the sacrament of unity,' namely, the holy people united and organized under the authority of the bishops. (Catechism of the Catholic Church #1140);

Given that the assembly of believers is integral to sacramental celebrations (Constitution on the Sacred Liturgy #26);

Given that communal sacramental celebrations are preferred by the Church (Constitution on the Sacred Liturgy #27);

The whole people of God of the Archdiocese of Santa Fe will celebrate the sacraments of the Church communally, with the active participation of the faithful, which is the normative practice of the Church.

Objectives:

Archbishop

1. The **Archbishop** will encourage communal celebrations of Infant Baptism, during parish Masses where members of the parish community are participating.
2. The **Archbishop** will encourage communal celebrations of the sacraments of Anointing of the Sick and Reconciliation in the parish at least semi-annually.

Archdiocese

3. The **Archdiocese of Santa Fe Office of Worship** will prepare articles for parish bulletins and the *People of God* newspaper on the essential role of the assembly in all communal sacramental celebrations.

Parishes

4. **Pastors** will fully celebrate the designated communal rites of the RCIA at Sunday Mass (e.g. Rite of Acceptance, Rite of Sending, Scrutinies, etc.).
5. **Pastors** will offer communal celebrations of sacraments regularly of infant Baptism, Reconciliation and Anointing of the Sick.
6. **Parishes** will explore the option of joining together (twinning) to prepare and communally celebrate sacraments such as reconciliation, confirmation and anointing of the sick.
7. **Parishes** will offer periodic education/formation classes to assist parishioners in preparing for communal sacramental celebrations of Marriage and the Order of Christian Funerals.
8. **Pastors** will ensure that various forms of prayer and popular religiosity (e.g. quinceaneras) are offered in the Parish to meet the needs of various cultural groups.

Families and Individuals

9. **Catholics** will actively participate in communal sacramental celebrations.

Vocation and Priestly Formation

Vocation is a gift from God calling all the baptized to the necessity of service to the People of God. The Archdiocese of Santa Fe nurtures all vocations, but particularly the call to ordained priesthood which is so vital for the health of the Church. The Archdiocese of Santa Fe provides formation which is sensitive to the multicultural reality of the local church and which leads to holiness of life.

Goal 1: Recognition of the Baptismal Call

Given that on entering the People of God through faith and Baptism, one receives a share in this people's unique priestly vocation: "Christ the Lord, high priest taken from among men, has made this new people 'a kingdom of priests to God, his Father.'" (Catechism of the Catholic Church #784);

Given that baptism "grounds the common vocation of all Christ's disciples, a vocation to holiness and to the mission of evangelizing the world" (Catechism of the Catholic Church #1533);

The whole people of God of the Archdiocese of Santa Fe will encourage the awareness of this foundational call of baptized persons to holiness and service.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Pastoral Ministries Division** will assign one month each year to raise awareness of the baptismal call to holiness and service beginning January 2007.
2. The **Archdiocese of Santa Fe Office of Formation for Christian Service** will create public service announcements on the vocation of the baptized to be broadcast on the Archdiocese of Santa Fe Catholic radio station at least once a week beginning September 2007.

Parishes

3. **Parishes** will teach the importance of the baptismal vocation to adults, youth and children, through workshops, preaching, hymns, and the parish bulletin.
4. **Parishes** will celebrate the feast of the Baptism of the Lord by emphasizing the lay vocation to holiness and service beginning January 2007.

Families and Individuals

5. **Catholics** will strive to live a life of holiness and service in the world, in response to their baptismal call.
6. **Families** will participate in activities that assist them in being the "domestic Church" and in living their baptismal call to holiness and service.

Goal 2: Building a Culture of Vocation

Given that each vocation is understood as a unique invitation from God to live out the universal baptismal call to holiness and service;

Given that vocations flourish in a Church where each member can identify and concretely live out the Father's call to life and holiness, the Son's call to discipleship and communion and the Spirit's call to witness and mission (Called, Conversion, Discernment, Mission: Fostering a Vocation Culture in North America, pg.12);

Given that the mission and ministry of Christ will be accomplished through a deep respect for the unique roles and interdependence of all Church vocations (Called and Gifted for the Third Millennium, USCCB, p. 18);

The whole people of God of the Archdiocese of Santa Fe will develop and promote a positive environment which nurtures a culture of vocation to married and single life, full-time lay ecclesial ministry, vowed life of religious sisters and brothers, and ordained ministry.

Objectives:

Archbishop

1. The **Archbishop** will declare one month each year dedicated to the promotion of all vocations in parishes beginning spring 2007.

Archdiocese

2. The **Archdiocese of Santa Fe Ministry Resource Center** will provide resources to parishes for the promotion of the vocations to marriage, single life, lay ecclesial ministry, vowed religious life, and ordained ministry beginning spring 2007.
3. The **Archdiocese of Santa Fe Ministry Resource Center** will develop a list of religious men and women, ordained men, married and single Catholics, willing to speak to adults or youth on their experience of vocation by August 2007.
4. The **Archdiocese of Santa Fe Pastoral Ministries Division** will organize an Archdiocesan-wide gathering highlighting how the various vocations benefit the Church by January 2009.
5. The **Archdiocese of Santa Fe Catholic Radio Station** will feature speakers from all vocations monthly beginning August 2007.
6. The **Archdiocese of Santa Fe Pastoral Ministries Division** will implement the directives for Lay Ecclesial Ministry found in the USCCB document *Co-Workers in the Vineyard* beginning fall 2007.
7. The **Archdiocese of Santa Fe Family Life Office** will promote strong marriages by offering couples opportunities to celebrate and enrich their marriages.

Parishes

8. **Catholic Schools, Religious Education and youth ministry programs**, will explore the meaning and importance of vocation through witness, relationships and celebration of all vocations beginning fall 2007.

9. **Parishes** will invite representatives of all vocations to share their experience of call with the parish every three years beginning summer 2007.
10. **Parishes** will be encouraged to establish a **Vocations Committee** to promote all vocations to holiness and service, assist people in discerning the call to ministry and aid parishes in identifying potential ministers by summer 2007.
11. **Parishes** will identify and encourage parishioners to pursue Lay Ecclesial Ministry and support their formation and on-going education beginning fall 2007.

Families and Individuals

12. **Married Couples** will participate in opportunities which strengthen and enrich their marriage and model the qualities of a strong marriage to children and youth.
13. **Families** will assist their members in discerning how they will serve God and the community through a vocation choice.

Goal 3: Promoting Priestly Vocation

Given the Church's tradition of calling forth vocations from the community of believers;

Given the multi-cultural reality of the Archdiocese of Santa Fe (Mission Statement of the Archdiocese of Santa Fe 2003);

Given the pivotal nature of the priesthood to the sacramental life of the church (Decree on the Ministry and Life of Priests #5);

The whole people of God of the Archdiocese of Santa Fe will promote priestly vocations through prayer and active local recruitment of potential candidates, with special attention to bi-lingual and multilingual candidates.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Vocations Director** or his delegate will visit parishes to preach on the priestly vocation and be available to meet with potential candidates.
2. The **Archdiocese of Santa Fe Vocations Office** will host a "Come and See" evening at college campuses in the Archdiocese of Santa Fe.
3. The **Archdiocese of Santa Fe Vocations Office** will use all available media to increase recruitment efforts for the priesthood, promote the vocation and dispel myths.
4. The **Archdiocese of Santa Fe Vocations Director** will promote priestly vocations among immigrants.
5. The **Archdiocese of Santa Fe Vocations Office** will recruit happy, healthy priests and parents of priests from a variety of cultures and language groups who will visit with youth groups, confirmation classes, parent gatherings, etc. in parishes and share with them the positive aspects of priesthood.

6. The **Archdiocese of Santa Fe Vocations Office** will plan and implement regular retreat weekends and information experiences for potential candidates to the priesthood.
7. The **Archdiocese of Santa Fe Vocations Office, the Religious Vocations committee and the organizers of the Pilgrimage for Vocations** will meet periodically to coordinate recruiting efforts regarding vocations beginning July 2007.

Parishes

8. **Each parish** will plan efforts to promote priestly vocations, including an intention for priestly and religious vocations in the prayer of the faithful at every Mass and talks to youth and young adults.
9. **Parish priests** will actively promote vocations to the priesthood in their parishes.

Goal 4: Candidates for Priesthood

Given the model of Jesus as servant leader whose ministry was to teach, preach, heal and love;

Given the particular charisms that are required of priestly ministry (Canon #529 §1, §2);

Given that collaboration with other clergy and lay ministers of various cultures requires particular skills;

The whole people of God of the Archdiocese of Santa Fe will seek out and invite potential candidates for the priesthood who are spiritually, intellectually, psychologically and morally fit for ministry, who are in agreement with and supportive of the teachings of the Catholic Church, and who have an openness to pastoral, collaborative and multi-cultural ministry.

Objectives:

Archbishop

1. The **Archbishop, with consultation of Presbyteral Council**, will write and promulgate a brief pastoral letter describing the qualities of potential candidates for ordained priesthood, inviting qualified men to consider the vocation, and encouraging the faithful to support potential candidates.
2. The **Archbishop** will appoint a Vocations/Seminarian Board consisting of priests, deacons, and lay people from a variety of vocations, professions, cultures, and ages to assist the Vocations Director in interviewing and recommending potential candidates for priesthood and seminary placement.

Archdiocese

3. The **Archdiocese of Santa Fe Vocations Director and Board** will assure that all candidates for seminary meet national standards following extensive psychological testing.
4. The **Archdiocese of Santa Fe Vocations Director with assistance from the Vocations/Seminarian Board** will research and develop a system of on-going evaluation of seminarians throughout the years prior to ordination, based on criteria stated in the goal.

Goal 5: Seminary Training and Formation

Given the expectation that clergy will competently articulate the church's vision to the world (Decree on the Ministry and Life of Priests #3);

Given the pivotal nature of the priesthood to the sacramental life of the church (Decree on the Ministry and Life of Priests #5);

Given the multi-cultural reality of the Archdiocese of Santa Fe (Mission Statement Archdiocese of Santa Fe 2003);

The whole people of God of the Archdiocese of Santa Fe will support the preparation of candidates for the priesthood in multi-cultural seminaries that are academically accredited, liturgically strong, and theologically rooted in Vatican II.

Objective:

Archdiocese

1. **Archdiocese of Santa Fe Vocations Office** in collaboration with the **Pastoral Ministries Division** will provide copies of Archdiocese of Santa Fe communication to seminarians monthly (e.g. *People of God, Mi Casa Su Casa, Liturgy Update*).

Goal 6: On-going Clergy Development

Given the Church's role as a prophetic voice in an evolving and complex world (The Church in the Modern World #4);

Given that professional standards require on-going education and professional development as well as faith formation opportunities;

Given the increased level of education of the lay faithful;

The whole people of God of the Archdiocese of Santa Fe will encourage and assist clergy (priests and deacons) to participate in on-going professional and spiritual development.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Vicar for Priests** together with the **Priestly Life and Ministry Committee** will implement "The Basic Plan for the Ongoing Formation of Priests" promulgated in 2000 by the USCCB beginning fall 2007.
2. The **Archdiocese of Santa Fe Priestly Life and Ministry Committee** will survey the priests to discover their needs and interests for on-going formation in the four areas of human, intellectual, pastoral, and spiritual formation as described in *Pastores Dabo Vobis* beginning fall 2007.
3. The **Archdiocese of Santa Fe Vicar for Priests** together with the **Priestly Life and Ministry Committee** will develop methods and models that will help priests to receive affirmation, constructive feedback and suggestions for improving their ministry beginning spring 2007.

4. The **Archdiocese of Santa Fe Director of Deacons**, together with the **Deacon Board**, will develop an evaluation instrument that will help deacons to receive affirmation, constructive feedback and suggestions from those they serve beginning spring 2007.
5. The **Archdiocese of Santa Fe Vicar for Priests and Priestly Life and Ministry committee** will seek ways to assist diocesan priests in creating individual on-going formation plans that are appropriate for their age and the needs of their current ministry beginning November 2007.
6. The **Archdiocese of Santa Fe Director of Deacons and Deacon's Board** will seek ways to assist deacons in creating individual on-going formation plans that are appropriate for their age and the needs of their current ministry beginning November 2007.
7. The **Archdiocese of Santa Fe Chancellor's Office** will ensure that on-going formation of all clergy of the Archdiocese of Santa Fe will include awareness and experience of the many cultures of the Archdiocese of Santa Fe.

Parishes

8. **Parish Pastoral Councils** will encourage their local clergy to continue formation and devote time towards their personal and spiritual development.

Consultation and Governance

All the faithful by virtue of Baptism are equal in dignity. The voices of all are prized. The faithful have the responsibility to listen to the promptings of the Holy Spirit and the right to speak for the welfare of the Church. Those who exercise the power of governance, in union with the Office of the Bishop sent by the Successor of Peter, have the responsibility to listen to and communicate with the faithful. Consultation and Governance generate the structures wherein the charisms of all members are valued and the needs of all the faithful are addressed.

Goal 1: Shared Leadership (Pastoral Councils)

Given that through Baptism we, as the Church, are called to share in the mission and ministry of Christ (Dogmatic Constitution on the Church #33);

Given that Christ's faithful are at liberty to make known their needs, especially their spiritual needs, and their wishes to the Pastors of the Church and that they have the right, indeed at times the duty, in keeping with their knowledge, competence and position, to manifest to the sacred Pastors their views on matters which concern the good of the Church (Canon 212 §2, §3);

Given that clergy, religious and laity are to be committed to strengthening the structures of collaboration, participation and shared responsibility in our parishes (Called and Gifted for the Third Millennium-USCCB, p.18);

Each parish within the Archdiocese of Santa Fe, to promote collaborative ministry, will have a Parish Pastoral Council that functions as a consultative body to the Pastor. The Archdiocese of Santa Fe will model this effort through the formation, training, support and sustenance of an Archdiocesan Pastoral Council.

Objectives:

Archbishop

1. The **Archbishop** will establish an Archdiocesan Pastoral Council representative of various ministries, deaneries, cultures and states of life by fall 2007.
2. The **Archbishop** will mandate the establishment of a Parish Pastoral Council for each parish by January 2008.

Archdiocese

3. The **Chancellor**, in collaboration with the **Archdiocese of Santa Fe Pastoral Planning Office**, will ensure the development and effectiveness of Parish Pastoral Councils.
4. The **Archdiocese of Santa Fe Pastoral Planning Office** will conduct regional workshops to train members of Parish Pastoral Councils beginning December 2007.
5. The **Archdiocese of Santa Fe Pastoral Planning Office** will identify those parishes without a Parish Pastoral Council and assist Pastors in forming a council.

6. The **Archdiocese of Santa Fe Pastoral Planning Office** will provide Parish Pastoral Council training materials and consulting services for priests and parishioners by December 2007.

Parishes

7. Under the direction of the Pastors and their designees, **each parish** of Archdiocese will establish a Parish Pastoral Council by January 2008.
8. Thriving **Parish Pastoral Councils** already in existence will provide modeling and mentoring to aid newly formed Pastoral councils as needed beginning spring 2007.

Families and Individuals

9. **Parishioners (individuals)** will reflect upon their own Christian leadership skills, and through a process of discernment, consider offering those skills in service to their parish.

Goal 2: Communication and Collaboration

Given that dialogue is foundational to all collaboration;

Given that all baptized members have the responsibility to avail themselves of continuing formation for a deeper understanding and awareness of the mission of the Church (Our Hearts Were Burning Within Us: Pastoral Plan for Adult Faith Formation-USCCB p.5);

Given that the responsibility to work for the welfare and well-being of a parish community belongs to all the faithful (Decree on the Apostolate of Lay People #10);

The whole people of God of the Archdiocese of Santa Fe will embrace and support processes for dialogue, consultation, collaboration and problem solving at all levels to carry out the mission of the Church.

Objectives:

Archbishop

1. The **Archbishop** will receive advice and input from various consultative bodies such as the Archdiocesan Pastoral Council, the Archdiocesan Liturgical Commission, the Ecumenical Commission, the Deacon Council, Presbyteral Council, the Archdiocese of Santa Fe Finance Advisory Council, etc.

Archdiocese

2. The **Archdiocese of Santa Fe Catholic Center Offices** will model for parishes a climate that welcomes creativity, suggestions, questioning, and as needed, constructive criticism.
3. The **Archdiocese of Santa Fe Chancellor's Office** will develop a process to receive and act on grievances that cannot be resolved at the local level.
4. The **Archdiocese of Santa Fe Chancellor's Office** will develop procedures for offering ideas and solving problems to parishes by spring 2008.

Parishes

5. **Pastors/Parish leadership** will be trained in the areas of leadership development: collaboration, conflict management, mediation, etc., beginning February 2007.

6. Regularly scheduled Parish Pastoral council meetings will take place in **each parish** beginning January 2008.

Families and Individuals

7. **Parishioners** will engage in dialogue, consultation, collaboration and problem-solving at the local level before taking concerns to the Archdiocesan level.

Goal 3: Ministry Training

Given that a role of a parish community and its pastoral leaders is to encourage its baptized members to discern and offer their unique gifts in leadership for building up the kingdom of God (The Decree on the Apostolate of Lay People #23);

Given that the laity are to be empowered and encouraged to use their gifts in collaboration with the ordained (Called and Gifted for the Third Millennium-USCCB, p.22);

Given that effective Church ministry requires education and formation in ecclesiology, spirituality, organizational and leadership skills;

The whole people of God of the Archdiocese of Santa Fe will promote and encourage the spiritual formation and skills training to equip the faithful for ministry.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Office of Formation for Christian Service** together with the **Pastoral Ministries Division** will design, coordinate and fund comprehensive, multi-regional formation and training for pastoral leaders in all areas of theology, scripture, liturgy, spirituality and skills training for ministry.

Parishes

2. On an on-going basis **parishes** will identify, invite and support the participation of the Catholic faithful in pastoral ministry formation, education, and service.

Goal 4: Deacons and Lay Ecclesial Ministers

Given that all the baptized are called to the service of the People of God (Dogmatic Constitution on the Church #33);

Given that all the faithful are called and gifted for service in the Church and the world (Called and Gifted for the Third Millennium-USCCB, p.8);

Given that parish life demands specific gifts to fulfill its mission and advance the Reign of God;

The whole people of God of the Archdiocese of Santa Fe will support deacons and lay ecclesial ministers as they are identified, called forth, trained, formed and then ordained or commissioned for service in the Archdiocese of Santa Fe.

Objectives:

Archbishop

1. The **Archbishop** will affirm the role of professional lay ecclesial minister, promote its understanding, and provide for training, structures, and rites through which candidates are identified, formed, trained and commissioned for service by fiscal year 2008-2009.

2. The **Archbishop** will assign deacons to respond to unmet ministerial needs in the Archdiocese (i.e. detention, hospice, health...) by January 2007.

Archdiocese

3. The **Archdiocese of Santa Fe Office of Formation for Christian Service** will provide formation, training, structures, and rites through which lay ecclesial ministers are identified, formed, trained and commissioned for service by fall 2008 (*Co-workers in the Vineyard-USCCB*).
4. The **Archdiocese of Santa Fe Office of the Permanent Diaconate** will create and update a database detailing the ministerial work of each deacon in the ASF by spring 2007.
5. The **Archdiocese of Santa Fe Office of the Permanent Diaconate** will collaborate with the **Office of Formation for Christian Service** in offering joint theological, scriptural, liturgical, and skill-building courses for deacons and professional lay ecclesial ministers when appropriate by fall 2008.

Parishes

6. **Parishes** will communicate the Church's vision for deacons and professional lay ecclesial ministers and encourage community members to consider these vocations beginning fall 2008.
7. **Parishes** will formally recognize the role of professional lay ecclesial ministers and support their professional development beginning spring 2007.

Goal 5: Parish Life Coordinators

Given a growing Catholic population and increased demands for sacramental ministry;

Given that the number of active priests diminishes annually in the Archdiocese and there is an insufficient number of seminarians to replace them;

Given that the administrative functions of a parish do not require the charisms of the priesthood;

The whole people of God of the Archdiocese of Santa Fe will encourage the paid professional ministry of Parish Life Coordinators and support the men and women who respond to this call.

Objectives:

Archbishop

1. The **Archbishop**, in collaboration with the **Presbyteral Council and the Office of Formation for Christian Service**, will promote and fund a program to identify, form, educate, and appoint qualified Parish Life Coordinators by fiscal year 2007-2008.
2. The **Archbishop**, in collaboration with the **Office of Formation for Christian Service and the Human Resources Office**, will set just wages and benefits for Parish Life Coordinators by fiscal year 2007-2008.
3. The **Archbishop**, in collaboration with the **Presbyteral Council and the Office of Formation for Christian Service**, will update criteria for assigning and evaluating Parish Life Coordinators by fiscal year 2007-2008.

Archdiocese

4. The **Archdiocese of Santa Fe Office of Formation for Christian Service** will design and implement a comprehensive program to form and educate qualified Parish Life Coordinators by fiscal year 2007-2008.
5. The **Archdiocese of Santa Fe Office of Formation for Christian Service** will develop educational materials for parishes that are/will be staffed by Parish Life Coordinators by spring 2008.

Parishes

6. **Parishes** who are led by Parish Life Coordinators will educate their parishioners about the role and responsibilities of Parish Life Coordinators by spring 2008.

Ecumenism

Ecumenism is the work of fulfilling Christ's desire for unity among all Christians. As the Catholic Church we walk together with other Christian Churches and communions to promote the Kingdom of God.

Goal 1: Ecumenical Formation

Given that the unity of the Church is at the heart of the prayer of Jesus (John 17:20-21);

Given that "the desire to recover the unity of all Christians is a gift of Christ and a call of the Holy Spirit" (Catechism of the Catholic Church #822);

The whole people of God of the Archdiocese of Santa Fe will learn and embrace the church's ecumenical teachings and promote her ecumenical mission.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Ecumenical Commission** will support parishes in their ecumenical endeavors by providing guides for planning and executing ecumenical initiatives by spring 2007.
2. The **Archdiocese of Santa Fe Ecumenical Officer** will promote and clarify the Church's teachings on ecumenism to parishes and other archdiocesan entities beginning fall 2007.
3. The **Archdiocese of Santa Fe Ecumenical Officer** will consult and work on ways to promote the Octave for Christian Unity in parishes and schools.

Parishes

4. Each year during the Octave for Christian Unity **parishes** will either preach or offer educational forums on the true purpose and nature of ecumenism, as defined by the Second Vatican Council and by *The Directory for the Application of Principles and Norms on Ecumenism* (DAPHNE).

Goal 2: Ecumenical Collaboration

Given that all the baptized are called to work for Christian unity (Catechism of the Catholic Church #820);

Given that divisions between Christians scandalize the world and stifle the proclamation and acceptance of the Gospel;

Given that the Archdiocese has long-embraced and encouraged respectful relationships among Christians, and our tradition demands that we continue this work;

The whole people of God of the Archdiocese of Santa Fe will collaborate with Christians of other denominations to further the mission of Christ through outreach, shared study, dialogue, prayer and service.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Ecumenical Commission** will serve as a clearing house for discerning, promoting, and coordinating the ecumenical dimension of the various

Archdiocesan departments of pastoral ministry and areas of pastoral ministry (gospel justice, ecumenical formations, interreligious dialogue, Christian unity, and spiritual formation).

2. The **Archdiocese of Santa Fe Ecumenical Officer** will represent the Archbishop of Santa Fe on appropriate ecumenical and interreligious organizations.
3. **Archdiocesan delegates** to the New Mexico Conference of Churches (NMCC) will communicate regularly with the **Ecumenical Commission** on developments relevant to the ecumenical goals of the archdiocese as they occur.

Parishes

4. **Parishes** will observe the Octave on Christian Unity, January 18-25, each year using resources provided by the Ecumenical Commission.
5. **Parishes** will be encouraged to appoint its own Ecumenical Liaison who will be responsible for fostering grassroots ecumenism in the geographical area.

Goal 3: Interreligious Dialogue

Given that we live in a world of many faith traditions;

Given that the Church in New Mexico has a rich history of respectful dialogue with faith traditions other than Christianity (e.g., Native American, Jewish, Muslim, Buddhist, Sikh, etc.);

Given that ministry to interfaith families is an area of special concern and pastoral need (ASF Guidelines for Ecumenical and Interreligious Affairs 1996);

The whole people of God of the Archdiocese of Santa Fe will welcome and respect interreligious families, seek a more peaceful society, and promote the Kingdom of God through interreligious study, dialogue and social service.

Objectives:

Archdiocese

1. The **Archdiocese of Santa Fe Ecumenical Officer** will work toward establishing an interreligious council for fostering on-going dialogue among local Jewish, Catholic, and Islamic leaders by December 2007.
2. The **Archdiocese of Santa Fe Ecumenical Officer** will provide Catholic teaching on the proper scope and nature of interreligious dialogue.
3. The **Archdiocese of Santa Fe Ecumenical Officer** will foster involvement in existing official forums with non-Christian believers, such as the Jewish-Catholic Dialogue.
4. The **Archdiocese of Santa Fe Ecumenical Commission** will seek out ways to report to the archdiocese developments in local interreligious dialogue.