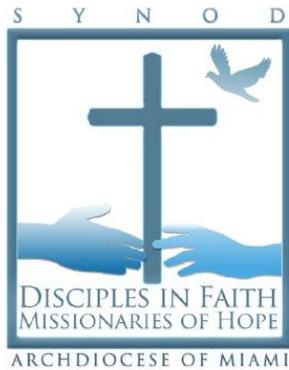


THE SECOND GENERAL SYNOD
OF THE ARCHDIOCESE OF MIAMI

SUMMARY REPORT
AND
FOCUS TEAMS RECOMMENDATIONS

*Presented at the Synod Assembly
October 26, 2013*



THE SECOND GENERAL SYNOD OF THE ARCHDIOCESE OF MIAMI

Convoked by:

**Archbishop
Thomas G. Wenski**
April 3, 2012

Summary Report
and Focus Teams
Recommendations
*Presented at the Synod Assembly
October 26, 2013*

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FROM THE SYNOD OFFICE

*“Come to us, remain with us, and enlighten our hearts.
Give us light and strength to know Your Will, to make it our own,
and to live it in our lives.”*

At least 100 times over the course of the year-long Synod process, close to 1,000 men and women including priests, deacons, religious and lay leaders prayed these words at the request of Archbishop Wenski. At the beginning of every session, Synod participants asked for the Spirit of God to guide them in their historic work to help shape the vision for the future of the Archdiocese of Miami.

This report represents the fruit of so much good and faithful service on the part of the People of God in the Archdiocese of Miami. It reflects over 12,000 hours of prayerful discernment, passionate discussion, diligent research and challenging prioritization. These recommendations, presented to Archbishop Wenski this summer, demonstrate a Catholic Community that is focused on a future full of hope and promise.

Most importantly, this report represents the fruit of a process in which the Holy Spirit was always the most important voice.

These recommendations provided the foundation upon which the Archdiocese of Miami’s Pastoral Plan for the next three years was built. Some of the recommended goals are included verbatim. In some cases, the timing and scale of certain initiatives was expanded or focused. In many cases, multiple focus groups proposed a similar goal and therefore, a priority or a new goal emerged to honor the theme intended. In all cases, it’s important to know:

- Every report was reviewed and analyzed carefully.
- Every recommended strategy and approach has been shared or will be shared with the appropriate office or representative charged to lead its implementation.
- Every prioritized goal is included in the Pastoral Plan in some way.

As was shared with every Synod participant, the Plan will be implemented in a number of different ways. Some goals and initiatives in the plan have been delegated to existing offices and ministries. Several focus groups called for the creation of new offices or other structures to be created to implement certain goals or initiatives – these are included in the Plan as well. Among these are the various advisory councils and boards that the Archbishop asked Synod volunteers to envision in order to support his Episcopal governance and implementation accountability for the Pastoral Plan.

Archbishop Wenski has shared on several occasions that he believes this Plan is his report card for his shepherding as well as for the pastors and priests that shepherd with him. However, he would be the first to say, he and his priests cannot do it alone.

The Spirit of God has been present in our discernment - let us continue to invite the Spirit into our actions. By nature of our baptism, we all have a role in implementing this Plan because ultimately it flows from His Plan – “to go and make disciples of all nations.”

As Catholics with the privilege of serving the Church in our full-time ministry, it has been an honor to see a people so committed to their archbishop, so committed to their local community and most importantly so committed to Jesus Christ.

Your fellow Disciples in Faith and Missionaries of Hope,

Rosemarie Banich
Director, Synod Office

Daniel Cellucci
Synod Counsel

Rev. Bill Dickinson
Synod Counsel

SPECIAL THANKS

The Second General Synod of the Archdiocese of Miami would not have been possible without the tremendous effort and generosity of nearly 1,000 volunteers and supporters throughout South Florida.

From the close to 800 participants listed in this booklet to the pastors who welcomed listening sessions or focus team meetings into their parish halls or the countless individuals who offered a helping hand or hospitality, the work of the Synod was made richer by every person who accepted the call to serve.

On behalf of Archbishop Thomas Wenski and the Pastoral Center Staff of the Archdiocese of Miami, the Synod Office extends its gratitude to every supporter of the Second General Synod especially those listed below.

Host Sites for Listening Sessions of the Second General Synod

- Immaculate Conception Church
- San Pablo Church
- Our Lady of Lourdes Church
- St. Rose of Lima Church
- Notre Dame d'Haiti Mission
- Church of the Little Flower, Coral Gables
- St. Maximilian Kolbe Church
- San Isidro Mission
- St. Clement Church
- St. Michael the Archangel Church
- St. Elizabeth of Hungary Church
- La Ermita De La Caridad
- St. Thomas University

Focus Team Meeting Sites

- Cathedral of St. Mary
- Our Lady of the Lakes Church
- St. Rose of Lima Church
- St. Thomas the Apostle Church
- San Pablo Church
- St. Augustine Catholic Student Center
- St. Thomas University
- Barry University

Additionally, the Synod Office would like to thank **St. Thomas University** for their assistance with demographic and statistical research to support the work of Synod Focus Teams as well as **Radio Paz**, for their extensive coverage of the Synod events, including live-streaming of the listening sessions and the Synod Opening Mass.

THE SYNOD PROCESS

On April 3, 2012, Archbishop Thomas Wenski convoked the Second General Synod of the Archdiocese of Miami while celebrating the annual Chrism Mass at the Cathedral of St. Mary.

Archbishop Wenski engaged Catholic Leadership Institute to facilitate the Synod Process and also assembled the Synod Leadership Team, a group of priests, religious and lay leaders from across the Archdiocese who worked together to provide advice and counsel to the Archbishop as he began to discern and define the priorities for the next three years in the life of our local church. The process involved three important phases:

Phase 1: Listening and Engaging the People of God *(June through September 2012)*

Vital to the success of this effort for Archbishop Wenski was the ability to hear directly from the People of God in South Florida. The Archbishop was eager to hear about people's joys (what the Archdiocese is doing well), their concerns (what the Archdiocese could improve upon) and their dreams (what the Archdiocese could be doing in the future).

- Over **2,500 Catholics** attended 13 Archdiocesan Listening Sessions held through the three-county area in English, Spanish and Creole.
- Over **1,700 individual feedback forms** were completed and handed in with an **additional 300 feedback forms** submitted online.
- **300 young adults** attended a listening session at St. Thomas University with the Archbishop.
- **Over 200 lay ministry leaders** attended a listening session with the Archbishop at La Ermita De La Caridad.
- Archbishop Wenski hosted 6 lunches at his home for the pastors of the Archdiocese.
- The entire presbyterate provided feedback and suggestions for the Synod at their annual convocation in September.

Phase 2: Exploration, Discernment and Recommendation of Goals and Initiatives *(October 2012 – February 2013)*

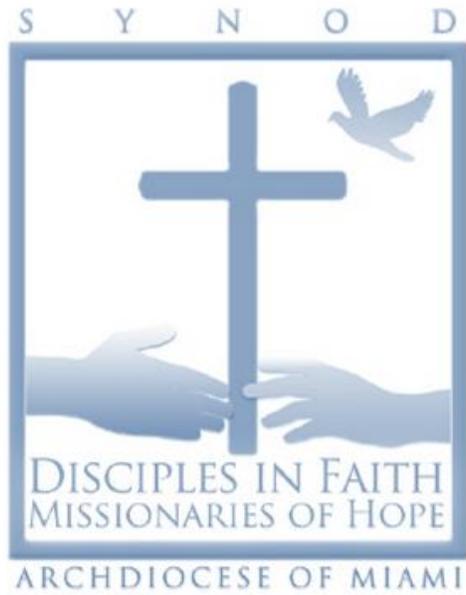
Through analyzing the valuable feedback from the People of God, demographic information, as well as best practice and national and local trends in ministry, hundreds of volunteers from across the Archdiocese engaged in a five-step process to recommend priorities, goals and initiatives for the Archbishop to consider for the next three years.

Volunteers served on 1 of **18 Focus Areas** charged with looking one particular area of ministry. These individuals:

- **Analyzed and gathered data** – What is happening here in Miami and in the rest of the country as it relates to this area? What are the demographics at play?
- **Identified Challenges/Opportunities** – What are the key issues contributing to the challenge? What are the key drivers that can allow us to seize the moment and opportunity?
- **Discerned Goals** – Of all the things we could do, what are the most important given this area? What will take us to a different place 3-4 years from now?
- **Developed Approaches and Requirements** - What are the most important milestones, key tasks, money, people and resources to enable these goals to happen?
- **Recommended and Supported** – What I can do individually to make the work of the Synod shape our shared future as the Catholic Church of South Florida.

Phase 3: Integrated Planning and Preparing for Implementation *(March – August 2013)*

Reviewing the hard work and recommendation of these volunteers, delegates from various focus areas as well as representatives from the Chancery Staff and the Synod Leadership Team evaluated and discerned the sequencing, resourcing and execution of these various plans and provided to the Archbishop an integrated plan for the Archdiocese, to be implemented in Fiscal Year 2014 (July 1, 2013).



SYNOD RECOMMENDATIONS



SYNOD LEADERSHIP TEAM

Executive Summary

The Synod Leadership Team is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Synod Leadership Team was commissioned to research, discuss and discern the opportunities and challenges facing the Archdiocese of Miami. Specifically, the Team was asked to review the feedback from the Archdiocesan listening sessions in order to recommend to the Archbishop potential areas of focus for Synod participants to study. The Synod Leadership Team was asked to review the trends emerging from the commissioned Focus Teams to recommend three overall Archdiocesan priorities for the next three years. Finally, the Team was asked to recommend two supporting goals for each priority.

Synod Leadership Team Recommendations

Given these tasks and the recommendations of the 18 Focus Teams, the members of the Synod Leadership Team sought three priorities that reflect the most significant growth opportunities voiced during the Archdiocesan Synod, especially during the listening sessions held throughout the Archdiocese.

Specifically, the Synod Leadership Team recommends that the following priorities and supporting goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

1. **Priority: Faith Formation and Support** – strengthening our teaching of the faith especially among adult Catholics and providing support to our ministerial leaders, especially our priests.
 - **Goal: 30,000 Catholic adults complete at least one parish or diocesan faith formation program by June 1, 2016.**
 - **Goal: Establish a new Archdiocesan Office of Ministry to Priests, seeking proactive use by every active priest in one or more programs by December 31, 2014.**
2. **Priority: Youth and Young Adults** – ensure outreach and an Archdiocesan presence to our young people.
 - **Goal: Establish an Archdiocesan Office for Youth and Young Adult Ministry by March 31, 2014 with a mandate to initiate training and certification of 20-40 leaders in the foundations of effective youth ministry by September 1, 2016.**
 - **Goal: Initiate training of 40-50 young adults as parish missionaries in peer-to-peer ministry as well as leadership and evangelization best practices by June 30, 2015.**
3. **Priority: Vibrant Parish Life** – strengthen the hospitality and outreach of our parishes to welcome Catholics back to the Church.
 - **Goal: Equip 26-36 parishes with a training program for fostering and sustaining a welcoming environment and active discipleship by December 31, 2016.**
 - **Goal: Increase average Sunday Mass participation across the Archdiocese 10% from 190,000 to between 210,000 – 225,000 by December 31, 2016.**

Hopes and Anticipated Outcomes

It is the hope of the Synod Leadership Team that the aforementioned priorities and goals reflect the joys, concerns and dreams of the People of God in the Archdiocese of Miami. Furthermore, the Synod Leadership Team believes that by investing in formation, in outreach to our young people and in equipping parish leaders to evangelize and welcome others to their parish, together we will increase the vibrancy and vitality of the Catholic Community in South Florida.

The members of the Synod Leadership Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Synod Leadership Team

Vilma Angulo

St. Bonaventure

Michelle Ducker

St. Augustine

Mother Adela Galindo, SCTJM

*Siervas de los Corazones Traspasados
de Jesús y María*

Manny García-Tuñón

St. John Neumann

Josephine Gilbert

St. Gregory the Great

Emilio Gonzalez

St. Agnes

Deacon Jorge Gonzalez

St. Timothy

Fr. Reginald Jean Marie

Notre Dame d'Haiti

Deacon Steven Lee

Gesu

Fr. José Luis Menendez

Corpus Christi

Sister Rosalie Nagy

*Archbishop Coleman F. Carroll High
School*

Msgr. Pablo Navarro

St. John Neumann

COMMUNION

Sacraments and Worship

Encountering Christ in the Scriptures, the Eucharist and all the Sacraments, and in personal and community prayer and devotion.

33. “Faced with a divided world which is in search of unity, we must proclaim with joy and firm faith that God is communion, Father, Son and Holy Spirit, unity in distinction, and that he calls all people to share in that same Trinitarian communion...We must proclaim that the Church is the sign and instrument of the communion willed by God, begun in time and destined for completion in the fullness of the Kingdom”.(97) The Church is the sign of communion because her members, like branches, share the life of Christ, the true vine (cf. Jn 15:5)...The Eucharist is the outstanding moment of encounter with the living Christ. For this reason, by their preaching and catechesis, the Pastors of the People of God in America must strive “to give the Sunday Eucharistic celebration new strength, as the source and summit of the Church's life, the safeguard of communion in the Body of Christ, and an invitation to solidarity, expressing the Lord's command: 'Love one another as I have loved you' (Jn 13:34)”. (110) As the Synod Fathers suggest, an effort of this kind must include a number of fundamental aspects. First of all, there is a need to renew in the faithful the sense that the Eucharist is an immense gift: this will lead them to do all they can to participate actively and worthily, at least on Sundays and Holy Days. At the same time, “efforts by priests to make attendance possible, even for the most distant communities” must be encouraged. (111) The faithful need to be reminded that “their full, conscious and active participation, although essentially distinct from the office of the ordained priest, is an exercise of the common priesthood received in Baptism”. (112)

-Blessed John Paul II
Ecclesia in America

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

LITURGY AND THE SACRAMENTAL LIFE

Executive Summary



The Focus Team on Liturgy and the Sacramental Life is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Liturgy and the Sacramental Life Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop with regards to challenges and implementations of productive, successful goals for enhancing liturgies on the parish level. Among many items covered, we focused primarily on forming liturgical committees in each parish, if one does not already exist, increasing Mass attendance, and establishing a contact person or office within the Archdiocese that give support to the local parishes on any particular liturgical questions that would arise during the church year, *i.e.*, Lent, Holy Week practices, etc.

Focus Team Recommendations

Given these challenges and opportunities, the recommendations of the Liturgy and Sacramental life team seek to establish better communication between pastor, musicians, and ministries in each parish. Also we would hope some Sacramental catechesis could also be done in every parish, so that people would be made aware of the importance of all the rites that accompany each of the Sacraments.

Specifically, the Liturgy and the Sacramental Life Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

- 1. To increase Mass attendance by 10% by the first Sunday of Lent 2016, in order to build a more vibrant Body of Christ.**
- 2. To create a trained liturgical committee in every parish of the Archdiocese, reflective of the diversities in each parish by the first Sunday of Advent 2016.**
- 3. Increase participation 7- 10% in the liturgical celebrations of the different cultural groups present in the Archdiocese by having a person in the Liturgical Office train and support the Priests, ministers and liturgical committees about the different holy days and traditions of these groups and the best practices and approaches to integrate them in the Liturgy, starting with the new liturgical year that begins in November 2014.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, Catholics in South Florida will be fulfilling a very important scriptural calling: “Always be ready to give an explanation to anyone who asks you for a reason for your hope...” (1 Peter 15). The reason for our hope is the joy we experience in practicing our Faith. We experience joy by renewing our awareness of the Sacredness of the Mass and also by inviting the un-churched to parish programs designed to share the joys of our faith with them. We are joyful that our liturgies lift up the faithful to God in an even greater way by renewed music programs and liturgies that reflect multi-cultural customs and approaches to our faith. As joyful Catholics we are sharing the Catholic faith and we are part of a growing and vibrant Church.

The members of the Liturgy and the Sacramental Life Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Liturgy and the Sacramental Life Focus Team

Janet Abohasen <i>Our Lady of Lourdes</i>	Sylvia M. Galán <i>St. Thomas the Apostle</i>	Linda Mennes <i>St. Rose of Lima</i>
Fr. Francis Akwue, C.S.Sp. <i>St. Henry</i>	Carlos Emilio García <i>Sts. Peter and Paul</i>	Wilfredo Morin <i>St. Kevin</i>
Sister Carmen Alvarez <i>Corpus Christi</i>	Marcia A. Gill <i>Our Lady Queen of Heaven</i>	Sister Carmen Ors <i>Cathedral of St. Mary</i>
Hugo Alvarez <i>Our Lady of Divine Providence</i>	Bruce Goeser * <i>Epiphany</i>	Maria Virginia Peredo <i>Blessed John XXIII</i>
Fr. Juan Avilés <i>St. Patrick</i>	Marcia Gordon <i>St. Martha</i>	Fr. Christian Plancher <i>Sacred Heart</i>
Fr. Roberto Ayala * <i>St. Helen</i>	Maggie Granja <i>St. Thomas the Apostle</i>	Sal Rendina * <i>Blessed Trinity</i>
Rafael Bezos <i>San Isidro</i>	Very Rev. Michael Greer, VF <i>Assumption</i>	Yeily Reyes <i>St. Michael the Archangel</i>
Fr. Ernest Biriruka <i>Blessed John XXIII</i>	Msgr. Terence Hogan <i>St. Vincent de Paul Regional Seminary</i>	Jorge L. Rolo <i>St. John Neumann</i>
Jeffrey Caballero <i>St. Augustine</i>	Iñigo Isla * <i>St. Agnes</i>	Dr. Ryan Saunders <i>Cathedral of St. Mary</i>
Kathryn Cabrisas <i>Blessed John XXIII</i>	William Josepha <i>St. Kieran</i>	Jacqueline Schuck <i>Our Lady of the Lakes</i>
Maria del Pilar Cofino <i>St. Thomas the Apostle</i>	Ramon Lopez <i>St. Agatha</i>	Nancy Schutt-Aine <i>Our Lady of Lourdes</i>
Fr. Rafael Cos * <i>St. Agatha</i>	Fr. Christopher Marino <i>Cathedral of St. Mary</i>	Helen M. Seufert <i>St. Jerome</i>
Smith A. Dawson, IV * <i>St. Augustine</i>	Michael S. McCormack <i>St. Maurice</i>	Fr. Juan Sosa <i>St. Joseph</i>
Dr. Jennifer Donelson <i>Mission of St. Francis & St. Clare</i>	Deacon Clyde McFarland <i>St. Lawrence</i>	Sister Mary Tindel, OP <i>St. Martha</i>
Jose A. Espinal <i>St. Agatha</i>	Martin Medina <i>St. Martha</i>	Fr. Richard Vigoa <i>Office of the Archbishop</i>
Fr. Philip Fabiano, OFMcap <i>St. Thomas The Apostle</i>	Margarita Menendez <i>Mother of Christ</i>	Fr. Paul Vuturo <i>Saint Louis</i>
Fr. Jim Fetscher <i>Saint Sebastian</i>		Victoria Yardley <i>Assumption</i>

*These Focus Team members drafted the team's final recommendation to Archbishop Wenski

LITURGY AND THE SACRAMENTAL LIFE

Recommended Strategies and Approaches

To increase Mass attendance by 10% by the first Sunday of Lent 2016, in order to build a more vibrant Body of Christ.

Recommended Strategies and Approaches

- Implementation of the Alpha program so that the parishes in the Archdiocese in Miami Dade/Broward will change thus move forward from a “culture of maintenance” to a “culture of Mission/Missional”. This Alpha program would work hand in hand with strengthening Parish evangelization teams, and the development of welcoming committees, all with the purpose of building up the Body of Christ.
- Implementation of an Archdiocese administered program in each parish that would re-emphasize the Sacredness of the Mass. This would be parish based, but supported through an Archdiocesan initiative. Parishes are to lead in special instruction regarding the Sacredness of the Mass. This instruction would include workshops for parish leaders and other interested lay people, notices and special articles in Parish bulletins; preferably written by each Pastor. The Archbishop would take the main leadership role in this initiative by writing a series of special articles to be published in the Florida Catholic on the Sacredness of the Mass, which would also appear in ADOM electronic notices and blogs. Announcements for radio broadcast would also be created. The instruction would be distributed through all other communications means of the Archdiocese.
- Training for the Alpha program would begin immediately, with the program being operating in all parishes by the first Sunday of Lent, 2014.
- On the first Sunday of Lent for the years 2014, 2015, 2016, and 2017, each parish will undertake a parish census. Progress towards the goal of attendance growth is to be monitored.

To create a trained liturgical committee in every parish of the Archdiocese, reflective of the diversities in each parish by the first Sunday of Advent 2016.

Recommended Strategies and Approaches

- Establish a contact person (if one doesn't exist yet) in the ADOM that would be in charge of minister training.
- Bring in a certified liturgist (or more than one) that will be the contact person to effect the training process.
- How is this going to be accomplished?
 - This would be accomplished by meetings 2 or 3 times a month for 3 years.
 - Identify if there is a liturgy committee in place, and if not require pastors to select parishioners who would be capable of serving on such a committee.

Increase participation 7- 10% in the liturgical celebrations of the different cultural groups present in the Archdiocese by having a person in the Liturgical Office train and support the Priests, ministers and liturgical committees about the different holy days and traditions of these groups and the best practices and approaches to integrate them in the Liturgy, starting with the new liturgical year that begins in Nov. 2014.

Recommended Strategies and Approaches

- Identify and select a person as coordinator
- Identify a person or persons with knowledge of each of the different cultures
- Collect information about the Holy days, traditions and celebrations for each cultural group (country), including the liturgical specifics for each one
- Elaborate a “catalog” or “binder” of these holy days, traditions and celebrations
- Create an Archdiocesan Calendar with these holy days and celebrations
- Prepare a “Guide” for each holy day and celebrations for each cultural group, with suggestions on how to best integrate them in the liturgy (especially when 2 or more of these celebrations occur on the same date or is even the same Holy day but the celebration is different from one cultural group to the other)
- Presentation of the work to the responsible of the Office of Liturgy and the Pastoral Office for their insights, suggestions, etc.
- Presentation of the final work to the Archbishop for his blessing and approval
- Presentation to the community (pastors, liturgical committees, ministers, etc.)
- Workshops for the Pastors, liturgical committees, ministers, etc.

CONVERSION

Education and Formation

Encountering Christ in the evangelizing mission of the Church, in lifelong religious education and faith formation, and in ecumenical and interfaith dialogue.

In speaking of conversion, the New Testament uses the word *metanoia*, which means a change of mentality. It is not simply a matter of thinking differently in an intellectual sense, but of revising the reasons behind one's actions in the light of the Gospel...Conversion, therefore, fosters a new life, in which there is no separation between faith and works in our daily response to the universal call to holiness. In order to speak of conversion, the gap between faith and life must be bridged. Where this gap exists, Christians are such only in name. To be true disciples of the Lord, believers must bear witness to their faith, and “witnesses testify not only with words, but also with their lives”.(68) ...28. In this life, conversion is a goal which is never fully attained: on the path which the disciple is called to follow in the footsteps of Jesus, conversion is a lifelong task. While we are in this world, our intention to repent is always exposed to temptations. Since “no one can serve two masters” (Mt 6:24), the change of mentality (*metanoia*) means striving to assimilate the values of the Gospel, which contradict the dominant tendencies of the world. Hence there is a need to renew constantly “the encounter with the living Jesus Christ”, since this, as the Synod Fathers pointed out, is the way “which leads us to continuing conversion”.(75)

-Blessed John Paul II
Ecclesia in America

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

FORMING THE FAITH OF OUR YOUTH AND YOUNG ADULTS



Executive Summary

The Focus Team on Forming the Faith of our Youth and Young Adults is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Forming the Faith of our Youth and Young Adults Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop. We discussed many topics; firstly, the necessity to increase the participation of youth and young adults in the church. We discussed the need for the certification of catechists and teachers as part of the new Archdiocese of Miami Religious Education program. The certification has begun, but it should be implemented by the Directors of Religious Education in a more proactive fashion. We also discussed the need for a standard curriculum, as well as the need to increase the enrollment of our youth and young adults in faith formation into an active, seamless program that does not end upon receiving the sacrament of Confirmation. We also discussed the need to embrace and sustain a Parish Family Life Ministry. . We also strongly discussed the need of having a standard Religious Education curriculum that will be used throughout all the parishes.

Focus Team Recommendations

Given these challenges and opportunities, the Forming the Faith of our Youth and Young Adults Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

- 1. Establishment of a Religious Education standard curriculum by December 31, 2016.**
- 2. Implementation of a Family Catechesis Plan at three to five parishes by January 1, 2015.**
- 3. The number of youth and young adults active in some form of ongoing faith formation will increase by 10% annually per parish from January 2014 to December 2016.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, the family will serve as the “primary teacher” of catechesis making family participation in the Church Community and the Catholic Tradition vital and essential to effective teaching. This effort of making “family first” will be strengthened as more parishes (5-6 more each year) within the Archdiocese of Miami implement “Family Catechesis.” Families will acquire a sense of belonging and generate a feeling of welcome participation to all others in the parish that will lead to spiritual commitment and to a more vibrant faith community. Parents, families and others will be equipped with the tools to become “centers of faith formation and participation” in the Sacramental process which will engage the whole family into an active Church life.

The Archdiocesan catechist training program will be supported and required for use throughout the Archdiocese of Miami. Anyone involved in the teaching process of religious education must be involved in this training process. This would allow for program uniformity throughout all parishes, and ensure a “base-line” of religious knowledge of those teaching, and allows for better support between parishes. A standardized religious education curriculum would

be required and would result in parish catechists being empowered with the guidance, knowledge, faith sharing skills and confidence to share their faith using traditional and non-traditional teaching methods which nurture the spiritual life of youth and provide opportunities for a specialized faith formation effort addressing the needs of students with special needs.

Pathways for continuous faith formation process will be developed engaging the mind, body, heart and spirit of our youth and young adults throughout a diversity of programs, service opportunities, faith sharing events, fellowship activities and resources. With the help of digital media and web technology we will attract our youth and young adults in their own environment, physical and/or virtual communities, build relationships, engage in spiritual conversations, and feed their spiritual growth, helping them develop and deepen their relationship with Jesus Christ and His Church.

The members of the Forming the Faith of our Youth and Young Adults Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Forming the Faith of our Youth and Young Adults Focus Team

France Martine Alcena <i>St. Bartholomew</i>	Mercedes Estevez* <i>Mother of Our Redeemer</i>	Ana McMillian <i>Little Flower</i>
Maximillian Amster <i>St. Augustine</i>	John Fernandez* <i>St. John Neumann</i>	Sister Karen Muniz, scjpm <i>St. Timothy</i>
Pedro Francisco Andollo* <i>St. Augustine</i>	Franziska Ganim <i>St. Elizabeth Ann Seton</i>	Linda Myers <i>St. Martha</i>
Deborah Andra <i>St. Elizabeth of Hungary</i>	Deacon Henri Gonzalez <i>St. John Neumann</i>	Lydia M. Navarro* <i>Good Shepherd</i>
Sara Y. Andreu <i>Blessed Trinity</i>	Fr. Fernando Heria <i>St. Brendan</i>	Linda Perez* <i>St. Augustine</i>
Nelson Araque <i>All Saints</i>	Jorge R. Hernando <i>St. Louis</i>	William Perry <i>St. Matthew</i>
Yvette Arauz <i>Our Lady of Divine Providence</i>	Tery Howard <i>St. Joseph</i>	Natalie L Quiles de Carrillo <i>Gesu</i>
Robert G. Cabello, Jr.* <i>St. Gregory the Great</i>	Weslyne Joseph <i>St. Mary</i>	Lilliam Rangel-Diaz <i>St. Augustine</i>
Cary Carbonell <i>St. Thomas the Apostle</i>	Jena King-Getchell <i>Little Flower</i>	Michelle Raun <i>St. Thomas the Apostle</i>
Elisa P. de Gomez <i>St. John Bosco</i>	John Lawson <i>St. Coleman</i>	Mariana Sanchez <i>St. Hugh</i>
Marcin Dec <i>St. Mary Magdalen</i>	Denise W. Layman <i>St. Gregory the Great</i>	Ricardo J. Solorzano <i>Mother of Christ</i>
Gloria Soledad del Solar* <i>St. John Bosco</i>	Sister Anastasia Maguire, RSM, MSW, LCSW <i>St. Bernardette</i>	Sandra M. Solorzano <i>Mother of Christ</i>
Isis M. Dorticós <i>Sts. Peter and Paul</i>	Amparo Martinez <i>St. Joachim</i>	Beatriz Valdes <i>St. Thomas the Apostle</i>
Tessie Dunand <i>St. Thomas the Apostle</i>	Jeanne Martinez <i>St. Thomas the Apostle</i>	Barbara Woroniecki <i>St. Matthew</i>
Jorge Escala* <i>Good Shepherd</i>		

*These Focus Team members drafted the team's final recommendation to Archbishop Wenski

FORMING THE FAITH OF OUR YOUTH AND YOUNG ADULTS

Recommended Strategies and Approaches

Establishment of a Religious Education standard curriculum by December 31, 2016.

Recommended Strategies and Approaches

- Modules that can be instituted in different times of the year. All parishes working with the same standard curriculum could facilitate the interaction of families moving from parishes during the school year.
- The need to check the success of the new implementation through a liaison person on a semester basis based on the standard curriculum.

Implementation of a Family Catechesis Plan at three to five parishes by January 1, 2015.

Recommended Strategies and Approaches

- Develop a Parent Oriented Religious Education Program
- Religious Education On Line Initiative for Parents/Families.
- Periodic Dialogue Based Group for Parents with Regards to their children Religious Instructions. (Once a month for Parents with children enrolled in Sacrament Preparation Programs)

The number of youth and young adults active in some form of ongoing faith formation will increase by 10% annually per parish from January 2014 to December 2016.

Recommended Strategies and Approaches

- Introduce programs for youth and young adults with special needs to existing catechetical programs.
- Parish-level series of youth and young adult formation workshops on a variety of topics for individuals at different levels of faith formation. The Archdiocese can make available a team of traveling subject-matter experts for parishes without the expertise to facilitate these workshops.
- Following the model of the successful Archdiocese Men's Conference, the Archdiocese should sponsor an annual youth and young adult conference with nationally known speakers who can present relevant catechetical topics. These events should be broadly promoted throughout the Archdiocese.
- "Continuing Catholic Education" or "RCIA for Catholics" classes for those who have already received their sacraments and completed the traditional catechetical formation. These could be offered in a traditional classroom setting or online in a manner similar to the Virtus ongoing monthly certification requirement or the Archdiocese of Miami School of Ministry program.
- Youth and Young Adult groups that emphasize catechesis and authentic Catholic teachings either through a program of discipleship formation for group leaders or through help from clergy, religious, or DREs. Youth Ministry directors should be encouraged to obtain the Pastoral Ministry Certificate or similar credentials.
- Parishes could offer summer and winter "Vacation Bible School" programs utilizing Catholic materials and curricula faithful to the Magisterium.
- Require a longer catechetical preparation program for the reception of the First Eucharist and Confirmation with an emphasis on ensuring that those receiving the Sacraments are adequately prepared and aware of the significance of the sacrament they are receiving. (1 Cor. 11:29)
- Emphasize the importance for all Catholic youth not attending parochial school to participate in CCD programs throughout their entire primary and middle school years.
- Structure catechetical programs in ways that are more flexible for those who would have difficulty attending traditional CCD classes. One way this could be done would be to modularize the educational objectives into shorter units that could be completed out of order as circumstances permit.
- The Archdiocese should develop an online community for teens and young adults that will operate as a focal point for all efforts to further catechize. Youth and young adults can sign up for this site and provide information about their age, parish, sacraments completed, etc. to help provide metrics. Metrics by parish can be provided to pastors and their staff to help them track their progress. Individual parishes, youth and young adult groups, CCD programs and other ministries can form groups within the context of this site and use it for communications and to promote events. Communications can take the form of blog posts, videos and calendars for the purpose of making announcements and providing catechesis.
- A moderated question and answer forum could be created with answers provided by experts.

- Content should be kept fresh to encourage repeat visits. Some ideas are weekly video podcasts, reviews on music and movies with an eye towards morality and faith, quizzes and surveys, games, etc.
- Young adults who are away for college should be encouraged to use the site as a way to remain connected to parish life while at school.
- Incorporate a point system that rewards participation with badges for individual and group accomplishments. Ministries with high levels of participation can be highlighted and rewarded with special events or prizes. One idea could be to provide financial assistance for events like the World Youth Day, NCYC, Rock the Universe, Night of Joy, etc.
- All parental consent and child safety laws and best practices for creating websites for minors should be carefully followed.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

CATHOLIC EDUCATION

Executive Summary



The Focus Team on Catholic Education is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Catholic Education Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop with regards to our Catholic school system. We discerned four sub-groups: collaboration and communication, inclusion, formation, and fiscal issues. Among many items covered, we focused primarily on the challenges and opportunities facing our Catholic schools in the Archdiocese of Miami within these specific areas.

Today, the Archdiocese is a vibrant school system of Catholic schools serving nearly 33,900 students in 62 elementary and secondary schools in Broward, Miami-Dade, and Monroe counties. The schools exist to teach the Good News about Jesus Christ while providing a quality education. While the availability of a Catholic education is one of the Archdiocese's strengths, various factors remain a concern such as the accessibility and sustainability of our Catholic schools, the ability of our schools to provide for students with special needs as well as to find ways for parochial schools to be closely linked with the parish in programs providing family faith formation.

According to the Office of Catholic Schools, the Archdiocese has seen a decrease in enrollment from 36,708 students in 2007 to 33,834 students in 2012 and a total of nine school closures during that time. The rate of tuition and fees continues to increase, making schools less affordable for Catholic families. Currently, the average Catholic school tuition in Archdiocesan elementary schools is \$7,100 while that of high schools is \$10,200. While the trend indicates that more of our student population will come into our schools with special needs, many of our schools are not prepared to provide the services to these students that would ultimately allow them to be mainstreamed into the general education classroom. As a result, many of our Catholic schools are unable to provide a Catholic education to those students and their families.

The Catholic Education Focus Team consolidated the above issues and determined the following four major goal areas as priorities in Catholic education: develop and enact a fiscal and resource sustainability plan that maintains affordability; address enrollment needs through an active Archdiocesan marketing campaign; increase opportunities for professional development for teachers and administrators; and support of Catholic families in faith formation programs linking the school and parish community.

Focus Team Recommendations

Specifically, the Catholic Education Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

- 1. To increase Catholic Enrollment by 7-10% annually by Dec. 31, 2016, with a Public Relations / Marketing plan implemented by school opening in Fall 2014.**
- 2. By August 1, 2016, each school of the Archdiocese of Miami will maximize accessibility by operating under an Archdiocesan fiscal and resource sustainability plan.**
- 3. By September 1, 2014, the Office of Catholic Schools will increase opportunities for professional development of principals and teachers to include services for students with special needs.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, the schools of the Archdiocese of Miami will be dynamic agents of evangelization, nourishing students who are well-formed in living faith and committed to the Church's mission. They will replace competition amongst themselves with solidarity. All parents and guardians within the Archdiocese of Miami will be able to afford Catholic education for their children and each school will be at maximum capacity enrollment. The Archdiocese of Miami will open new schools in under-served areas, especially inner-city and rural. The schools of the archdiocese will all be in a healthy financial condition. And finally, the schools of the Archdiocese of Miami will not only present the Catholic teaching on Social Justice but will live and model the doctrine in their operational and employment policies.

The members of the Catholic Education Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Catholic Education Focus Team

Fr. Jose Alvarez <i>Our Lady of the Lakes</i>	Fr. Michael Hoyer <i>St. Gregory the Great</i>	Fr. Christian Plancher* <i>Sacred Heart</i>
Angie Ayan Novo <i>St. Thomas the Apostle</i>	Marian Hunker <i>St. Bernadette</i>	Alice M. Riddell <i>St. Andrew</i>
Beatrice Balerdi <i>St. Thomas the Apostle</i>	Alexis Ibarra <i>St. John Neumann</i>	Susana Rivera <i>St. Agnes</i>
Carmen Barberis <i>St. Bonaventure</i>	Richard P. Jean <i>St. Bernadette</i>	Dr. Lenore P. Rodicio <i>St. Michael the Archangel</i>
Kristen Buffone Hughes <i>St. Andrew</i>	Sandra Kearns <i>Little Flower</i>	Isabelle Román <i>St. Rose of Lima</i>
Antonio R. Cejas <i>St. Hugh</i>	Frank Krauser <i>St. Sebastian</i>	Ricardo J. Román, M.D. <i>St. Rose of Lima</i>
Rosalie Charur <i>St. John Bosco</i>	Marile Lopez <i>Sts. Peter and Paul</i>	Nuria Saenz <i>Our Lady of the Lakes</i>
Maria Isabel De Leon <i>St. Patrick</i>	Deacon John Lorenzo <i>Saint Justin Martyr</i>	Lisa M. Shelly* <i>St. Andrew</i>
Richard A. deAgüero* <i>Sts. Peter and Paul</i>	Terry Maus <i>St. Anthony</i>	Gerene K. Starratt <i>St. Jerome</i>
Susy Del Riego <i>St. Agatha</i>	Dr. Heidi McLaughlin <i>St. John the Baptist</i>	Michael J. Styles <i>St. Anthony</i>
Mario R. Espineira, Jr. <i>St. Thomas the Apostle</i>	Antoinette McNamara <i>All Saints</i>	Luis Trelles <i>Gesu</i>
Raymond Felipe <i>Annunciation</i>	Cristina Mendia <i>St. Agnes</i>	Jeannette Verboom <i>St. Henry</i>
Alexandra Fernandez* <i>St. David</i>	Carlota E. Morales, Ed.D. <i>St. Peter</i>	Maria Elena Vilas* <i>St. John Neumann</i>
Lisa Figueredo <i>St. Thomas the Apostle</i>	Bertha Moro <i>St. Patrick</i>	Patricia H. Villacorta <i>St. Augustine</i>
Brother Jason M. Ford, CFC <i>Cathedral of St. Mary</i>	Nancy Murphy, RN, BHS, MBA <i>St. Gregory the Great</i>	Mary Weber <i>St. Rose of Lima</i>
Carmen M. Garcia <i>St. Thomas the Apostle</i>	Carl Noriega <i>St. Bonaventure</i>	Dr. Marjorie P. Wessel <i>St. Martha</i>
Lawrence D. Goodall* <i>St. Raymond</i>	Ignacio Ortiz <i>St. Agnes</i>	Fr. Edmond Whyte <i>Saint Mark</i>
Rocio Harb <i>Annunciation</i>	Jennifer Penton <i>St. Thomas the Apostle</i>	Juan David Zapata* <i>Good Shepherd</i>

*These Focus Team members drafted the team's final recommendation to Archbishop Wenski

CATHOLIC EDUCATION

Recommended Strategies and Approaches

To increase Catholic Enrollment by 7-10% annually by Dec. 31, 2016, with a Public Relations/ Marketing plan implemented by school opening in Fall 2014.

Recommended Strategies and Approaches

- Catholic school education is unique in its goal to develop mind, body, and spirit by promoting outstanding citizenship, character development and an enriched family life. Catholic School education integrates a traditional and rigorous academic curriculum using with cutting edge technology to form proactive, caring leaders to build better communities and a better nation.
 - Newspapers: Catholic, Secular (Miami Herald, Sun Sentinel...) and Community editions
 - Radio/TV: Ads in 3 main languages of South FL: English, Spanish and Creole and regular open-forum programming to discuss education issues K-12 and beyond.
 - Internet: Face Book, Blogs, Twitter, You Tube
 - Parish Bulletins & Pulpits: Target all Parishes, not just home but neighboring parishes without schools. Ex (Sts. P & P should advertize at St. Raymond, Gesu, St John Bosco, and St. Kieran)
- Dept of Education to research:
 - How many current K-8 students do not go on to Catholic High School? Survey parents of current K-8 students who choose not to continue Catholic education during High School. Why? What could we do differently?
 - What percentage of Catholic School graduates go on to Ivy League schools annually?
 - establishing a Catholic Schools' "Hall of Fame" by polling current Principals for list of outstanding graduate alumni from each school.
 - creating a student core group (Ambassadors) in high schools to visit catholic, private and public middle schools to recruit students by presenting the schools' attributes and their own personal experiences and achievements.
- Parish School Principals/Pastors need: to appoint a PR/Marketing Staff member at each school.
 - to publish a weekly article of School News in the home Parish Bulletin (and in the neighboring parishes, as feasible) emphasizing school and student successes.
- Benchmarks: Parish strategies to begin as soon as possible, no later than Opening of School in the fall of 2014. Archdiocesan strategies should begin no later than Opening of School in the fall of 2014.

By August 1, 2016, each school of the Archdiocese of Miami will maximize accessibility by operating under an Archdiocesan fiscal and resource sustainability plan.

Recommended Strategies and Approaches

- So that the Archdiocese of Miami will embody Social Justice, the Archdiocese of Miami will identify the fiscal, financial, and organizational patterns that fail to foster solidarity among the entities of the Archdiocese by December 15, 2013.
- Needed Elements
 - Needs assessment that is common across the Archdiocese (everyone asked the same questions)
 - Development of a sustainability plan that is unique to each school
 - Development of a monitoring body to ensure;
 - implementation of the plans
 - plans that are realistic and effective
- Monitoring body to also be tasked with identifying common issues and solutions across ADOM
- By December 31, 2013, the Archdiocese of Miami will develop a needs assessment process to identify both the educational and the fiscal needs of all the parishes, missions, and schools of the Archdiocese of Miami.
- By April 30, 2013, all parishes, missions, and schools of the Archdiocese of Miami will have completed this needs assessment.
- By June 30, 2014, the Archdiocese of Miami will have tabulated the results of this needs assessment.

- An element of this assessment will be the identification of parishes and missions that do not currently have schools but do have populations that need to be served through Catholic education.
- By December 31, 2016, every school building of the Archdiocese of Miami will be up to code with the Americans with Disabilities Act.
- By December 31, 2016, all schools of the Archdiocese of Miami will have a uniform pay scale at 70%-80% of Miami-Dade Public Schools.
- By December 31, 2016, the Archdiocese of Miami will develop a plan to transition towards a model in which no contributing member of a Catholic parish in the Archdiocese must pay tuition for a Catholic education.

By September 1, 2014, the Office of Catholic Schools will increase opportunities for professional development of principals and teachers to include services for students with special needs.

Recommended Strategies and Approaches

- By April of 2014 the Superintendent will hire a highly qualified Professional Development Coordinator to serve the schools of the Archdiocese of Miami.

Major Milestones:

- Hire Professional Development Coordinator by April of 2014
- Professional Development Coordinator will engage in a needs assessment process to identify areas for inservice of the principals and the staff of the schools with input from the Superintendent, principals and teachers in the Archdiocese of Miami
- Professional Development Coordinator will create a professional development plan based on the identified areas, and begin implementation by September of 2014

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

FORMING THE FAITH OF OUR ADULTS

Executive Summary



The Focus Team on Forming the Faith of Our Adults is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Forming the Faith of Our Adults focus team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop. Among the many topics discussed, we focused primarily on how to motivate adult Catholics to deepen their Catholic faith and how to integrate our Catholic faith into our lives. We realized the need to improve the leadership skills and formation of leaders with key positions. We also looked at the perceived lack of organization of the formation process and how to improve access to formation opportunities.

Focus Team Recommendations

Given these challenges and opportunities, the recommendations of the Forming the Faith of Our Adults Focus Team seek to develop the creation of plans and projects to help the implementation of the New Evangelization. We propose the implementation of consistent standards for formation leaders, the expanded availability of and access to formation programs, and the promotion of the formation of small ecclesial community models in our parishes.

Specifically, the Forming the Faith of Our Adults focus team recommends that the following goals be accomplished throughout the Archdiocese of Miami:

1. **By March 2016, at least 75% of parishes will have adult formation leaders identified and regularly evaluated.**
2. **30% of ADOM parishes will have implemented a model(s) of small ecclesial communities by January 31, 2016.**
3. **Increase the participation of Catholics in faith formation programs by 5% by November 30, 2016.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, we will experience a vital rediscovery and commitment of adults in the Catholic faith in the Archdiocese of Miami. Many hearts have been touched by welcoming all adults who seek God into the bedrock of Catholic spirituality, the loving Catholic community of parish fellowship; here we are encountering the transformative and supernatural power of God's real presence, faith, hope and love, animated in the everyday life of our community. By inviting and enfolding adults into the authentic spirituality of Catholic community in our parishes, we are witnessing profound conversions of heart to God; vivid and enduring engagement with Jesus Christ through Eucharistic relationship with Him. Living within such intense participation in the Catholic spiritual community has fostered renewed vocational commitment and a passionate immersion to Christian discipleship; the daily practice of love, mercy, forgiveness and compassion to all. Gratefully, we recognize that we are being called and equipped through the essential graces of the Holy Trinity; prepared in evangelical community strength to live the way and mission of Jesus Christ in the 21st century.

The members of the Forming the Faith of Our Adults focus team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We

pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Forming the Faith of Our Adults focus team

Fr. Jesus Arias* <i>Good Shepherd</i>	Dolores Gracian <i>Blessed Sacrament</i>	Henry Procionos* <i>Blessed John XXIII</i>
Fernando Azouth <i>St. Maximilian Kolbe</i>	Mrs. Cheryl Hodowud <i>St. Joseph</i>	Myriam Reyes <i>San Isidro</i>
Fr. Rafael Capó, Sch.P. <i>Southeast Pastoral Institute (SEPI)</i>	Ana Maria Jara <i>Mother of Christ</i>	Orlando Reyes <i>San Isidro</i>
Consuelo Chaustre-Smith <i>St. Gregory the Great</i>	Marianne C. Jones <i>St. Martha</i>	Barbara Rietberg <i>St. Gabriel</i>
Stephanie D'Alessandro <i>St. Paul the Apostle</i>	Maria del Socorro Knoepffler <i>St. Kieran</i>	Brother Jay Rivera, FFV <i>St. Maximilian Kolbe</i>
Joe De Lucia* <i>St. Maximilian Kolbe</i>	Bertha Lara <i>St. Thomas the Apostle</i>	Fr. Alberto Rodriguez <i>St. Dominic</i>
Yolanda del Rivero <i>St. Michael the Archangel</i>	Keith Lara <i>Nativity</i>	Gladys H. Rodriguez <i>St. Agnes</i>
Ana M. DeMoya <i>Our Lady of the Lakes</i>	Maria Teresa Lopez <i>St. Louis</i>	Mary M. Sells <i>St. Patrick</i>
Dr. Joan M. Di Gregorio* <i>Blessed John XXIII</i>	Maria C. McGuinness, Esq <i>St. Rose of Lima</i>	Karen Marie Stanford Bonvecchio <i>St. Hugh</i>
Deacon Pierre Douyon <i>St. Maximilian Kolbe</i>	Oswald Mendes <i>Gesu</i>	Jo-Ann Tabry <i>St. John the Baptist</i>
Denise Duarte <i>St. Agnes</i>	Rogelio F. Miret <i>Our Lady of the Lakes</i>	Mary T. Tate <i>Our Lady of the Lakes</i>
Deacon Marco Fernandez <i>St. John Neumann</i>	Blanca E. Ochoa <i>St. Lawrence</i>	Deacon Peter Trahan <i>St. Bonaventure</i>
Susan C. Fernandez Rodriguez <i>St. Agatha</i>	Carlos H. Olachea* <i>St. John Neumann</i>	Fr. Gabriel Vignes <i>Saint Francis De Sales</i>
Anne M. Gardner <i>St. Sebastian</i>	Cheryl Orwig Whapham* <i>St. Andrew</i>	Karen Willis <i>Mary Help of Christians</i>
Fr. Miguel Gomez <i>Santa Barbara</i>		

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

FORMING THE FAITH OF OUR ADULTS

Recommended Strategies and Approaches

By March 2016, at least 75% of parishes will have adult formation leaders identified and regularly evaluated.

Recommended Strategies and Approaches

- Review of criteria for leadership requirements, certification and evaluation of performances in the archdioceses
- Creation of evaluation system to assess accomplishment of standards requirements for adult formation leaders
- Creation of evaluation system to regularly assess pastoral performance of adult formation leaders
- Campaign of renewal and reorganization of the adult formation leaders ministries
- Form team of evaluators in each parish
- Evaluation of adult formation leaders and their pastoral performance

30% of ADOM parishes will have implemented a model(s) of small ecclesial communities by January 31, 2016.

Recommended Strategies and Approaches

- The bishop promotes the formation of BECs among his clergy and facilitates the process of its acceptance as a pastoral strategy for renewing and revitalizing the diocese. Each parish priest is responsible for initiating the formation of BECs in his parish.
- Knowing the context. This means knowing the local geography, demography, history, social structures and institutions, economic system, political terrain, culture and religious situation
- Evangelizing the Grassroots Communities
- Evangelization should include not only those who are actively practicing their faith but also those who are non-practicing and indifferent.
- Evangelization should be directed not only at individuals but also families.
- The people should understand more deeply the vision of the community of disciples - living in communion, being a priestly-prophetic and servant communities, being the Church of the poor.

Increase the participation of Catholics in faith formation programs by 5% by November 30, 2016.

Recommended Strategies and Approaches

- **Key Strategy- Understanding, living and bringing faith within our communities and outward to the larger world.** *Lumen Fidei* stresses the need to rediscover the role that the light of the Christian faith can and should play in our lives and in society. Pope Francis I, in this first encyclical, underscores the intrinsic connection between faith and evangelization in the love of Christ. Quoting St Paul, he remarks, “*I believe and so I spoke... we also believe, so we spoke...*” (LF, 37). To increase participation in Adult Faith formation in the ADOM, we must heed His Holiness’ further comments that encourage faith conviction in our communities, therefore, enfolding people to our faith, “*The transmission of faith not only brings light to men and women in every place; it travels through time, passing from one generation to another... it is through an unbroken chain of witnesses that we come face to face with Jesus...*” (LF, 38).
- Create Diverse adult faith/Catechetical programs that respond to the diverse developmental need of Catholics, from unbaptized, baptized/ uncatechized/ partially involved/ very committed/ families/ youth- children and teens/ single adults/ young adults/ seniors/ parents of students and parents of CCD students/ sacramental candidates/ parish lay ministers. Pope Francis clarifies that faith is, “... *not simply an individual decision....By its very nature, it is open to the “We” of the Church; it always takes place within her communion.*” (LF, 39)
- Develop of spiritual theme for adult faith formation that resonates with the mission of the Church- special projects, Patron Saint, community and cultural contexts.
- This theme should facilitate an experiential encounter with Christ with a vibrant exposure to developmentally targeted adult Catechesis.
- Highlight the importance of “participation” as the necessary ingredient in creating Christ’s Church community.
- Outreach from clergy, parish lay ministers from simple steps- greetings before and after Sunday Mass, coffee snacks with ministers after every Mass, then, Mass on Church year topics- approved Catholic programs which attract members by providing a sensitive, Authentic immersion to the Faith, (examples, Catholicism series, Bible – History Channel, Dr. Scott Hahn lectures, Interactive and appealing parish website.
- Critically Important- Provide active participation opportunities for all adults, from...

- Invitations for “dinner and chat with Father...”, “Lunch and learns- special topics”. Most importantly we must know, deeply experience and share the life of faith, “Praying with each other in love”. Pope Francis re-affirms that, “... *the unity of time and space is linked to the unity of faith... Faith is one because it is connected to the one Lord, to the life of Jesus, to the concrete history he shares with us.*” (LF 47)
- To encourage deepened and sustained Adult Faith Formation, we must adhere to the truth that, “... *the light of faith is concretely placed at the service of justice, law and peace...*” Holding in mind and heart that, “*Faith is born of an encounter with God’s primordial love... the meaning and goodness of our life becomes evident; our life is illumined to the extent that it enters into the space opened by love... a path and praxis leading to the fullness of love.*” (LF, 51)

STEWARDSHIP

Governance and Finance

Encountering Christ through the responsible use and generous sharing of all God's gifts.

“In order that the Word of God might reach many different environments and people, close coordination of all apostolic activities under the Bishop’s guidance is necessary. “Thus all the undertakings and organizations, whether their object be catechetical, missionary, charitable, social, family, educational, or any other pastoral end, will act together in harmony, and the unity of the diocese will be more closely demonstrated.” The Bishop is to involve all the faithful, as individuals and as members of associations, in the diocesan apostolate. He should do so respecting the legitimate freedom of persons and associations to carry out their own apostolates, according to common and particular ecclesial discipline, while at the same time ensuring that each undertaking contributes to the common good of the Church (486)...The Bishop will provide adequately for the organization of the diocesan apostolate according to a programme or pastoral plan intended to achieve appropriate coordination of various “specialized” pastoral areas (liturgical, catechetical, missionary, social, cultural, educational or family) (487). In order to formulate this plan, the Bishop enlists the help of the different diocesan offices and committees. In this way, the Church’s apostolic activity will respond to the genuine needs of the diocese and will succeed in uniting the efforts of all concerned in carrying it forward, never forgetting, of course, the integral role of the Holy Spirit in the task of evangelization.

**-Paragraph 164, Directory for the Pastoral Ministry of Bishops,
Apostolorum Successores. 2004.**

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

PARISH LIFE AND STEWARDSHIP

Executive Summary



The Focus Team on Parish Life and Stewardship is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Parish Life and Stewardship Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop with regard to concerns which emerged from the listening sessions in the areas of - Stewardship and the day-to-day life within our parish communities. We were a diverse group from all over the Archdiocese with many different viewpoints on what Stewardship really meant and what was needed to make our parishes more vibrant. We discussed the need for communication among parishes and also between the Chancery and the parishes. There was concern about financial transparency and fiscal responsibility.

We discussed ways to evangelize and bring more people back to the Church, thus increasing parish membership. We discussed the need to identify and develop leadership and faith formation. It all seemed daunting, a monumental task, and it was inspiring to see the Holy Spirit work as we took what we considered the major challenges our Archdiocese is facing and through a general consensus turn these challenges into opportunities to help our parishes grow into more vibrant communities.

Focus Team Recommendations

Given these challenges and opportunities, the recommendations of the Parish Life and Stewardship Focus Team seek to increase the trust of all parishioners. This can be accomplished by increasing the transparency and frequency of each parish's financial reporting.

Additionally, we seek to increase all parishioners' involvement and increase the involvement of group leaders at the parish level. By doing this, parishioners will be more predisposed to contribute of their time, talent and treasures. A structure stewardship function will require an Archdiocesan office that will oversee the newly-formed parish Stewardship Councils.

Specifically, the Parish Life and Stewardship Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami:

- 1. Increase transparency by having 100% of parishes comply with updated financial reporting requirements established by the Archdiocese of Miami, including quarterly reporting to parishioners by December 31, 2014.**
- 2. Create a Stewardship Council at all parishes by January 1, 2015.**
- 3. Establish an Archdiocesan office that will be charged with overseeing parish stewardship councils to increase the vibrancy and vitality of the parish stewardship programs resulting in an increase of 5% in active parish membership and participation in ministries by December 31, 2016.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, parishes will be properly equipped to serve as vibrant centers of faith and community. The ultimate goal of this Focus Team is the engagement of the faithful of the Archdiocese with their parishes; engagement which is witnessed through joyful and consistent attendance at Mass, involvement in parish ministries, a welcoming spirit throughout the parish, and the sharing of gifts among the parish and with the larger community.

The members of the Parish Life and Stewardship Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Parish Life and Stewardship Focus Team

Armando G. Acevedo

St. Augustine

Guillermo X. Alban

St. John Bosco

Carlos F. Arazoza

Epiphany

Fr. Fritzner Bellonce*

St. Elizabeth of Hungary

Daria Bernstein

Little Flower

Cesar A. Canton

St. Catherine of Siena

Helin Cristobal-Gomez

St. Augustine

Ann Cubillas

St. Rose of Lima

James W. Devine

Epiphany

Ralph Egues, Jr.

St. Augustine

Daniel Alberto Espinosa

Good Shepherd

C. Dolores Fernandez

Corpus Christi

Suzette Finlayson

St. Catherine of Siena

James J. Flood

St. Andrew

Rita Freixas Daly

Cathedral of St. Mary

Jesus Gomez

St. Augustine

Ghislain Gouraige Jr.

Epiphany

Mary Hardy

Blessed Sacrament

Michael A. Hernandez*

St. Timothy

Sister Maria Elena Larrea, OSF

Little Flower

Kevin Lawson

Blessed Sacrament

Frank Lengyel*

Sts. Peter and Paul

Fr. Israel Mago

Our Lady Of Guadalupe

Fr. Christopher Marino

Cathedral of St. Mary

Paul Martinez

Little Flower

Alicia McDermott

St. Elizabeth of Hungary

Vincent D. McInerney*

St. Louis

Dharma R. Mirabent

St. Joseph

Jorge O. Mirabent

St. Joseph

Hon Federico Moreno

Ellen Munnelly*

Mary Help of Christians

Pauline O'Donoghue

Christ the King

Dianne Peterson

Mother of Our Redeemer

Ron Quintero

Epiphany

Mary Raynor*

St. Stephen

Sergio Rodicio

St. Michael the Archangel

Linda Sanchez

St. John Neumann

Leonor E. Schuck

Our Lady of the Lakes

Rafael J. Schuck

Our Lady of the Lakes

Scott Scovin

St. Ambrose

Fr. Juan Sosa

St. Joseph

Wigberto Sosa

Mother of Christ

Leonardo Spitale Jr.

Sts. Peter and Paul

Michael D. Stewart

St. John the Baptist

Giovanna Stincer

St. Mark

Pete Suarez

St. Timothy

Constance Thornton

St. Phillip Neri

Angel de Jesus Tinoco*

Mother of Christ

Diane M. Valek

St. Henry

Fr. Kenneth Whittaker

Our Lady Of Mercy

Fr. Thomas Wisniewski

Mary Help of Christians

Sara E. Wolfer

Little Flower

Freddie Woodson

Blessed John XXIII

Raul A. Zubillaga*

St. Thomas the Apostle

*These Focus Team members drafted the team's final recommendation to Archbishop Wenski

PARISH LIFE AND STEWARDSHIP

Recommended Strategies and Approaches

Increase transparency by having 100% of parishes comply with updated financial reporting requirements established by the Archdiocese of Miami, including quarterly reporting to parishioners by December 31, 2014.

Recommended Strategies and Approaches

- Quarterly report given to ADOM and parishioners.
- ADOM monitors whether the parishioners are receiving the quarterly financial report.
- A copy of bulletin insert for the quarterly and annual financial reporting is sent to ADOM.
- Quarterly financial reporting is due for fiscal quarter ending March 31, June 30, September 30, and December 31.
- Each parish will have one month to complete and report quarterly financial reporting to its parishioners.

Create a Stewardship Council at all parishes by January 1, 2015.

Recommended Strategies and Approaches

- Briefly, you want the number of “Ministry active parishioners” on the Stewardship Council, in relation to the size of your Parish. The Stewardship Council should be set up with one Ministry Head and an Assistant. If your Parish has a Multicultural demographic, you want to make sure you have parishioners from each culture represented on the Council. All of these candidates must be actively involved in a Ministry or Outreach Program in the Parish currently.
- Good Stewardship Councils operate as a free standing team of people. We strongly suggest you do not have your Stewardship Council, as a part of the Parish Council. (One small part of a larger effort.) Nor have the Stewardship Council in any way connected with the Finance Council. That for sure sends a message, this is all about finances. Not a good idea.
- While the Ministry Head and assistant guide the Stewardship process. It is imperative to have members of the Council take active parts of the Stewardship process to handle. Maybe two co-Heading the Welcome Table. Two co-Heading a Welcome Program for New Parishioners, one heading Ministry Time and Talent Weekend and so forth. It is very best to try and have each one on the Council, responsible for something. Like being a Secretary for the Stewardship Council.
- Term limits should be established. Like two years as Ministry Head of the Council. Then the Assistant moves up. Or some other person on the Council takes the Ministry Head role? It is wise to have the members of the Council stay at least two years on the Council. Then replace them with new members. Not all at once, maybe one third to one half change each year. “All of the above is at the discretion of the Pastor of course.”
- As the Council is formed, you make a tentative Calendar of Meetings and specific objectives for Stewardship happenings, for the total year. Once that is approved by the Pastor, it is integrated into the total Parish year’s calendar. To avoid any date conflicts between various functions all year.

Establish an Archdiocesan office that will be charged with overseeing parish stewardship councils to increase the vibrancy and vitality of the parish stewardship programs resulting in an increase of 5% in active parish membership and participation in ministries by December 31, 2016.

Recommended Strategies and Approaches

- The Archdiocesan office will be comprised of one individual that will be responsible for the Archdiocesan stewardship initiative, specifically 1) establishing Archdiocesan standards and oversight, 2) working closely with each parish stewardship council, providing leadership, direction and infrastructure to the parish stewardship efforts.
- Hire /designate an individual for Archdiocesan Stewardship Coordinator (“ASC”)
- ASC to establish general standards, governance, and metrics by 4/1/14
- ASC to lead focus groups with parishes that already have stewardship initiatives. The objective is to define parish stewardship initiatives/programs.
- Publish parish stewardship handbook by 6/1/14.
- Group meetings with parish stewardship leaders with the objective of training and assisting in coordinating.
- ASC to begin tracking of metric vs. base line 1/1/14; report on results by 12/31/14.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

COLLABORATION IN THE FLORIDA KEYS



Executive Summary

The Focus Team on Collaboration in the Keys is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Collaboration in the Keys Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop. There are five Catholic parishes located in Monroe County, spread out over nearly 90 miles of the Overseas Highway. While geographically somewhat distant, and each bearing its own unique thumbprint, the five Keys parishes also share much in common, and the members of this Focus Team see great opportunities for collaboration. Specifically, the Focus Team recommends that the parishes work together in the areas of Stewardship, Youth and Communications and Marketing.

Focus Team Recommendations

Specifically, the **Collaboration in the Keys** Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

1. **Increase collaboration among the 5 parishes regarding stewardship of time, treasure and talent.**
2. **Collaborate in the areas of communication and marketing, specifically, pooling resources to communicate information regarding the parishes throughout the Keys, and thereby reach a greater number of people.**
3. **Collaborate in their Youth Ministry, including an all-Key Youth Retreat in Fall 2014.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, it is our hope to capitalize on opportunities for the five parishes to better communicate and support one another, in both implementation of the Synod initiatives throughout the Keys, as well as in our ongoing ministry to the People of God.

The members of the Collaboration in the Keys Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Collaboration in the Keys Focus Team

COLLABORATION IN THE FLORIDA KEYS

Kitten Auer

St. Justin Martyr

Fr. John Baker

Basilica of St. Mary Star of the Sea

Sue Barroso

Basilica of St. Mary Star of the Sea

Linda Britton

San Pedro

Michelle Coldiron

San Pablo

Mary Ann Don

San Pedro

Bonnie Eaves

St. Justin Martyr

Sister Patricia Erickson, OP

Basilica of St. Mary Star of the Sea

Fr. Stephen Hilley

St. Justin Martyr

Susan Johnson

San Pedro

Paul Joseph

San Pablo

Deborah Joseph

San Pablo

Sis Kirk

San Pablo

Linda Ann Luizza

San Pedro

Fr. Gerry Morris

San Pablo

Patricia Mull

San Pedro

Fr. Thomas Mullane

San Pedro

Sue Palguta

San Pablo

Fr. Henryk Pawelek

San Pedro

Ida Roberts

Basilica of St. Mary Star of the Sea

Donna Roberts

St. Justin Martyr

Robert Sassano

St. Justin Martyr

Jean Tarlton

San Pablo

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

EPISCOPAL GOVERNANCE: ARCHDIOCESAN PASTORAL COUNCIL



Executive Summary

The Focus Team on the Archdiocesan Pastoral Council is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Focus Team on the Archdiocesan Pastoral Council was commissioned to research, discuss, discern and offer recommendations regarding the structure and composition of an Archdiocesan Pastoral Council. Specifically, the Focus Team was asked to provide a recommendation regarding the purpose, structure, and operating guidelines for the Archdiocesan Pastoral Council and its members, as well as a recommendation regarding the profile(s) of individuals the Archbishop should be seeking for membership on the Archdiocesan Pastoral Council. The Focus Team on the Archdiocesan Pastoral Council was greatly supported by the Pastoral Center staff, which provided information and analysis when requested.

Focus Team Recommendations

The recommendations of the Focus Team on the Archdiocesan Pastoral Council are respectfully submitted to Archbishop Wenski in the hope that the structure and operations of the Archdiocesan Pastoral Council best serve the needs of the People of God in South Florida. As stated in The Code of Canon Law, “an Archdiocesan Pastoral Council is to be representative of Christ’s faithful and to study and weigh those matters which concern the pastoral works in the Archdiocese and to propose practical conclusions concerning them” (S. 508) . Additionally, in providing guidance to Bishops’ who are considering the formation of a Pastoral Council, the United States Conference of Catholic Bishops encourages the consideration of several factors, including membership, terms and workflow.

In light of the foregoing, the Focus Team on the Archdiocesan Pastoral Council offers the attached recommendations regarding the purpose, values and vision of the Archdiocesan Pastoral Council.

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned recommendations increase the vibrancy and vitality of the Catholic Community in South Florida. The newly-formed Archdiocesan Pastoral Council will play a crucial role in the implementation of the new Archdiocesan plan, and we are confident that given these recommendations, this body will be highly effective in their endeavors. The members of the Focus Team on the Archdiocesan Pastoral Council are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Archdiocesan Pastoral Council Focus Team

EPISCOPAL GOVERNANCE:

ARCHDIOCESAN PASTORAL COUNCIL

Vilma Angulo <i>St. Bonaventure</i>	Manny Garcia-Tuñon <i>St. John Neumann</i>	Msgr. Jude O'Doherty <i>Epiphany</i>
Sister Kathleen Carr SSJ <i>St. James</i>	Dr. Emilio Gonzalez <i>St. Agnes</i>	Juan T. O'Naghten <i>Epiphany</i>
Msgr. Michael Carruthers <i>St. Augustine</i>	Sister Kim Keraitis, FMA <i>Immaculata La Salle</i>	Fr. Edmund Prendergast <i>St. Bonaventure</i>
Wayne Carter <i>Our Lady of Lourdes</i>	Keith Koenig <i>St. Gregory The Great</i>	Fr. Luis Rivero <i>St. Thomas University</i>
John Cooper <i>Epiphany</i>	Fr. Daniel Kubala <i>St. Coleman</i>	Deacon Norman Ruiz-Castañeda <i>Epiphany</i>
Homero Cruz	Sister Maria Elena Larrea, OSF <i>Little Flower (Hollywood)</i>	Giovanna Stincer <i>St. Mark</i>
Stephen Danis <i>Epiphany</i>	Deacon Steven Lee <i>Gesu</i>	Bob Tomonto <i>St. Louis</i>
Debbie De Leon <i>St. Patrick</i>	Patrick McGrath, III <i>Epiphany</i>	Herb Yardley <i>Assumption</i>
John Dooner <i>St. Sebastian</i>	Msgr. Pablo Navarro <i>St. John Neumann</i>	Tom Zavertrnik <i>St. Gregory the Great</i>
Michelle Ducker <i>St. Augustine</i>		

Recommended Strategies and Approaches

Why Does this Council Exist?

Purpose:

The Pastoral Council of the Archdiocese of Miami (“APC”) seeks to be a bridge between the diverse faithful of South Florida and the Archbishop. The APC identifies concerns, provides feedback and offers advice on the full range of pastoral challenges and opportunities in order to support overall alignment with the Archdiocese’s vision, mission and strategic initiatives.

Values:

In order to effectively fulfill its purpose, the APC should be guided by the following values:

1. Strong Catholic Identity
2. Humble, Servant Leadership
3. Fidelity to the Church
4. Courage

Vision:

The APC supports the Archbishop in fostering a diverse local church in which the parishes and people experience unity with their shepherd and each other, an Archdiocese that is providing innovative, proactive and faithful ministry to every member of the community of South Florida and a center of evangelization through which more and more individuals come to know the love of Christ.

How does this Council function?

Tasks and Key Responsibility Areas:

- Provide Strategic Advice – The APC should be a sounding board for the Archbishop, providing perspective or insight around issues opportunities or challenges facing the Archdiocese.

- Provide Oversight on Synod Progress – The APC should monitor the Archdiocese’s efforts in implementing its strategic plan from the Second General Synod, ensuring that the priorities and goals put forth are being implemented

Structure:

- We recommend a board of 15 members, serving a maximum of two three year terms and nominated by the APC, for appointment by the Archbishop.
- We recommend that the APC meet quarterly, from 9 am to 3 pm, and that ad-hoc subcommittees be created as needed.

Who should be invited to serve on this Council?

Mindset:

- Individuals asked to serve on the APC must be active in parish life, with an openness to learn and to diversity. These individuals should have analytical minds and an evangelical spirit. Finally, they should be well-informed about the archdiocese and the local community.

Skillset:

- The individuals asked to serve on the APC should be visionaries that embrace the Synod priorities and have the skills that attend to those priorities. Of primary importance are organizational and communication skills, including social media savvy.

Perspectives:

- Many different perspectives should be reflected in the composition of the APC. We recommend that, to the greatest extent possible, efforts be made to include the following perspectives on the APC: Pastor, Youth/Young Adult Leader, and Educator. In addition, the ethnic and age diversity of our Archdiocese should be reflected in the APC, as well as the geographic diversity.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

EPISCOPAL GOVERNANCE: ARCHDIOCESAN FINANCE COUNCIL



Executive Summary

The Focus Team on the Archdiocesan Finance Council is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Archdiocesan Finance Council Focus Team was commissioned to research, discuss, discern and recommend the ongoing structure and composition of Archdiocesan Finance Council. Specifically, the Focus Team was asked to provide a recommendation regarding the purpose, structure, and operating guidelines for the Archdiocesan Finance Council and its members, as well as a recommendation regarding the profile(s) of individuals the Archbishop should be seeking for membership on the Archdiocesan Finance Council. The Archdiocesan Finance Council Focus Team was supported by the Pastoral Center staff, which undertook and presented a “Strengths, Weaknesses, Opportunities and Threats” (SWOT) analysis for the purposes of this process and provided information and analysis when requested.

Focus Team Recommendations

The recommendations of the Archdiocesan Finance Council Focus Team are respectfully submitted to Archbishop Wenski in the hope that the ongoing structure and operations of the Archdiocesan Finance Council best serve the needs of the People of God in South Florida. The financial services of the Archdiocese support the mission of the Church, and it is imperative that the body charged with providing counsel and advice to the Archbishop in all matters related to the finances of the Archdiocese be as effective as possible, operating under a shared vision and representing the diverse community of our local church.

In light of the foregoing, the Focus Team on the Archdiocesan Finance Council offers the attached recommendations regarding the purpose, values and vision of the Archdiocesan Finance Council.

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned recommendations increase the vibrancy and vitality of the Catholic Community in South Florida. The members of the Archdiocesan Finance Council Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Archdiocesan Finance Council Focus Team

EPISCOPAL GOVERNANCE: ARCHDIOCESAN FINANCE COUNCIL

Charlie Arazoza

Epiphany

Tony Argiz

St. Augustine

Albert del Castillo

Our Lady of the Lakes

Bob Dickinson

Epiphany

Ed Easton

St. Agnes

Ghislain Gouraige

Epiphany

Sergio Rodicio

St. Michael the Archangel

Leonor Schuck

Our Lady of the Lakes

Tom Sheehan

St. Paul the Apostle

Robert Williamson

St. Martha

Recommended Strategies and Approaches

Why does this council exist?

Purpose:

The Archdiocesan Finance Council (“AFC”) serves the Archdiocese as a source of financial guidance, ensuring transparency in all financial matters, and serving as an external monitor. The AFC supports the Archdiocese’s mission of evangelization, particularly through the safeguarding of its temporal goods and through clear, consistent communications among and between the people of God.

Values:

In order to effectively fulfill its purpose, the Finance Council of the Archdiocese of Miami should be guided by the following values:

1. Integrity
2. Creativity and strategic vision
3. Transparency
4. Thoroughness

Vision:

The AFC seeks to serve as faithful stewards, securing the future and mission of the Archdiocese of Miami through the highest standards of transparency, Christian integrity and competence.

How does this Council function?

Tasks and Key Responsibility Areas

- Provide Asset Management Advice - Advise, steward, safeguard and review the administration of the ADOM assets (including cash, real property personnel, and other assets) to improve the financial performance and adherence to its mission.
- Provide Financial Oversight - Review and monitor financial information prepared by ADOM staff and parishes in order to advise, assist and support them in arriving at best practices in all financial aspects.
- Support Parishes - Monitor, educate, and advise the financial activities of the parishes to ensure financial competency and transparency of parishes’ financial operations.
- Communication - Share, promote and disseminate financial information in order to achieve transparency and engage the community at large.

Structure

- The United States Conference of Catholic Bishops set out a number of recommendations for the structure of the AFC. We implemented many of these recommendations for our AFC. We recommend a council of between 11 and 15 members, serving staggered 3 year terms. Members should be nominated by the Council and Pastors and appointed by the Archbishop. The AFC should meet quarterly for 2-3 hours. We suggest the formation of the following committees in order to more effectively complete the work of the AFC:
 - Audit
 - Investments
 - Projects/Real Property
 - Distressed Parishes/Parish Oversight
 - Stewardship
 - Budget
 - Human Resources
 - Ad Hoc, as needed

- Additionally, with regard to the profile of individuals whom the Archbishop should invite to serve on the AFC, the Focus Team makes the following recommendations:
- Mindset: Individuals who serve on the AFC must be highly fiduciary, with impeccable reputations while also extremely committed to the work of the Archdiocese and empathetic to the needs of all.
- Skillset: The AFC will be best served when certain key skill sets are represented thereon. We recommend that, to the greatest extent possible, the AFC shall have members that possess knowledge of compliance issues, investment planning, accounting/nonprofit concepts, risk management, real estate, human resources, banking and the administration of schools, hospitals, and nursing homes. All members should be financially literate as generally defined for public companies.
- Perspectives: It is important that many perspectives be represented on the Archdiocesan Finance Council. In particular, the Focus Team recommends ethnic and geographic diversity, as well as inclusion of both clergy and lay persons.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

EPISCOPAL GOVERNANCE: ARCHDIOCESAN SCHOOL BOARD



Executive Summary

The Focus Team on the Archdiocesan School Board is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Archdiocesan School Board Focus Team was commissioned to research, discuss, discern and recommend the ongoing structure and composition of Archdiocesan School Board. Specifically, the Focus Team was asked to provide a recommendation regarding the purpose, structure, and operating guidelines for the Archdiocesan School Board and its members, as well as a recommendation regarding the profile(s) of individuals the Archbishop should be seeking for membership on the Archdiocesan School Board. The Archdiocesan School Board Focus Team was supported by the Pastoral Center staff, which undertook and presented a “Strengths, Weaknesses, Opportunities and Threats” (SWOT) analysis for the purposes of this process and provided information and analysis when requested.

Focus Team Recommendations

The Archdiocese of Miami is a vibrant school system of nearly 33,900 children in 62 elementary and secondary schools in Broward, Miami-Dade and Monroe counties. The recommendations of the Archdiocesan School Board Focus Team are respectfully submitted to Archbishop Wenski in the hope that the structure and operations of the Archdiocesan School Board support and strengthen our Catholic schools in South Florida. Specifically, the Archdiocesan School Board Focus Team offers the attached recommendations regarding the purpose, values and vision of the Archdiocesan School Board.

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned recommendations increase the vibrancy and vitality of the Catholic Community in South Florida. The members of the Archdiocesan School Board Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Archdiocesan School Board Focus Team

Tom Abraham

Epiphany

Fr. Jose Alvarez

Our Lady of the Lakes

Mr. & Mrs. Joe Amaturro

St. John the Baptist

Dr. Anthony Bonta

St. Rose of Lima

Msgr. Franklyn Casale

St. Thomas University

Fr. Brendan Dalton

St. Bernadette

Fr. Michael Davis

Little Flower (Coral Gables)

Zoe Doble

St. Rose of Lima

Ana Garcia

Immaculate Conception

Fr. Michael Grady

St. Jerome

Marile Lopez

Sts. Peter and Paul

Toni McNamara

All Saints

Freddie Padovan

St. John Bosco

Lizz Plater-Zyberk

St. Hugh

Lenore Rodicio

St. Michael the Archangel

Connie Thomas

St. Mark

Octavio A. Verdeja, Jr.

Epiphany

Laurie Weiss Nuell

EPISCOPAL GOVERNANCE: ARCHDIOCESAN SCHOOL BOARD

Recommended Strategies and Approaches

Why Does this Council Exist?

Purpose:

The School Board of the Archdiocese of Miami contributes to the formation of goals, directives and initiatives which assist our Catholic schools in achieving their mission. The School Board is a pro-active resource for the Department of Schools, gathering data and best practices and assisting in the creation of common policies for Archdiocesan schools.

Values:

In order to effectively fulfill its purpose, the School Board of the Archdiocese of Miami should be guided by the following values:

- Strong Catholic identity
- Commitment
- Diversity
- Accountability
- Accessibility
- Creativity

Vision:

- The School Board of the Archdiocese of Miami envisions a cohesive, collaborative Archdiocesan school system that exceeds National Benchmarks for Catholic Schools, where every student integrates their faith with maturity, and where students discover their unique calling and understand their responsibility to church and a global society.

How does this Council function?

Key Responsibility Areas

- **Provide Financial Advice:** The School Board will advise in budgetary decisions which support the ADOM and individual schools to effectively and advance and sustain cause of our treasured schools. The School Board will additionally work to assure the good stewardship of resources, to harvest new resources through development and advances, to foster and support for emergency strategic plans and to guarantee support of our Catholic mission.
- **Assist in Fundraising and Development:** Defines illuminate and promotes Catholic education in order to develop a theologically consistent system of Catholic schools within the Archdiocese of Miami.
- **Consult:** Inquire, research, assess and propose best practices for Catholic education in order to foster continuous improvement and sustainability.
- **Catholic identity:** Define, guide and promote the teachings and sacramental life of the church in our schools, so as to ensure formation consistent with the values of God's Kingdom.

Structure

- We recommend a School Board composed of between 10 and 20 persons, serving a maximum of two, three year terms. The School Board should meet quarterly for 2-3 hours each meeting. We recommend the formation of the following committees:
 - Planning
 - Marketing

- Finance
- Communication
- Development
- Ad Hoc, as needed

Who should be invited to serve on this Council?

- We recommend that the individuals asked to serve on the School Board have certain mindsets, including zeal for the Catholic mission, attended Catholic school or children Catholic-educated, be resourceful and innovative, a decisive leader, open minded; and demonstrated acceptance of cultural diversity.
- We feel that the vision of the School Board will be best served by a body that embodies certain skillsets, including experience in board governance, the ability to assess the Catholic identity of school programs, facilities management, financial acumen, Educational leadership experience and strong communication skills.
- Finally we recommend that the School Board be composed of individuals who reflect the cultural and geographic diversity of the Archdiocese. In addition, the perspectives of educator, parent, and Pastor are vital to the success of this Board.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

EPISCOPAL GOVERNANCE: ARCHDIOCESAN DEVELOPMENT COUNCIL



Executive Summary

The Focus Team on the Archdiocesan Development Council is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Archdiocesan Development Council Focus Team was commissioned to research, discuss, discern and recommend the ongoing structure and composition of Archdiocesan Development Council. Specifically, the Focus Team was asked to provide a recommendation regarding the purpose, structure, and operating guidelines for the Archdiocesan Development Council and its members, as well as a recommendation regarding the profile(s) of individuals the Archbishop should be seeking for membership on the Archdiocesan Development Council. The Archdiocesan Development Council Focus Team was supported by the Pastoral Center staff, which undertook and presented a “Strengths, Weaknesses, Opportunities and Threats” (SWOT) analysis for the purposes of this process and provided information and analysis when requested.

Focus Team Recommendations

The recommendations of the Archdiocesan Development Council Focus Team are respectfully submitted to Archbishop Wenski in the hope that the structure and operations of the Archdiocesan Development Council best serve the needs of the People of God in South Florida. The mission of the Archdiocese of Miami calls us all to important and fulfilling work: Catholic education, vocations, outreach to the poor, the hungry and the homeless, both at home and abroad, evangelization, and support of the countless ministries that attend to the physical and spiritual needs of the people. This Focus Team applauds the work of the Development Corporation of the Archdiocese of Miami, which engages the community to raise the necessary funds to support this work, and we recommend the formation of the Archdiocesan Development Council as a vehicle of support for and expansion of their efforts.

Specifically, the Archdiocesan Development Council Focus Team offers the attached recommendations regarding the purpose, values and vision of the Archdiocesan Development Council.

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned recommendations increase the vibrancy and vitality of the Catholic Community in South Florida, and that through the work of this Council, the needs of the Diocese will be communicated to all members of the Archdiocese, with the intention of providing sustainable funding for the very important work of our local church. The members of the Archdiocesan Development Council Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Archdiocesan Development Council Focus Team

EPISCOPAL GOVERNANCE: ARCHDIOCESAN DEVELOPMENT COUNCIL

Armando Acevedo
St. Augustine

Joelle Allen
Epiphany

Maria Arazozo
Epiphany

Ada Armas
Epiphany

Rita Freixas Daly
Cathedral of St. Mary

Nan Gautier
Sacred Heart

Stuart Harries
St. John Neumann

Mariana Martinez
St. Hugh

Nancy Olson
St. Sebastian

Alicio Pina
Our Lady of the Lakes

Edwin Rojas
Our Lady of Lourdes

John Strickroot
Little Flower (Coral Gables)

Lourdes Vila
Our Lady of the Lakes

Sonnia Viyella
St. Louis

Recommended Strategies and Approaches

Why Does this Council Exist?

Purpose:

- The Development Council of the Archdiocese of Miami seeks to engage all Catholics in stewardship, in order to assist in the funding of the Archdiocese of Miami's mission of evangelization. The Council will endeavor to secure the resources necessary to maintain and expand the good work of the Archdiocese.

Values:

In order to effectively fulfill its purpose, the Development Council of the Archdiocese of Miami should be guided by the following values:

1. Charity
2. Service
3. Protectors of Creation (the poor, weak, meek, etc.)
4. Compassion
5. Fidelity to Catholic values
6. Accountability/Responsibility

Vision:

- The Development Council of the Archdiocese of Miami envisions a local church which is engaged, faith-filled and vibrant, with enhanced and sustainable services to meet the physical and spiritual needs of all. Through the Council, the Archdiocese will communicate to the public the work of the Archdiocese, as well as raise awareness of the many opportunities to support the work.

How does this Council function?

Tasks and Key Responsibility Areas:

- Prioritizing and Planning- we recommend that one of the key areas of responsibility for this body should be to offer guidance in the prioritizing of the fundraising needs of the Archdiocese and in the planning of programs, initiatives and events
- Communicating and Educating- we also see this board as taking a key role in communicating the needs of the Archdiocese with the larger community, as well as educating the public about the good work of the Archdiocese that is funded through development efforts.

Structure:

- We envision a Council of between 12 and 20 members, serving a maximum of three two-year terms. The Council should meet quarterly, for three hours, and create ad hoc subcommittees as needed.

Who should be invited to serve on this Council?

- Those individuals selected to serve on the council should share certain mindsets; namely, a commitment to and alignment with ADOM mission, generosity, proven leadership and compassion.
- We recommend that the Council shall be composed of individuals bearing certain skillsets, including communications and media experience, strategic planning, fundraising. In addition, professional experience in the tourism and hospitality industries, medical field, banking and finances, international trade and education will serve the Council well.
- Finally, the Development Council should represent the unique perspectives of the people of God in South Florida, including, but not limited to, our wonderful ethnic diversity as well as our geographic diversity. Members of varying ages should be invited to join the Development Council. Finally, the perspective of both pastors and civic leaders should be represented.

SOLIDARITY

Social Services and Outreach

Encountering Christian the poor and suffering, in those who are most vulnerable, and in those who are marginalized or alienated members of our society.

54. Faced with the grave social problems which, with different characteristics, are present throughout America, Catholics know that they can find in the Church's social doctrine an answer which serves as a starting-point in the search for practical solutions. Spreading this doctrine is an authentic pastoral priority. It is therefore important “that in America the agents of evangelization (Bishops, priests, teachers, pastoral workers, etc.) make their own this treasure which is the Church's social teaching and, inspired by it, become capable of interpreting the present situation and determine the actions to take”. (199) In this regard, special care must be taken to train lay persons capable of working, on the basis of their faith in Christ, to transform earthly realities. In addition, it will help to promote and support the study of this doctrine in every area of the life of the particular Churches in America, especially in the universities, so that it may be more deeply known and applied to American society. The complex social reality of the continent is a fruitful field for the analysis and application of the universal principles contained in this doctrine.

-Blessed John Paul II
Ecclesia in America

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

THE SOCIAL MISSION OF THE CHURCH

Executive Summary



The Focus Team on the Social Mission of the Church is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Social Mission of the Church Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop with regard to the complex social reality of South Florida and the role that Catholic individuals and institutions can play as each live out the social mission of the Church in daily life. We believe the scope of responsibility at all levels is to proclaim the full gospel without ceasing, including universal issues of war, peace, poverty and preservation of the environment with both words and actions. Among many items examined, we focused primarily on Catholic identity, parish social ministries and our hope to honor God by enhancing human life and dignity, supporting individuals and families, building communities and working toward justice. It is our prayerful hope that we may transform the many earthly realities of homelessness, poverty, and economic instabilities here in South Florida. Our main concern was to recognize the importance of advancing true Catholic social teaching amongst the parish faithful as a means to effectively provide for the poorest among us, the marginalized, the immigrant, those isolated and those who experience the pain of illness or social stigma. We believe that joined in solidarity, parish-to-parish, the social teaching of our church can bring about a renewed vigor and sense of true catholic charity.

Focus Team Recommendations

Given these challenges and opportunities, the recommendations of the Social Mission of the Church Focus Team seek to enable the Archdiocese of Miami clergy and lay members to become knowledgeable and articulate Catholic disciples; effective witnesses of the social doctrine of the Church in the public square. We look to increase the participation of the members of every parish in the Archdiocese of Miami in the social ministry of the Church, and to increase the cooperation and networking among the overseas mission groups.

Specifically, the Social Mission of the Church Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

1. **To establish a Social Advocacy Office of the Archdiocese of Miami to oversee programs of formation on the totality of the Church's Social Teachings.**
2. **To increase Parish Social Ministry parishioner participation by 15% over a three year period in all parishes of the Archdiocese by Miami.**
3. **To increase cooperation and networking among the 30-50 overseas mission groups through communication at the Archdiocese of Miami website, *e.g.*, creating a link for overseas mission groups to connect, through newspaper articles, and activities such as World Mission Sunday.**

Hopes and Anticipated Outcomes

It is the Hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community of South Florida. By accomplishing these goals we will be implementing the spiritual and corporal works of mercy not only caring for the persons immediate needs, but getting involved in the human, moral, social and economic development of the communities we can touch as the salt of the earth and light of the world.

The members of the Social Mission of the Church Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Social Mission of the Church Focus Team

Angel A. Aloma
St. Bonaventure
Rose Anderson
St. Rose of Lima
Carmelle Andre
St. Malachy
Iliana Artime
Prince of Peace
Marzo Artime
Prince of Peace
Narcy Ascuntar
St. Katherine Drexel
Dr. Jane Asprinio O'Brien
St. Matthew
Daniel Eduardo Baldor
St. Thomas the Apostle
William Bertot
Gesu
Bill Brown
St. Timothy
Berta Cabrera
St. Kieran
Gahodery K. Cambry*
Nativity
Thomas M. Comerford
St. John Neumann
Fr. Pedro Corces
St. Rose of Lima
John De Leon
Gesu
Samuel Diaz*
St. Benedict
Jose Manuel Dorado
St. Kevin
Charles F. Edel
St. Ambrose
Norman J. Embree*
Blessed Sacrament

Grace M. Estevez-Polanco
St. Stephen
Nadine Francois
Annunciation
Maureen Freeman
Annunciation
Dr. Andy S. Gomez
Little Flower
Hector L. Gonzalez
St. Agatha
Tania Gonzalez
St. Thomas the Apostle
Grace E. Heising
St. Joseph
Fr. Francisco Hernandez
Immaculate Conception
Fr. Roger Holoubek
St. Maurice
Fr. Alvaro Huertas
St. Thomas the Apostle
Ruben Jimenez
St. Gregory the Great
Maureen M. Kilfoile
St. Malachy
Msgr. Tomas Marin
St. Timothy
Jose "Joe" Montesinos
St. John Neumann
William Mulligan
Little Flower
Juan T. O'Naghten*
Epiphany
Braulio Ortiz
St. Matthew
Sylvia Ospina
St. Joseph
Celia T. Perez
St. Louis

Luis Perez
St. Augustine
Silvia Pesci*
St. Agnes
Dario de Jesus Polanco
St. Stephen
Rachel Ramjattan
St. Andrew
Katrenia C. Reeves-Jackman
St. Phillip Neri
Oswaldo J. Rey
Good Shepherd
Gabriel Rodriguez
Our Lady of Guadalupe
Barbara L. Romani
Our Lady of Guadalupe
D. Ann Saladino*
St. Martha
Dr. Luis A. Sanchez
St. Augustine
Tony and Susan Sánchez
St. Thomas the Apostle
Mary Sturm
St. Gregory the Great
William Swink
St. Raymond
Deacon Richard Turcotte, Ph.D.
St. Andrew
Fr. Robert Tywoniak*
Blessed Sacrament
Marina Urdaneta
St. Kevin
Anthony Vinciguerra
St. Hugh
Dr. Felipe Vizcarrondo, MD, MA*
Little Flower
Jim Wilhelm
St. John Neumann

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

THE SOCIAL MISSION OF THE CHURCH

Recommended Strategies and Approaches

To establish a Social Advocacy Office of the Archdiocese of Miami to oversee programs of formation on the totality of the Church's Social Teachings.

Recommended Strategies and Approaches

- Develop a Social Advocacy Office that will oversee programs of formation for the clergy, religious and laity in the social doctrine of the Church with the goal of forming “an engaged, articulate, and well informed Catholic laity” prepared to communicate the Church doctrine in the public square.
- Establish an effective mechanism to assist and support the persons responsible for social advocacy in the individual parishes to develop, deploy and promote social advocacy programs that build community and fellowship among parishioners and foster outreach.
- Establish a council comprised of the ADOM heads of departments through which the social doctrine of the Church will be taught and implemented, including Family Life, Department of Education and Schools, Catholic Charities, Catholic Health, Priest/Deacon formation, Youth and Young Adult Ministries CCD, adult formation and RCIA.
- Establish a databank that aggregates both civil society and governmental (at the Federal, state and local levels) resources that are available to assist the poor and vulnerable.
- Establish a position for a Public Advocate that will address and comment publicly on issues of public import in a manner consistent with the Social Doctrine of the Church.
- Create a corps of committed Catholics that will support the mission of the Public Advocate and be effective witnesses to the social doctrine of the Catholic Church in the public square.

To increase Parish Social Ministry parishioner participation by 15% over a three year period in all parishes of the Archdiocese by Miami.

Recommended Strategies and Approaches

- Identify Parish Social Ministry Coordinator(s) who have been fully trained in Catholic Social Teaching or those willing to be enrolled in an approved Catholic Social Teaching program and agreeing to enter into a one year contract to serve the Pastor/Parish in this capacity.
- All Pastors will distribute surveys for completion by all parishioners in attendance at a pre-determined Mass to determine social ministries within the parish that are effective or identify existing needs of the community living within the entire territorial boundary of the Parish.
- Parish Social Ministry Coordinator along with Pastor will prioritize, plan and initiate social ministries gathered from the surveys that fit the needs of the Parish community and within the Parish boundaries.
- Social Ministry Coordinator will invite/train fellow parishioners to participate effectively within those Ministries identified.

To increase cooperation and networking among the 30-50 overseas mission groups through communication at the Archdiocese of Miami website, e.g., creating a link for overseas mission groups to connect, through newspaper articles, and activities such as World Mission Sunday.

Recommended Strategies and Approaches

- Obtain a list of groups within parishes of the ADOM that focus on overseas missions.
- Obtain a list of catholic organizations in South Florida that are also interested/involved in overseas missions.
- Add to the current ADOM website a link where overseas mission groups can connect with each other. Have a feedback system so that ADOM can aid improve the communication of overseas mission groups.
- Use World Mission Sunday to educate ADOM parishes about current overseas mission groups within ADOM.
- Assemble a “Networking Overseas Mission Day” where all ADOM overseas mission groups, and interested parish representatives in creating mission groups, can interact and network with each other.
- Publish articles on overseas mission groups, with an updated list of ADOM groups, and guidelines to create new overseas mission groups, at least twice a year on the Florida Catholic of Miami.

DISCIPLESHIP

Vocations and Evangelization

Encountering Christ through our universal and unique call to holiness.

The basic task for which Jesus sends out his disciples is the proclamation of the Good News, that is, evangelization (cf. Mk 16:15-18). Consequently, “to evangelize is the grace and vocation proper to the Church, her most profound identity”. (243) As I have said on other occasions, the new and unique situation in which the world and the Church find themselves at the threshold of the Third Millennium, and the urgent needs which result, mean that the mission of evangelization today calls for a new program which can be defined overall as a “new evangelization”. (244) As the Church’s Supreme Pastor, I urgently desire to encourage all the members of God’s People, particularly those living in America — where I first appealed for a commitment “new in its ardor, methods and expression” (245) — to take up this project and to cooperate in carrying it out. In accepting this mission, everyone should keep in mind that the vital core of the new evangelization must be a clear and unequivocal proclamation of the person of Jesus Christ, that is, the preaching of his name, his teaching, his life, his promises and the Kingdom which he has gained for us by his Paschal Mystery. (246)

-Blessed John Paul II
Ecclesia in America

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

LAY MINISTRY

Executive Summary

The Focus Team on Lay Ministry is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Lay Ministry Focus Team was commissioned to research, discuss and discern the many facets of Lay Ministry* in the Archdiocese of Miami and ultimately to recommend improvement initiatives to the Archbishop. After much collaboration and review, we identified the following areas as those most needing improvement: communication and collaboration among lay ministries and apostolic movements, the formation of lay ministers, and the increased involvement of youth in Lay Ministry.

**In the course of our research, we recognized the need for a more relevant word for, and to define, “lay ministries,” since this term currently covers myriad activities in which lay individuals participate, whether ministry-related or not. For the purpose of this summary, we use “lay activities” to describe this all-encompassing, functional group except when referencing the Lay Ministry Focus Team and Lay Ministry and Adult Faith Formation.*

Focus Team Recommendations

Given these challenges and opportunities, the Lay Ministry Focus Team recommends revamping the current lay activity landscape of the Archdiocese of Miami into a more unified, progressive, yet autonomously run program. We recognize the need to tailor lay activities according to our demographic diversity and expansive geographic region, including but not limited to various ages, genders, cultures, interests, needs and preferred media uses.

Additionally, we think it is essential for lay activities to be better-structured, accessible and communicative for the benefit of individual parishioners and their parish communities. Because of the complexity of addressing these needs, we recommend a top-down approach: we look to improve the overall function and collaboration at the archdiocesan level, have it filter down through regional deaneries, individual parishes, and within all the lay activities in which parishioners participate, both at their own and other parishes in the Archdiocese.

An important part of this process will be to effectively utilize the graduates of the Archdiocese Lay Ministry & Adult Faith Formation program. These graduates can provide and/or assist with faith formation for those involved in lay activities in our parishes, lead lay activities in our parishes and, potentially, oversee the lay activity organization within a parish, if needed. With a more unified and representative voice, improved structure, tools and communication in place, parishioners – especially the youth who are the future of our Church – will become more involved in lay activities and give rise to a sustainable, fruitful and overall thriving Church. Specifically, the Lay Ministry Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

- 1. Improve the function and collaboration of lay activities within and among parishes by September 15, 2015.**
- 2. Increase average School of Ministry program graduates from under one per parish to over ten per year.**
- 3. Increase the active participation of youth and young adults in lay activities by 15-25%, by June 30, 2016.**



Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the stated goals will increase the vibrancy and vitality of the Catholic community in South Florida. Once these objectives are met, we are encouraged that “best practices” will cross-pollinate easily and freely among the parishes of our Archdiocese, dramatically more lay ministers will have a firm knowledge of their faith and an increasing love for the Church, and more and better formed youth and young adults will engage in lay activities and ministry information.

The members of the Lay Ministry Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Lay Ministry Focus Team

Ramiro C. Acosta*
St. Dominic

Edwin R. Ardila
St. Kieran

Kathy Asanza
Nativity

Martha Beattie
St. Catherine of Siena

Lourdes Bujan
St. Louis

Eileen Cahill
St. Catherine of Siena

Reyes Carrizales
St. Malachy

Luis Castillo
St. Stephen

Rosario Y. Castillo
St. Stephen

Juliette Castillo-Lesmes
St. Agnes

Hugo A. Castro
St. Thomas the Apostle

Norma Cuarezma Molina
Our Lady of Divine Providence

Robert Dake
Little Flower

Gumersindo E. Danger
Our Lady of Guadalupe

Junie Dareus
St. James

Deacon Rafael de los Reyes
Little Flower

Oralia Diaz
San Joaquin

Fr. José Espino*
San Lazaro

Maria de los Angeles Exposito OCV
St. Kieran

Gioconda Fallas*
St. Patrick

Claudio Luis Gaeta*
St. John Neumann

Myrna Ellen Gallagher
St. John Neumann

Cary García
Sts. Peter and Paul

Linda Gross
St. Maximilian Kolbe

Carmen L. Hernandez
Mother of Christ

Melixa Herrera
St. John Bosco

Manuel J. Hidalgo
St. Agatha

Anthony S. Hussain
St. Thomas the Apostle

Ileana Iglesias
St. Edward

Eradis Inda
St. John the Apostle

Bernardette Johnson
St. Martha

David E. Johnson*
Sts. Peter and Paul

Iliana Kalish
St. Gregory the Great

Therese Letang
St. Bartholomew

Barbara Mannas*
St. Martha

Elizabeth A. Meagher
St. Louis

Roxana Medina
St. Martha

Ondina G. Menocal*
Ermita de la Caridad

Irving N. Molina
Our Lady of Divine Providence

Fr. Anibal Morales
Corpus Christi

Margaret Mullaugh Wright
St. Martin de Porres

Nancy Nesselt
St. Bernadette

Jeanine Nix, Ph.D, LCSW
Little Flower

Vivian Nyberg
St. Louis

Marcella Ocon
St. Thomas the Apostle

Susana E. Pena
St. Dominic

Martha Lucia Perez-Duque
St. Malachy

Marivi Prado
St. Thomas the Apostle

Vivianne Prieto
St. Thomas the Apostle

Susana Prudencio
St. Agnes

Francine Renguso
Our Lady Queen of Heaven

Orlando A. Rubiano
St. Edward

Sister Maria J. Sagasetta
St. Martha

Claudia Sailsman
St. Edward

Raul Sanchez de Varona
Little Flower

Msgr. Kenneth Schwanger
Our Lady of Lourdes

Eduardo J. Serer
Sts. Peter and Paul

Roberto E. Toledo
Mother of Christ

Juan Villegas
St. Bonaventure

Karen Wadowicz*
St. Gregory the Great

Margaret Wendel
Our Lady Queen of Martyrs

William Wong
Our Lady of Lourdes

Efrain Zabala*
St. Agatha

*These Focus Team members drafted the team's final recommendation to Archbishop Wenski

LAY MINISTRY

Recommended Strategies and Approaches

Improve the function and collaboration of lay activities within and among parishes by September 15, 2015

Recommended Strategies and Approaches

- ADOM creates survey, and individual parishes upload content, to gather statistics relevant to lay activities which are needed to establish and measure the above SMART goal. The survey will be trilingual (English, Spanish and Creole).
- ADOM creates a comprehensive, user-friendly, trilingual Lay Activities Online Resource Center (“LORC”) providing information (including but not limited to lay activities in the parishes) to improve the function, communication and collaboration within and among the parishes of the ADOM.
- ADOM launches a comprehensive, integrated, lay activity awareness and recruitment media campaign, including but not limited to pastors’ promotion.
- Individual parishes upload survey/database content by 11/15/14. Content will include list of lay activities by parish, including individual lay activity leaders’ contact information and a list of all certified lay ministers serving in the parish.
- ADOM develops LORC content by 05/15/15, with the following milestone dates:
 - define each lay activity by function (e.g., spiritual , social, autonomous) by 09/15/14
 - create parish Lay Activity Councils (consisting of a representative from each lay activity) by 09/15/14
 - create an ADOM Lay Activity Council (including but not limited to select parish representatives to be rotated periodically) by 10/15/14
 - create online ADOM lay activity database for parishes, with searchable features, based on the survey results by 12/31/14
 - include link to ADOM’s existing Education Resource Center
 - include link to ADOM’s Lay Ministry and Adult Formation web page for individuals interested in improving their knowledge of the Catholic faith (from the basics to becoming a certified lay minister)
- Educate ADOM lay and ordained about use of LORC and lay activity database, to include, but not be limited to: live, recorded and webinar training sessions (trilingual) for eventual archival in ADOM’s Education Resource Center by 9/15/15.

Increase the active participation of youth and young adults in lay activities by 15-25%, by June 30, 2016

Recommended Strategies and Approaches

- Create a new program: “New Wine Into New Wineskins” (“ But new wine must be put into new wineskins.” (Mark 2,22)): Create within 60% of existing lay activities a youth arm where youth and young adults develop their leadership initiatives, activities, helps other youth and young adults, the community and the Church, with the support of adults who belong to their own lay activities.
- Coaching, training youth and young adults in the pastoral service carried out by the lay activities where the youth and young adults belong.
- Each lay activity agrees to invite at least 2 youth or young adult to be part of this youth arm every month (10 lay ministries + 10 apostolic movements x 2 Y/YA = 40 x 6 month = 240 Y/YA)
- All parishes in the Archdiocese of Miami have at least one Mass per month special for youth and young adults where they actively participate in the liturgical ministries.
- That lay activities (Youth and Young Adult Pastoral Ministries) be aware of the formation program for youth and young adults of the Archdiocese of Miami to collaborate with the program by sending their youth and young adults to receive solid and Integrate formation.
- Initiate a new formation program: “Sentinels of Present” (“For equipping of the saints for the work of ministry” (Eph 4,12)): This program for the youth and young adults aims to train them: that embodies the reality, sense of community and group living experience, that men and women be able to communicate, to have a clear Christian and social identity, to share their faith in Jesus Christ and his Word, that celebrates the

mystery of salvation in and with the community of believers, to encourage growth processes efficiently integrated, which has a deep consciousness of disciples and missionaries.

- Include within the existing School of Ministry a program for youth and young adults using the same guidelines, materials and resources with necessary adaptations.
- Training for youth and young adults to exercise pastoral work is a key to the revitalization and growth of the community (youth and young adults helping other youth and young adults in prisons, hospitals, recently released from psychiatric hospitals, drug and alcohol victims, victims of HIV, sexual abuse victims, phone support in time of crisis, to practice social justice, the elderly, immigrants, orphans, etc.)

Increase average School of Ministry program graduates from one per parish to over 10 per year.

Recommended Strategies and Approaches-Number 1

- Office of LMAFF sets curriculum & rules for volunteer-delivered, parish-based class
- Create association of LMAFF alums ready to “share” formation and promote LMAFF
- Volunteers develop Year 1 class material using under direction of LMAFF & Assoc.
- Pastor of “pilot” parish submits alum “trainer” candidates to LMAFF and Assoc.
- Approve first-year class material & train first group of “trainers”
- First “pilot” class starts --- single language
- Develop second-year material and approve
- Audit “pilot” class, ready draft outreach material for parishes, and roll out
- Recruitment of Archdiocese Lay Ministry Association (ALMA) board members
- Determination of existing number of Lay Ministers per parish - establish formation “baseline”
- Formation of Pastors’ Advisory Board
- Formation material “make/buy” decision (word for word scripts, PowerPoints, videos, Q&As, online support, etc.)
- First class materials drafted and approved
- Selection of “pilot” parish (St. Agatha proposed, as it is parish with most graduates over past 10 years) and “trainers”
- Inscription and attendance of 25 or more “students” for first class
- “Pilot” class graduation rate tenfold previous 5-year average, with no more than 20% initial enrollment attrition rate

Recommended Strategies and Approaches-Number 2

- Promote the School of Ministry during the months of April-June in every parish through Lay Ministry graduates, announcing new enrollment and giving witness of their experience in the School Of Ministry.
- Require every parish ministry leader to attend the School of Ministry.
- Assign additional diocesan personnel to determine suitability for the lay ministry program through a process of discernment and continuous evaluation of the candidates.
- Provide ongoing formation that strengthens the identity of these ministers and enhances their ministerial abilities.
- Create a reliable database to link lay ministers to parishes.
- Increase the faculty of Certified Educators to expand the reach of the School of Ministry
- Expand the formation program of the School of Ministry to offer the option to continue formation for a particular ministry.
- Implement a communications program to more effectively reach parishes.
- Expand the availability of online courses.
- Implement a follow-up system to keep in touch with graduates.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

MARRIAGE AND FAMILY LIFE



Executive Summary

The Focus Team on Marriage and Family Life is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Marriage and Family Life Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop. It is the goal of this ministry, as it is with any lay apostolate of our church, to lead others to communion with Christ and His Church, as well as to light the path to revelation and understanding of God's plan for mankind. It is especially critical at this time, when many families face crisis, and it is often not made easy to live out our Catholic faith, for those who are coming to the well thirsting for Truth are fed living water, guided by our timeless and wise teachings. This must be the foundation of all we undertake.

Given the many issues discussed, we chose to focus on a few that are central to the health and well-being of families. The availability of programs and support services for our families is first and foremost; we all are a part of families, and whatever form that family may take, there are times when guidance, prayer and fellowship with others is necessary. The Focus Team also discussed ways to ensure the proper formation and training for the leaders of marriage and family life ministry. Finally, the need to clearly and efficiently communicate among the various parishes and ministries is considered a priority.

Focus Team Recommendations

Specifically, the Marriage and Family Life Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami:

1. **Increase participation by married couples in marriage enrichment programs by 20-25% by December 31, 2016.**
2. **Expand participation in family ministry programs by 10% each year for 3 years.**
3. **By December 31, 2016, a minimum of 20% of the leaders of all Marriage and Family Life programs will have completed a formation curriculum based on John Paul II's teaching on the Theology of the Body.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals will increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, it is our utmost desire to provide strength and support to those in need, through greater access to the important and impactful work of our family and marriage life ministry. Improved communication and sharing of resources will serve the church community as a whole, starting from the grassroots up. We also envision adequate staff and volunteers both in parishes, and in the Archdiocesan Marriage and Family Life Office to oversee and be present to family life ministries, and the people being served. Finally, it is our hope that marriage and family life ministry in all its diversity will be thriving, and that training, formation, and affirmation programs will be central to the growth and vitality of all ministry work.

The members of the Marriage and Family Life Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Marriage and Family Life Focus Team

Francisco A. Anduiza

Good Shepherd

Maria S. Anduiza

Good Shepherd

Ray Bonachea

St. Benedict

Aida E. Briele

Little Flower

Maria Isabel Diazgranados

St. Hugh

Deacon Guillermo & Sandra Dutra*

Good Shepherd

Antonio and Maria C. Fernandez

Our Lady of Guadalupe

J. Lorenzo * and Noelia L. Ferrer*

St. John Neumann

Elvira Frias

St. John Bosco

John J. * and Ann Geer

St. Elizabeth of Hungary

Lilia Gonzalez

St. John Neumann

Jorge Alberto Gonzalez*

St. Timothy

Elena Gutierrez

St. Louis

William Gutierrez

St. Louis

Jim and Linda Hatlan

St. Sebastian

Fr. Fernando Heria

St. Brendan

Frank & Fran Kulzer

St. Bernadette

Fr. Luis Largaespada*

Epiphany

Herminia (Mimi) Leon

Our Lady of the Divine Providence

Pam Loconto

St. David

Bernabe Macias Jr

St. Thomas the Apostle

Yamil Miranda

St. John Bosco

Fr. Anthony O'Brien

St. Malachy

Fr. Juan Carlos Paguaga

Saint John Bosco

Francisco S. Porto

St. John the Apostle

Cindy Rodengen

St. Bonaventure

Carlos Orestes Rodriguez

Sts. Peter and Paul

Noemi Rodriguez

Sts. Peter and Paul

John Ruffolo

St. Gregory the Great

Angelique Ruhi-Lopez

St. Timothy

Omar Sandoval

St. Augustine

Bob* and Anne Tomonto

St. Louis

Irma Suyapa Toruno

St. John Bosco

Jean Valdes-Fauli Duda*

St. Maximilian Kolbe

Sandra Valencia

Blessed John XXIII

Jose Velazquez

Sts. Peter and Paul

Kylene Wesner

St. Gregory the Great

Jocelyn Zlatkin

Sts. Peter and Paul

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

MARRIAGE AND FAMILY LIFE

Recommended Strategies and Approaches

Increase participation by married couples in marriage enrichment programs by 20-25% by December 31, 2016.

Recommended Strategies and Approaches

- Fact gathering should occur first, analysis second and solution development third. We should not rush to have more couples attending programs until we have a sense for their value and their ability to provide quality enrichment programs to attendees.
- Conduct a survey of Diocesan, parish and national marriage enrichment programs held in the Diocese to determine what they are, where they are held, and the number of married couples participating by year for the last two years so we can develop a baseline. Obtain contact information for the program leader/coordinator/sponsor.
- In the above survey, determine each program's objectives, its history as a marriage enrichment program, the presentation format and language, how the program is advertised, the timing of the sessions, the cost, and information about presenters, their training and availability.
- The survey should be sent to parishes as well as any marriage enrichment movements approved by the Diocesan Family Life Office. The survey might best be completed online for ease of completion and fact gathering. Several online surveying tools such as Survey Monkey are available and free.

- Conduct follow-up for non responding parishes and enrichment programs.
- Once baseline information has been received, conduct individual follow up with each program (by parish if the same program is held in multiple parishes) obtaining information on capacity, ability to conduct more sessions, whether conducted sessions are full, the principal obstacles to filling sessions, and local parish and Diocesan support efforts.
- Develop a measuring tool for the value and quality of the various programs. If contact information is available for them, develop an assessment survey for couples who attended, and do a sampling to gauge their satisfaction. Assess the value of the program, redundancy, opportunities for consolidation and or removal. Develop a list of approved programs and require Diocesan Marriage and Family Life Office approval for any new programs.
- Once approved list is determined, and information is obtained about capacity for more couples to attend and obstacles to having full weekends, access commonalities and develop list of key obstacles. Develop campaigns aimed at overcoming the obstacles. We anticipate that obstacles will include “didn’t know about it”, “have a good marriage”, don’t have time, children’s activities interfere, already attended a similar program, etc. While we assume these are some of the reasons, gathering factual information about obstacles will assist in focused targeting of solutions.
- Require each enrichment program to provide reports (on some reasonable frequency) on sessions held, number of couples attending, unfilled capacity.
- Archbishop Wenski should communicate in writing to his pastors, telling them of the goal to increase participation and encourage their personal support of (1) the fact gathering efforts, (2) making suggestions regarding increased participation, and (3) encouraging and motivating parishioners to attend.

Expand participation in family ministry programs by 10% each year for 3 years.

Recommended Strategies and Approaches

- Establish a participation baseline by communicating with parishes
- Establish Resources to include training/education/affirmation events and etc. These should include any output via email/letter/phone call to parishes requesting specific data regarding participation levels and contact information. Leading indicators:
 - Within 6 weeks after contact follow up call should be made to verify information.
 - Develop data sheet with participation numbers for each group in each of the parishes.
 - Follow up after 1 year from start date, 2 years, 3 years
- ADOM Family Life Office to host resource fair. Leading Indicators:
 - Highlight successful models
 - Design blog for ministry leaders to share information and receive additional support

By December 31, 2016, a minimum of 20% of the leaders of all Marriage and Family Life programs will have registered and completed a formation curriculum based on John Paul II’s teaching on the Theology of the Body.

Recommended Strategies and Approaches

- Create a curriculum if no appropriate one exists, or adopt the use of an existing program that is being implemented elsewhere with success.
- Ensure that the curriculum is offered in the 3 major languages of our community (English, Spanish, Creole).
- Designate specific facilities in each county where candidates can receive their formation. For example, St. John Vianney College Seminary, SEPI, St. Thomas University, and/or other academic locations that may be available.
- Require that those who teach and facilitate the curriculum maintain fidelity to the Magisterium of the Church and that they are living accordingly.
- Implement a follow up program that provides periodic updates (could be electronic, like VIRTUS Bulletins) as well as workshops on a periodic basis (quarterly, semi-annually, or annually).
- Develop a means of formation for ministry team members seeking to grow and to better serve their ministries, but who are not yet willing or able to serve as ministry leaders. These means may make use of technology and internet accessible programs using audio, video and webinar tools.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

YOUTH MINISTRY

Executive Summary

The Focus Team on Youth Ministry is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Youth Ministry Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop. Among the many items covered, we focused primarily on issues related to the funding and support of youth ministry, opportunities for communication and collaboration, the need to develop an effective youth ministry model for parishes that integrates catechesis, vibrant liturgies and social outreach, and the desire to encourage parishes to give opportunities for youth to develop their roles within the parish.

Focus Team Recommendations

Given these challenges and opportunities, the recommendations of the Youth Ministry Focus Team are a three-fold approach intended ultimately to provide our parishes the tools necessary to minister to the young people of our church. An Archdiocese-wide reflection on the importance of youth ministry will serve both to plant seeds in those parishes that don't currently offer youth ministry, as well as to nurture those youth ministry programs that are already in existence. The second step is critical: the development of a comprehensive youth ministry tool kit that provides parishes with everything they need to create or expand their youth ministry. The final recommendation is having the Archdiocese provide training to Youth Ministry leaders, thus ensuring that our young people are ministered to by properly formed and trained leaders.

Specifically, the Youth Ministry Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami:

- 1. Archdiocese will assist the parish community in a reflection process on the importance of comprehensive youth ministry by January 31, 2014.**
- 2. Create a comprehensive document of youth ministry models to be available to all parishes by September 29, 2014.**
- 3. Train 25% of youth ministry leaders in the Archdiocese of Miami Youth Ministry Training Program by December 12, 2014, increasing attendance by 25% each semester.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. Our Catholic youth are not only the future of this church—they are the present, as well. Through the implementation of these goals, our youth will be welcomed whole-heartedly into our parishes, and in a truly meaningful way, engaged in parish life. It is our vision that all Catholic youth will have access to participation in youth ministry, to opportunities for formation and growth, and to active participation in parish life. Through the fruition of these goals, our church will be equipped to grow throughout the twenty-first century.

The members of the Youth Ministry Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.



Sincerely,

Members of the Youth Ministry Focus Team

Memorie B. Ariz
St. Thomas the Apostle

Ani Ascunce
St. Benedict

Anthony Atala
St. Patrick

Raphael M. Bastian
Epiphany

Wendy Bourgault
St. Elizabeth of Hungary

Carlos G. Cardoso*
Our Lady of the Lakes

Diana Carrillo
St. Thomas the Apostle

Fr. Wilfredo Contreras*
St. Martha

Sister Ondina (Chiqui) Cortés, RMI*
Claretian Missionary Sisters

Brenda J. Dawson
St. Phillip Neri

Katy Dunn
Little Flower

Bryan Esperon
St. Agatha

Jessica Esperon
St. Agatha

Glaridia Fleurimond
Sacred Heart

Mary R. Forney
St. Andrew

Ana Garcia
Immaculate Conception

Julie Gonzalez
St. Andrew

Susan Gonzalez-Llanos
St. Maximilian Kolbe

Chris Gordon
Mary Help of Christians

Very Rev. Michael Greer, VF
Assumption

Sister Kim Keraitis, FMA
Immaculata La Salle High School

Dalia Kibby
St. Maximilian Kolbe

Anselm Knights
Visitation

Fr. Jeff McCormick*
St. Maximilian Kolbe

Gabriel Medina
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Federico N. Padovan
St. John Bosco

Deacon Antonio Perez
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Celia R. Perez
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Maggie Perez
St. Thomas the Apostle

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Jorge A. Santibanez
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Vida Tavakoli*
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Patricia Vasta
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Laurie Weiss Nuell

Mark Witkowski*
St. Louis

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

YOUTH MINISTRY

Recommended Strategies and Approaches

Archdiocese will assist the parish community in a reflection process on the importance of comprehensive youth ministry by January 31, 2014.

Recommended Strategies and Approaches

- Create awareness of the needs of youth ministry by having the director of the office of youth ministry meet personally with each pastor and/or designated youth minister within the Archdiocese.
- Assess needs of the parish with the use of directed questions “What are your needs?” “How can we help?”
- “What direction do you want to take and how can we help you get there?” “What is the history of youth ministry in the parish?” “In what way can we help you to reach the youth in the parish if there is no existing youth ministry currently at the parish level?”
- Use the answers to create a viable framework to generate resources to meet the needs.
- Follow up with pastors/ parishes on a deanery level within one year.
- Create a social media method for youth ministers, and volunteer/assigned leaders of parish based youth ministry to communicate with the office of youth ministry as well as each other and for the exchange of information (events, retreats, resources, conferences).

Create a comprehensive document of Youth Ministry models to be available to all parishes by September 29, 2014.

Recommended Strategies and Approaches

- Create Drafting Team
- Review “Renewing the Vision”
- Research Major Youth Ministry Programs and Resources
- Examine Best Practices of Successful Youth Ministries
- Synthesize #2-4 for 1st Complete Draft
- Finalize Document

Train 25% of youth ministry leaders in the Archdiocese of Miami Youth Ministry Training Program by December 12, 2014, increasing attendance by 25% each semester.

Recommended Strategies and Approaches

- The creation of a Youth Ministry Training and Education Program to incorporate:
- A model of catechesis providing for a deepening of sound catholic doctrine and spirituality; emphasis on the centrality of the sacraments, especially Reconciliation and the Eucharist; proficiency in apologetics as to be equipped to answer common objections (*i.e.* New Atheism, Protestantism, Secular Culture) and the teaching of the “Theology of the Body”.
- A workshop on the basics of Youth Ministry for all youth ministry leaders (these are adults working with youth). The workshop, an Introduction to Youth ministry Practices and Principles as well as Catholic Beliefs and Practices, will be a requirement for leaders.
- A formation program for all Youth Ministry Coordinators. The topics will include: The Introduction Course, Catholic Identity- Beliefs and Practices; Moral Theology; Catholic Doctrine; Faith Formation and Pastoral Care of Young people including Theology of the Body; and Spirituality and Prayer Life. For a total of 6 credits.
- There will be a total of 6 workshops for 6 credits. It will be required of all Youth Ministry leaders to complete at least one workshop (specifically the introduction course), but leaders are strongly encouraged to attend all workshops. It will be required that Youth Ministry Coordinators attend all 6 workshops.
- Hiring/Acquiring a quality trainer/educator who is steeped in Catholic tradition and thought, prepared to hand down the riches of the faith in their fullness.
- To create or adopt doctrinally sound curriculum for trainer and trainee with the assistance of the local seminary. Any involvement with the local Catholic University would first require the professors to acquire a mandatum from the diocesan bishop (Canon 812).

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

CAMPUS MINISTRY

Executive Summary



The Campus Ministry Focus Team is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Campus Ministry Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop with regards to the ministry of our church to the thousands of young people attending our local colleges and universities. Among many items covered, we focused primarily on the need for a central and unified vision for Campus Ministry within the Archdiocese of Miami. In addition, we recognize other needs: to bridge the gap from high school to college, to integrate campus ministry with the different ministries of the Archdiocese, to reach out to the many Catholic High Schools, to provide outreach to Catholics who feel they don't need campus ministry or an active religious life, to lead students towards living out the Catholic life as a student on a college campus, to educate and train ourselves and our leadership to provide compassion and answer tough questions and finally, the need for greater visibility and presence.

Given these challenges and opportunities, the recommendations of the Campus Ministry Focus Team seek to ensure that there is an effective Catholic campus ministry presence at all major campuses of higher learning, to bring more students into full participation with those campus ministry programs, and to provide leadership, formation and support to those Catholic college students in such a way that it produces the fruit of increased vocations.

Specifically, the Campus Ministry Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami by June 30, 2016:

- 1. There will be a 50% increase in the number of college students within the ADOM involved in formation programs that equip them for lifelong conversion and involvement in the Church by December 12, 2016.**
- 2. By December 12, 2016, campus ministries will be present, staffed, and financially supported on all ADOM campuses with enrollment of more than 4000 students.**
- 3. By January 1, 2016, there will be a 3% increase in enrollment to the seminary and religious life among men and women previously involved in campus ministry.**

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, our universities will become centers of the New Evangelization. Nurtured in their faith, university students across the Archdiocese will serve as disciples and missionaries in their communities and beyond.

The members of the Campus Ministry Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Campus Ministry Focus Team

CAMPUS MINISTRY

Deacon Eduardo R. Blanco

St. Brendan

Anthony M. Bonta, PhD

St. Rose of Lima

Kimberly Bremer

St. Augustine

Rev. Msgr. Michael G. Carruthers *

St. Augustine

Paola A Consuegra *

St. Thomas the Apostle

Michelle Ducker *

St. Augustine

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

Christina Gauthreaux

St. John Neumann

Claudia H. Herrera*

Our Lady of the Lakes

Cima Maliakal*

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St. Michael the Archangel

Paulina Pecic

St. Augustine

Olivia Piana

St. Augustine

Alexander E. Rivera *

Our Lady of the Lakes

Oscar Robles *

St. Augustine

Deacon Eduardo Smith

St. Augustine

Rigoberto Vega

St. Agatha

Recommended Strategies and Approaches

There will be a 50% increase in the number of college students within the Archdiocese of Miami involved in formation programs that equip them for lifelong conversion and involvement in the Church by December 12, 2016.

Recommended Strategies and Approaches

- Campus outreach to students/introduce programs
- Contact programs such as FOCUS to invite onto ADOM campuses
- Begin formation programs on ADOM campuses
- Collect participation information (“midterm report”) from ADOM campuses
- We hope to see a 25% or greater increase in student participation by June 1, 2016 (halfway marker).

By December 12, 2016, campus ministries will be present, staffed, and financially supported on all ADOM campuses with enrollment of more than 4000 students.

Recommended Strategies and Approaches

- Identify target campuses, assess the needs of each campus (Catholic population, possible funds from campus).
- Explore options for/feasibility of assigning campus ministry to parishes near campuses.
- Determine kind of presence that will be developed on campus (parish partnership, on-campus center, etc.).
- Finalize financial needs and create a budget for each campus ministry.
- Hire campus ministers for each new campus ministry branch.
- Prioritize Broward campuses, then continue in Miami-Dade, moving from higher- to lower-enrollment campuses
- Hire campus minister for each campus by Sept 1, 2

By January 1, 2016, there will be a 3% increase in enrollment to the seminary and religious life among men and women previously involved in campus ministry.

Recommended Strategies and Approaches

- Have ADOM Vocation Director assigned to ADOM CCM Council. (Fall 2013)
- Invite Religious communities whose charism includes evangelization on college campus to work full time in ADOM. (Fall 2014)
- Build relationships with both seminaries including involvement of seminaries with CCM through Apostolic Work, Pastors year assignments vacation residents, etc. (Fall 2013)
- Inviting ADOM priest, religious currently to serve CCM as Spiritual Directors and Speakers. (Spring 2014)
- Establish men's and women's discernment households coordinated by religious. (Fall 2014)
- Establish men's and women's households for formation in Christian living. (Fall 2014)
- Reach out to religious communities outside ADOM to visit ad hoc and participate in CCM program events on and off campus. (Fall 2013)
- To establish new programs and infuse into current owns direct instruction regarding the role of the laity in the church with specific regard to the call to holiness, discernment, the vocation to matrimony and family life.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

YOUNG ADULT MINISTRY



Executive Summary

The Focus Team on Young Adult Ministry is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Young Adult Ministry Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop. Among the many items covered, we focused primarily on the major challenges posed by the disengagement of young adults in a highly secularized society and our rich multicultural environment, and their accompanying opportunities; namely, that there is a genuine hunger for truth and love in young adult's hearts that calls for effective outreach to bring them back home. We looked at the challenges posed by the need for a deeper conversion and commitment from young adults to live and share the faith, achievable only through integral formation, which at the same time offers a unique opportunity to develop new vibrant programs to enrich and inspire young adults.

The Focus Team looked at the major leadership challenges posed by the current status of young adult ministry in the Archdiocese of Miami, given the closing of the Office of Youth and Young Adult Ministry in 2009. Today there are approximately 30 parish-based Young Adult Ministry groups, with no central connecting point. Only the Spanish speaking Hispanic Young Adult Council (Consejo de Pastoral Juvenil Hispana) currently continues its archdiocese-wide efforts. This challenge provides a wealth of opportunities for the creation of a Young Adult Ministry Office to facilitate centralized, coordinated, collaborative efforts between groups, parishes and the ADOM to serve, inspire and form young adults who will shine the light of Christ as leaders in our Church and society. We also studied the challenges posed by lack of centralized communication in the deep sea of modern technology and resources, which at the same time offers great opportunities to establish more effective communication directed to young adults using these very channels.

Given these challenges and opportunities, the recommendations of the Young Adult Ministry Focus Team seek to create a complete model of a Pastoral Young Adult Ministry that can be reflected or modeled in the Parishes. At the present time, each parish and group is trying to evangelize on their own, lacking an integral pastoral plan. This focus team proposes the creation of an office for Young Adult Ministry, along with a master integral pastoral plan. Once the model for Young Adult Ministry has been created, we propose that the Diocese implement this integral training in evangelization leadership) to at least 150 people, key leaders in their communities. Finally, a robust communication network, emerging from the Pastoral Center, will be available to the Parishes, ensuring the continued vitality and growth of Young Adult Ministry within the Archdiocese.

Focus Team Recommendations

Specifically, the **Young Adult Ministry Focus** Team recommends that the following goals be accomplished throughout the Archdiocese of Miami:

1. **By December 31, 2016, 40% of the parishes per deanery will have enacted the archdiocesan model for young adult ministry.**
2. **The Archdiocese of Miami will train 150 people on the Young Adult Ministry (YAM) "Integral Formation" Leadership certification program, which emphasizes the human and communal dimension, the spiritual dimension, the intellectual dimension and the pastoral and missionary dimension, by December 31, 2014. *Aparecida 278, 279 & 280***

3. 50% of all parishes will offer, use and promote the Archdiocese of Miami's centralized database & social media tools, which will include Young Adult Ministry (YAM) events and other YAM content by December 31, 2016.

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, the young adults of our Archdiocese will be enkindled with an ardent zeal for their faith and be given the tools as well as encouraged in the desire to bring others to the joy of an encounter with Christ (cf. *Porta Fidei*, no. 2). The testimony of prayer, service, and fraternity of young adults from diverse backgrounds and cultures who are seeking to mature in their faith will be at the heart of the New Evangelization of our local Church, revealing the transforming and unifying power of the Gospel. Rooted in an authentic and personal relationship with the living God, they will become missionaries of God's love through the witness of their lives and bring the life and vigor of their faith to parish life and the wider community.

The members of the Young Adult Ministry Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Young Adult Ministry Focus Team

Maria Brown <i>St. Augustine</i>	Marcos M. Gutierrez, Jr. <i>St. Benedict</i>	Dean Reineking <i>St. Augustine</i>
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Carlos DeBayle <i>St. Augustine</i>	M. Farah Larrieux <i>St. Bartholomew</i>	Jean Souffrant <i>Notre Dame d'Haiti</i>
Michelle Ducker <i>St. Augustine</i>	Laura Lopez* <i>St. Agatha</i>	Nadia St. Hilaire <i>St. Clement</i>
Elizabeth Fabien <i>St. Bartholomew</i>	Juan R. Manzueta <i>St. Monica</i>	Fr. Juan R. Torres <i>Prince of Peace</i>
Vladimir Frederic <i>St. Bartholomew</i>	Jorge Emilio Marbot <i>St. Dominic</i>	Maria C. Trelles* <i>St. Thomas the Apostle</i>
Anthony J. Garcia <i>Good Shepherd</i>	Manuel Antonio Pelaez* <i>Blessed John XXIII</i>	Marta Vargas* <i>St. Brendan</i>
Bryan Garcia <i>Immaculate Conception</i>	Fr. Hector Perez* <i>St. James</i>	Brian Wade <i>St. Rose of Lima</i>

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

YOUNG ADULT MINISTRY

Recommended Strategies and Approaches

By December 31, 2016, 40% of the parishes per deanery will have enacted the archdiocesan model for young adult ministry.

Recommended Strategies and Approaches

- Create an Office for Young Adult Ministry to: advocate for young adults at the Parish level and to the Office of the Archbishop, provide leadership formation, and support, publicize, and advise parish young adult groups upon request.
- With the collaboration of parishes and movements, carry out a general survey and construct a database of existing young adult groups with a brief description of their ministry, where and when they meet, website and/or group email information, the ages it serves, the language in which the group is carried out, and contact information (phone number and email address) for the leaders and their spiritual director or pastor. (By March 31, 2014)
- Facilitating the formation of young adult groups within parishes by mailing general information on the new model and a list of contact people (from the Young Adult Ministry Office) to contact for more information to pastors.
- Prepare and publish manual for Young Adult Ministry to be published in English, Spanish, and Creole, including but not limited to: Who is a young adult, The goals of young adult ministry, provide key definitions, principles, and best practices, paying special attention to the rich cultural diversity in the Archdiocese, to guide parishes in their efforts to develop effective outreach and ministry to serve the needs of young adults and integrate them into parish life. (Using Sons and Daughters of the Light by the United States Catholic Conference and the Conclusions from the First National Encounter for Youth and Young Adult Ministry (Primer Encuentro Nacional de Pastoral Juvenil Hispana), amongst other resources). Emphasis on topics of interest for this age group such as: Catholic doctrine, Scripture, Sacraments, spirituality, vocations, the dignity of the human person, and social justice issues. Ideas for community building/fellowship activities, retreats, and service opportunities.
- Young Adult Office mailing list with event information, active webpage, and use of social networks.
- Carry out an Archdiocesan workshop/conference (for pastors and/or the parish priest they choose to provide pastoral guidance to the existing or potential young adult group(s) in their parish, and young adult group leaders) to present participants with/review the Archdiocesan model for young adult ministry, the Office for Young Adult Ministry, the resources available, offer and promote networking and dialogue. This workshop/conference should be offered every two years.
- Formation workshops to train young adult leaders in the model and the formation areas that will be covered in the model.
- Establish Young Adult Ministry Connections Councils for each main cultural language group (English, Spanish, and Creole speaking), composed of young adult leaders representing their parish groups or movements, to meet every other month to reflect, project, and evaluate the organic development of young adult ministry according to the needs of their cultural language group, welcome, with a spirit of communion and participation, the diverse expressions of young adult ministry, Provide mutual help and solidarity amongst the leaders and the diverse groups, according to each one's gifts, Share ideas and concerns, Coordinate joint events, Receive training/formation, Advertise events.
- Establish a Multicultural Young Adult Ministry Council to meet 4 times a year, composed of young adult leaders representing each of the Young Adult Ministry Connections Councils (3 per council) to:
- Launch an Archdiocesan campaign through a video laying out the Archdiocesan vision for young adult ministry, to be shown at all parishes, inviting youth and young adults to fill out a census (name, contact info, registered in parish?, talents/interests? Have you received your sacraments? Etc. This video should also include footage and testimonies from existing young adult groups and their members.
- The information collected during this campaign will be processed by the Office for Young Adult Ministry and then shared with pastors and parish young adult leaders.
- To contribute to building unity in our community by fostering collaborations with other ministries via joint participation in programs or offering opportunities for other ministries to be represented at one large young adult event per year.
- Two 1-day, multi-cultural Archdiocesan events each year (with speakers, Mass, Adoration, confession, and faithful entertainment, eg. Concert, including multi-cultural tracks and breakout sessions in English, Spanish, and Haitian Creole when appropriate, and/or outreach initiatives) to be selected according the needs/initiatives brought forth by the Multicultural Young Adult Ministry Council in collaboration with the Office.

The Archdiocese of Miami will train 150 people on the Young Adult Ministry (YAM) “Integral Formation” Leadership certification program, which emphasizes the human and communal dimension, the spiritual dimension, the intellectual dimension and the pastoral and missionary dimension, by December 31, 2014.

Aparecida 278, 279 & 280

Recommended Strategies and Approaches

- Develop YAM Leadership Certification Program: Develop an official Archdiocese of Miami Young Adult Ministry “Integral Formation” Leadership certification program, which emphasizes the human and communal dimension, the spiritual dimension, the intellectual dimension and the pastoral and missionary dimension, by December 31, 2014. Aparecida N. 278, 279 & 280. Ecclesia in America N. 36 & 44. [For Missionary dimension (Outreach & Evangelization), see also Porta Fidei] Integral Formation: The program, will also put into action #33c of Novo Milenio Ineunte (NMI): “Our Christian communities must become genuine ‘schools’ of prayer...”. Aparecida Nrs. 276–285. (Integral Formation, Kerygmatic and Permanent.) 295-300. (Permanent Catechesis)
- Potential Sources Of Materials To Develop Certification Program:
 - For General Training, Material from various organizations [i.e. For English-language YAM: The Archdiocese of Miami Catechesis Certification Program, (currently run by Peter Ductram), NCYAMA (National Catholic Young Adult Ministry Association). For Spanish-language YAM: SEPI (Southeastern Pastoral Institute) The National Catholic Network de Pastoral Juvenil Hispana (La Red), and/or other sources] could be used to help create the certification program.
 - For Outreach and Evangelization training, material could be taken from organizations that focus on this area (i.e. Catholics Come Home, FOCUS, NET Ministries, Go FISH & St. Paul’s Street Evangelists) as well as from the feedback of those currently doing door-to-door evangelization and outreach for their parishes.
- Parish level welcoming events will be offered in the parish’s main language(s). These events will not be for young adults alone. Newcomers can be invited to these events by outreach and evangelization teams until the parish’s young adult group is ready to put on their own welcoming events. The young adult group could also opt to continue to send those to whom they have reach out to the parish level welcoming event if they find it works best for them.
- Young adult group welcoming events will be offered in the primary language spoken by the group. At every welcoming event, especially at the county level archdiocesan run welcoming events, there will be a well-trained welcoming team of individuals, as well as a group of people whose function is to use the Ministry-Finder website to help the newcomers find a home within the Church that meets their needs. A follow up team will then occasionally call the newcomers until those newcomers have settled into the Church.
- In all communications about the YAM Leadership Certificate Program, it will be specified that it was produced and Promoted by the Office of the Archbishop. The Archbishop will have a noticeable role in the promotion of the Young Adult Ministry “Integral Formation” Leadership certification program to help inspire people to take the courses and become certified. The program will be vibrantly promoted at every parish, as well as at all young adult groups within the Archdiocese of Miami.
 - 1) Advertising and Promotion of Certification Program: Once completed, the program will be advertised to everyone within the Archdiocese, with emphasis on those already involved in young adult ministry. Young Adult group leaders will be encouraged to offer the program to their respective young adult group’s members. Not only must people be motivated to attend, we must consistently follow up to get them to actually come.
 - 2) Archdiocesan YAM Missionaries: Ten well-trained missionaries, will be sent out, two-by two, to every parish (until every parish has been visited) to obtain permission from the pastor to roll out the goals of the Archdiocese of Miami YAM Synod Focus team that were approved by the Archbishop. These missionaries, appointed by the pastor, will find two Parish YAM Missionaries.
- Parish YAM Missionaries: Once the 10 Archdiocesan YAM Missionaries identify and recruit at least 2 people per parish in at least 50% of our parishes (approximately 51 parishes X 2 people = 102 people), those parish missionaries will become certified on the YAM certification program and start young adult groups at their parish. They will also promote everything that has been approved by the Archbishop from among the goals presented to him by the Archdiocese of Miami Young Adult Ministry Synod Focus Team.

50% of all parishes will offer, use and promote the Archdiocese of Miami's centralized database & social media tools, which will include Young Adult Ministry (YAM) events and other YAM content by December 31, 2016.

Recommended Strategies and Approaches

- Collect and Distribute Young Adult data: Collect and distribute the data of 18-35 year old Catholics by a parish's geographical zone so that a young adult group will maintain communication with those young adults beyond confirmation, to be used in the outreach efforts of Young Adult groups. You can keep a database of names, addresses, e-mails, phone numbers, Facebook names, Twitter, etc.
- Young Adult Ministry Youth Ministry Communication Link: Create a communication link between youth and young adult ministry; keeping the lines of communication consistently open to keep each other abreast of what is developing within, both, youth and young adult ministry. Members of youth groups are often not prepared intellectually, emotionally nor spiritually to move forward into their respective young adult groups. This link will help start and support the relationship between the youth group leaders and young adult group leaders. Most importantly, it will help the members of youth groups grow accustomed to life within young adult groups. This is key to a smooth transition for youths into young adult ministry. It is common for youths to feel that their spiritual family begins and ends with their youth group. Creating a strong link between the youth and young adults will also allow Campus Ministry to offer insights and even training for youths so that those who go away for college will, either, join Catholic Campus Ministry at their College, or start Campus Catholic Ministry if one does not exist.
- Develop Young Adult Outreach and Evangelization Communication Campaigns: The team of two young adult missionaries at every parish will invite Catholics across the archdiocese, through pulpit announcements at every mass (and at other events at every parish) to join the outreach/evangelization effort to bring the young adults to the Catholic Church. The parishioners will be offered training and spiritual growth opportunities so that God can give them the necessary knowledge and grace. "God does not only call the equipped, he equips the called". They will be taught a few methods of outreach and evangelization, but will also be encouraged to come up with new styles and methodologies in order to keep with the call to a "New Evangelization". The talents and callings of the individuals involved will shape the methods designed. (For Young Adults, see Go FISH: a) Outreach and Evangelization Training, and b) Structural Training. For Campus Ministry see FOCUS (Fellowship of Catholic University Students).
- Perform Young Adult Outreach and Evangelization Communication Campaigns: Once some successful outreach and evangelization methods are learned (while new ones continue to be developed), young adult groups and campus ministry groups will begin to communicate what they have to offer, through outreach and evangelization efforts, to people who are not actively participating in the Catholic Church by 05/01/14. These outreach efforts will be scheduled by the leaders of the young adult groups and campus ministry groups. The outreach and evangelization efforts can be scheduled seasonally, monthly, or weekly, depending on what the people who will carry out these outreach and evangelization expeditions decide is practicable for them.
- Develop Universal Ministry Finder Website: Develop, purchase, or use an existing (national or global multi-diocese) state-of-the-art, competitively attractive "Ministry-Finder" website that lists every single ministry within the Archdiocese of Miami. It will have search engines built in that will allow a user to perform a search based on multiple fields (any one of the following or a combination thereof): ministry type (i.e. Bible Study, Prison Ministry, Young Adult Group, etc.) zip code, city, state, parish name, language, date(s) (ministry meetings or events offered on specific dates), day of the week, start time, and at least one field for a general word search.
- Develop Event Calendar: Develop, purchase, or use an existing (national or global multi-diocese) state-of-the-art, competitively attractive "Event Calendar". If built from scratch, the Event Calendar could be built into the same website used for the Ministry-Finder; making it a turn-key (all-in-one) solution for those wishing to find out what is going on within the archdiocese. Events that are specifically YAM Events can be labeled as such.
- Develop YAM Advertising Campaign for the Un-churched: Develop a state-of-the-art, competitively attractive, and interesting advertising and outreach/evangelization campaign including, a) branding (i.e. a logo, a visual advertising style, a slogan, a jingle, a song, etc.) b) videos, c) applications (apps), d) information about YAM, etc., to increase the presence of YAM on communication outlets like social media websites (including, but not limited to: Facebook, Face to Face, Pinterest, Tumblr, Twitter, YouTube, Websites, Blogs, etc.), message sending methods (i.e. E-mail, Instagram, chats, texts, etc.), the radio, television, and others.
- Create YAM Communication Network for Active Young Adults: Create a system of open communication between all young adult groups. Interested youth group members can also participate. Offer deanery meetings for young adult leaders on a quarterly basis in order for them to share best practices. The purpose of which will be to create and nurture strategic collaborative alliances/partnerships with other ministries and offices to combine our resources, ideas and talents in the quest for a dynamic young adult community that vigorously draws young adults to it.

- Develop YAM Information Communication Campaign for All Practicing Catholics: Develop and launch an attractive all-parish, archdiocesan-wide campaign to inform all Catholics within the Archdiocese of Miami about young adult ministry. The distribution lines for this YAM campaign will be the same ones used for the ABCD, and it will be made clear that it is coming from the office of the Archbishop. The video must inspire young adults to want to join young adult groups and/or attend their events. It will also motivate the audience to want to reach out to young adults who are not involved with the Church. So, it will be tested before it is presented to ensure that it is motivating and attractive. Informational materials and contact information for the Office of Youth & Young Adult Ministry will be handed out.
- Promote the YAM Communications System to Pastors, Priest and the Laity: When the YAM Communications system submitted by the YAM Synod Focus team has been completed, promote its use throughout the Archdiocese using The Florida Catholic (Hard Copy and Online), Church Bulletins, Announcements to the Pastors from the Archbishop, Radio Paz, Radio Peace, and any other form of communication available to the Archdiocese. The goal is to have 50% of all parishes regularly using all of the Archdiocesan YAM communication resources developed. One indication that the system of communications is being used is that the pastor refers to it at least once a month.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

THE PERMANENT DIACONATE



Executive Summary

The Focus Team on the Permanent Diaconate is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Permanent Diaconate Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop with regard to the formation of Permanent Deacons, and issues related to the execution of their duties and ongoing support for the Permanent Deacons and their families.

Focus Team Recommendations

The recommendations of the Permanent Diaconate Focus Team seek to improve and or enhance the Diaconate. First we hope to broaden the knowledge of the deacons by giving them the opportunity for adding a degree to their educational formation if possible. Second, we hope to develop the recognition of Permanent Deacons in the community, by providing guidelines and directives for attire to be worn while performing official Church activities. Finally, we hope to expand the fraternal spirit among the deacons by creating an advisory body for the Permanent Diaconate. This body will be charged with assisting the Director of the Permanent Diaconate, and the Archbishop, with regard to matters pertaining to the Diaconate in matters of formation and practice.

Specifically, the Permanent Diaconate Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami:

1. **By December 31, 2013, establish a Diaconal Council to serve as an advisory body to the Archbishop regarding formation, ministry and the life of deacons in the Archdiocese.**
2. **Increase the theological and pastoral educational levels of men ordained to the permanent diaconate, to provide a greater opportunity for the faithful to gain access to the teachings of the Magisterium and the traditions of the Roman Catholic Church, with first graduating class in June, 2016.**
3. **Develop and disseminate a uniform policy for deacon attire while serving in the community by June 30, 2014.**

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, the quality and professionalism of the diaconate brotherhood will be enhanced, which will lead to the people of God being better served by the diaconate as well as providing a system of support for Permanent Deacons and their families.

The members of the Permanent Diaconate Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Permanent Diaconate Focus Team

THE PERMANENT DIACONATE

Deacon Fernando Bestard

St. Timothy

Deacon Emilio Blanco M.D.

St. Benedict

Deacon Carl R. Carieri*

St. Maximilian Kolbe

Deacon Carlos Charur Jr

St. John Bosco

John Clarke*

Nativity

Victor P. DeBianchi, Jr.

Little Flower

Deacon Ernesto del Riego

St. Agatha

Dr. James T. Dugard*

St. Louis

Deacon Roberto F. Fleitas, Jr.

Little Flower

Deacon Alpha A. Fleurimond

Sacred Heart

Glardia Fleurimond

Sacred Heart

Deacon Thomas Hanlon

St. Louis

Javier Inda

St. John the Apostle

Deacon Dennis E. Jordan

Blessed Trinity

Fr. Bernard Kirlin

St. Mary Magdalene

Deacon George J. Labelle*

St. Louis

Deacon Gregory McLaughlin*

St. John the Baptist

Fr. Matthew Parker Ogboe*

St. Catherine

Deacon Roberto Luis Pineda

St. Joseph

Jose Antonio Santos

St. Patrick

Msgr. Kenneth Schwanger

Our Lady of Lourdes

Fr. Paul Vuturo

Saint Louis

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

Recommended Strategies and Approaches

Establish a Diaconal Council to serve as an advisory body to the Archbishop regarding formation, ministry and the life of deacons in the Archdiocese.

Recommended Strategies and Approaches

- To be better able to guide the formation and post-ordination process for deacon candidates and ordained deacon and their spouses, thereby enhancing the quality and professionalism of the diaconate brotherhood and provide informed direction and oversight, expand the scope of the Deacon Advisory Board to include matters pertaining to the diaconate in matters related to formation and practice.
- Should include deacons and wives, priests, director of the diaconate program and the director of formation.
- The council would consist of approximately 14 members which would meet monthly to handle current problems as well as plan for future policies and programs. This council would be an advisory arm of the Archbishop and would provide needed information and intelligence to continually improve and upgrade the entire diaconate process.

Increase the theological and pastoral educational levels of men ordained to the permanent diaconate, to provide a greater opportunity for the faithful to gain access to the teachings of the Magisterium and the traditions of the Roman Catholic Church.

Recommended Strategies and Approaches

- Establish Post-Ordination Graduate Degree Steering Group comprised of clergy, academicians, administrators, and other persons that can aid in the work of the Steering Group.
- Steering Group task would be:
 - Research the cost of and identify institutions for the granting of the degree (e.g., St. Vincent de Paul, St. Thomas University, Barry University)
 - Explore use of online/distance learning model for entire program or for components.
 - Study and establish structure of the academic curriculum, and the integration of current academic formation and possible adjustments to the current curriculum.
 - Establish preliminary budget for the program.
 - Identify possible sources of funding researching the funding.
 - Identify initial class to be admitted to program (i.e., current aspirants or candidates).
 - Steering Group to complete work and deliver report and final recommendations by October of 2013.
- The program needs to be in place by Spring of 2014

- Deacon Candidates would have to declare their intentions/eligibility to participate in the masters program. The current third year class would have to declare their intentions for the program prior to the end of the fall semester of 2014. The current aspirant class and all subsequent classes would have to declare for the program upon selection as candidates to the permanent diaconate.

Develop a uniform policy for deacon attire while serving in the community.

Recommended Strategies and Approaches

- That the people of God will be better served by Deacons who are easily recognizable as clergy in carrying out their mission of the church, by wearing the Roman Collar.
- To determine acceptable and effective clerical attire for deacons to wear on official church business only.
- The laity will not be confused by the clerical garb of the deacon or priest.

Final Recommendation to Archbishop Thomas Wenski
prepared by the commissioned team focusing on

THE PRIESTHOOD AND VOCATIONS

Executive Summary

The Focus Team on Priesthood and Vocations is honored to provide the following recommendation to His Excellency, Archbishop Thomas Wenski as the product of our collaborative work in support of the Second General Synod of the Archdiocese of Miami.

The Priesthood and Vocations Focus Team was commissioned to research, discuss, discern and recommend initiatives to the Archbishop with regard to several key areas. An essential challenge to our church is the call to priestly or religious vocations. The Focus Team also identified the need for ongoing formation and leadership development of our priests. This includes providing priests the support necessary to fulfill both their pastoral and managerial responsibilities, while also creating opportunities for them to grow in and nurture their own faith life. Lastly, the Focus Team looked at the challenges faced by our retired and senior priests, recognizing a responsibility on the part of all the faithful to provide support to the men who dedicate their lives in service to us.

Focus Team Recommendations

Given these challenges and opportunities, the following are the recommendations of the Priesthood and Vocations Focus Team. The panel seeks, first, to assist existing clergy to identify those with potential vocations, to nurture those vocations personally, to find appropriate assistance (especially in the case of vocations to lives other than those of diocesan priests), and to encourage families and parish communities to do the same, rejoicing in the vocation of a family member or friend.

The panel further seeks to increase the joy of existing priests by giving them an opportunity for discussion and guidance, creating a pastor for priests (not an administrator) so that they have the benefits that they provide to the rest of our community. We desire to give them professional training, in finance, public speaking, administrative skills, human resources, education policy, meditation and contemplation, foreign languages, and knowledge of the greater local community. We hope to provide opportunities for friendships and sharing, to prevent the existing aloneness and the desire to escape community that is apparent in so many comments from them and allowing sabbaticals and retreats without penalizing the affected parishes monetarily or service-wise. We recommend ways to make the transitions in assignments less traumatic, with input from the priests in regard to the moves, and with reasonable coordination between leaving and arriving priests. We recommend eliminating the silos that develop where parishes, priests, and ministries do not coordinate activities and encouraging different roles at different times (not everyone should be a pastor all his life). Finally, we seek to create an understanding by priests of the roles, needs, concerns and blessings of the religious, particularly nuns.

Recognizing that sustenance and respect must be manifested throughout a priest's life, and that confidence in a fruitful and nurturing time after active priesthood or equivalent service is vital to a priest's maximizing his effective use of time and talent, the Panel has identified one option, an archdiocesan sponsored still-active-senior priest residence, both for the practical use of some and for the evidence to all that they and their lives as priests are admired and beloved.

Specifically, the Priesthood and Vocations Focus Team recommends that the following goals be accomplished throughout the Archdiocese of Miami:

1. **By June 1, 2014 create an autonomous and trusted office of "Pastor for Priests" that provides emotional and spiritual support.**
2. **50% of parishes participate in Andrew and/or Miriam dinners, a vocations-building initiative.**



- By May 15, 2016, have begun fundraising campaign for creating an optional multifaceted Senior Priest Residence.

Hopes and Anticipated Outcomes

It is the hope of this Focus Team that the aforementioned goals increase the vibrancy and vitality of the Catholic Community in South Florida. By accomplishing these goals, we seek to increase vocations for clerical and religious life by helping clergy and religious to find fulfilling joy in a life with God, a joy that is discernible to and deemed desirable by both those who are given such vocations and also those who will encourage and assist their answering God's call.

The members of the Priesthood and Vocations Focus Team are grateful to Archbishop Wenski for the opportunity to serve this great local church through the Second General Synod of the Archdiocese of Miami. We pledge our support and prayers to the Archbishop and to the important initiatives that emerge from this historic event.

Sincerely,

Members of the Priesthood and Vocations Focus Team

Fr. Federico Capdepon
St. Hugh

Patricia E. Fairfield
St. Martha

Perry G. Fontanilla
St. Elizabeth Ann Seton

Fr. Roberto Garza
St. John Vianney College Seminary

Fr. Ethel Iwu Ifeanyi*
Catholic Health Services

Fr. Chanel Jeanty*
St. Phillip Neri

Rose Litwin*
San Isidro

Fr. Christopher Marino
Cathedral of St. Mary

Alicia Ortiz*
Gesu

Toni J. Pallatto
Our Lady of Lourdes

Dr. Ian Robertson
St. Bonaventure

Fr. Armando Tolosa
St. Louis

Fr. Juan R. Torres
Prince of Peace

Fr. Biju Vells*
St. Louis

Julie A. S. Williamson*
St. Martha

Gerald A. Wood
Epiphany

Seida M. Wood
Epiphany

Fr. David Zirilli*
Office of Vocations

**These Focus Team members drafted the team's final recommendation to Archbishop Wenski*

THE PRIESTHOOD AND VOCATIONS

Recommended Strategies and Approaches

Create an autonomous and trusted office of "Pastor for Priests" that provides emotional and spiritual support by June 1, 2014.

Recommended Strategies and Approaches

- Archbishop's office poll existing priests for recommendations for the priest who would fill the full-time role of "Pastor for Priests".
- Archbishop's office poll (simultaneously) existing priests for recommendations of refinements of the following job description: A priest who will be respected and trusted by both priests and the Archbishop, who would be available full-time to pastorally counsel all priests within the Archdiocese, and with the consent of each individual priest, to identify and implement specific measures of assistance.
- Archbishop review recommendations for Pastor position and designate the appointee no later than May 2015.
- Within three months of Pastor's appointment, Appointee and Archbishop determine office space for Pastor and administrative assistant; hire administrative assistant; Appointee identify and begin implementation of "satellite" locations for meetings with priests.

- Appointee review recommendations regarding job description and during the course of his service, in consultation with the Archbishop, expand or modify the job description as appropriate.

Having 50% of parishes participate in Andrew dinners, a vocations-building initiative by June 30, 2014.

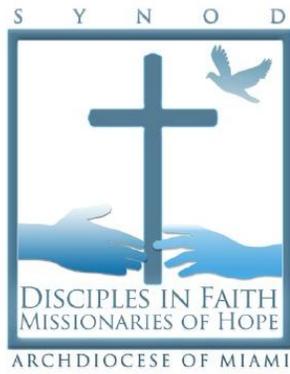
Recommended Strategies and Approaches

- The Andrew Dinner concept is named after St. Andrew, who in the Gospel of John, invited his brother Peter to come and meet the Lord. Some programs, often called Miriam Dinners, are designed for women.
- For Andrew Dinners, the Vocation Director will work with pastors and priests from each deanery, who will be asked to invite young men from their parishes for a scheduled evening or afternoon talk, which the Vocation Director will host.
- At each talk, the men will be shown the "Fishers of Men" video, followed by a discussion, Q&A time, and a personal invitation to consider their vocations.
- The Miriam Dinners will be similar in execution. The Archdiocese shall identify an individual to serve as coordinator/liaison for the women's program, whom the Director of Vocations shall advise.
- Much will depend on the cooperation of each pastor in inviting the young men and women from their various young adult groups or other ministries to participate.

By May 15, 2016, have begun fundraising campaign for creating an optional multifaceted Senior Priest Residence.

Recommended Strategies and Approaches

- Study existing facilities such as Villa Vianney in Memphis Diocese to determine current trends and potential benefits of optional housing facilities for senior priests.
- Survey priests re: ideal facility and possibility of their choosing such if it met their needs.
- Identify a priest (consider the Pastor for Priests) to oversee the process.
- Identify location for a 6-10 person facility.
- Hire architect.
- Begin fundraising drive to make residence a reality by end of 2018.



SYNOD DIRECTORY

SYNOD LEADERSHIP TEAM

Vilma Angulo <i>St. Bonaventura</i>	Josephine Gilbert <i>St. Gregory the Great</i>	Deacon Steven Lee <i>Gesu</i>
Michelle Ducker <i>St. Augustine</i>	Emilio Gonzalez <i>St. Agnes</i>	Fr. José Luis Menendez <i>Corpus Christi</i>
Mother Adela Galindo, SCTJM <i>Siervas de los Corazones Traspasados de Jesús y María</i>	Deacon Jorge Gonzalez <i>St. Timothy</i>	Sister Rosalie Nagy <i>Archbishop Coleman F. Carroll High School</i>
Manny García-Tuñón <i>St. John Neumann</i>	Fr. Reginald Jean Marie <i>Notre Dame d'Haiti</i>	Msgr. Pablo Navarro <i>St. John Neumann</i>

LITURGY AND THE SACRAMENTAL LIFE

Janet Abohasen <i>Our Lady of Lourdes</i>	Sylvia M. Galán <i>St. Thomas the Apostle</i>	Linda Mennes <i>St. Rose of Lima</i>
Fr. Francis Akwue, C.S.Sp. <i>St. Henry</i>	Carlos Emilio García <i>Sts. Peter and Paul</i>	Wilfredo Morin <i>St. Kevin</i>
Sister Carmen Alvarez <i>Corpus Christi</i>	Marcia A. Gill <i>Our Lady Queen of Heaven</i>	Sister Carmen Ors <i>Cathedral of St. Mary</i>
Hugo Alvarez <i>Our Lady of Divine Providence</i>	Bruce Goeser * <i>Epiphany</i>	Maria Virginia Peredo <i>Blessed John XXIII</i>
Fr. Juan Avilés <i>St. Patrick</i>	Marcia Gordon <i>St. Martha</i>	Fr. Christian Plancher <i>Sacred Heart</i>
Fr. Roberto Ayala * <i>St. Helen</i>	Maggie Granja <i>St. Thomas the Apostle</i>	Sal Rendina * <i>Blessed Trinity</i>
Rafael Bezos <i>San Isidro</i>	Very Rev. Michael Greer, VF <i>Assumption</i>	Yeily Reyes <i>St. Michael the Archangel</i>
Fr. Ernest Biriruka <i>Blessed John XXIII</i>	Msgr. Terence Hogan <i>St. Vincent de Paul Regional Seminary</i>	Jorge L. Rolo <i>St. John Neumann</i>
Jeffrey Caballero <i>St. Augustine</i>	Iñigo Isla * <i>St. Agnes</i>	Dr. Ryan Saunders <i>Cathedral of St. Mary</i>
Kathryn Cabrisas <i>Blessed John XXIII</i>	William Josepha <i>St. Kieran</i>	Jacqueline Schuck <i>Our Lady of the Lakes</i>
Maria del Pilar Cofino <i>St. Thomas the Apostle</i>	Ramon Lopez <i>St. Agatha</i>	Nancy Schutt-Aine <i>Our Lady of Lourdes</i>
Fr. Rafael Cos * <i>St. Agatha</i>	Fr. Christopher Marino <i>Cathedral of St. Mary</i>	Helen M. Seufert <i>St. Jerome</i>
Smith A. Dawson, IV * <i>St. Augustine</i>	Michael S. McCormack <i>St. Maurice</i>	Fr. Juan Sosa <i>St. Joseph</i>
Dr. Jennifer Donelson <i>Mission of St. Francis & St. Clare</i>	Deacon Clyde McFarland <i>St. Lawrence</i>	Sister Mary Tindel, OP <i>St. Martha</i>
Jose A. Espinal <i>St. Agatha</i>	Martin Medina <i>St. Martha</i>	Fr. Richard Vigoa <i>Office of the Archbishop</i>
Fr. Philip Fabiano, OFMcap <i>St. Thomas The Apostle</i>	Margarita Menendez <i>Mother of Christ</i>	Fr. Paul Vuturo <i>Saint Louis</i>
Fr. Jim Fetscher <i>Saint Sebastian</i>		Victoria Yardley <i>Assumption</i>

FORMING THE FAITH OF OUR YOUTH AND YOUNG ADULTS

France Martine Alcena
St. Bartholomew
Maximillian Amster
St. Augustine
Pedro Francisco Andollo*
St. Augustine
Deborah Andra
St. Elizabeth of Hungary
Sara Y. Andreu
Blessed Trinity
Nelson Araque
All Saints
Yvette Arauz
Our Lady of Divine Providence
Robert G. Cabello, Jr.*
St. Gregory the Great
Cary Carbonell
St. Thomas the Apostle
Elisa P. de Gomez
St. John Bosco
Marcin Dec
St. Mary Magdalen
Gloria Soledad del Solar*
St. John Bosco
Isis M. Dorticós
Sts. Peter and Paul
Tessie Dunand
St. Thomas the Apostle
Jorge Escala*
Good Shepherd

Mercedes Estevez*
Mother of Our Redeemer
John Fernandez*
St. John Neumann
Franziska Ganim
St. Elizabeth Ann Seton
Deacon Henri Gonzalez
St. John Neumann
Fr. Fernando Heria
St. Brendan
Jorge R. Hernando
St. Louis
Tery Howard
St. Joseph
Weslyne Joseph
St. Mary
Jena King-Getchell
Little Flower
John Lawson
St. Coleman
Denise W. Layman
St. Gregory the Great
Sister Anastasia Maguire, RSM, MSW,
LCSW
St. Bernardette
Amparo Martinez
St. Joachim
Jeanne Martinez
St. Thomas the Apostle

Ana McMillian
Little Flower
Sister Karen Muniz, scjfm
St. Timothy
Linda Myers
St. Martha
Lydia M. Navarro*
Good Shepherd
Linda Perez*
St. Augustine
William Perry
St. Matthew
Natalie L. Quiles de Carrillo
Gesu
Lilliam Rangel-Diaz
St. Augustine
Michelle Raun
St. Thomas the Apostle
Mariana Sanchez
St. Hugh
Ricardo J. Solorzano
Mother of Christ
Sandra M. Solorzano
Mother of Christ
Beatriz Valdes
St. Thomas the Apostle
Barbara Woroniecki
St. Matthew

COLLABORATION IN THE FLORIDA KEYS

Kitten Auer
St. Justin Martyr
Fr. John Baker
Basilica of St. Mary Star of the Sea
Sue Barroso
Basilica of St. Mary Star of the Sea
Linda Britton
San Pedro
Michelle Coldiron
San Pablo
Mary Ann Don
San Pedro
Bonnie Eaves
St. Justin Martyr
Sister Patricia Erickson, OP
Basilica of St. Mary Star of the Sea

Fr. Stephen Hilley
St. Justin Martyr
Susan Johnson
San Pedro
Paul Joseph
San Pablo
Deborah Joseph
San Pablo
Sis Kirk
San Pablo
Linda Ann Luizza
San Pedro
Fr. Gerry Morris
San Pablo
Patricia Mull
San Pedro

Fr. Thomas Mullane
San Pedro
Sue Palguta
San Pablo
Fr. Henryk Pawelek
San Pedro
Ida Roberts
Basilica of St. Mary Star of the Sea
Donna Roberts
St. Justin Martyr
Robert Sassano
St. Justin Martyr
Jean Tarlton
San Pablo

CATHOLIC EDUCATION

Fr. Jose Alvarez
Our Lady of the Lakes
Angie Ayan Novo
St. Thomas the Apostle
Beatrice Balerdi
St. Thomas the Apostle
Carmen Barberis
St. Bonaventure
Kristen Buffone Hughes
St. Andrew
Antonio R. Cejas
St. Hugh
Rosalie Charur
St. John Bosco
Maria Isabel De Leon
St. Patrick
Richard A. deAgüero*
Sts. Peter and Paul
Susy Del Riego
St. Agatha
Mario R. Espineira, Jr.
St. Thomas the Apostle
Raymond Felipe
Annunciation
Alexandra Fernandez*
St. David
Lisa Figueredo
St. Thomas the Apostle
Brother Jason M. Ford, CFC
Cathedral of St. Mary
Carmen M. Garcia
St. Thomas the Apostle
Lawrence D. Goodall*
St. Raymond
Rocio Harb
Annunciation

Fr. Michael Hoyer
St. Gregory the Great
Marian Hunker
St. Bernadette
Alexis Ibarra
St. John Neumann
Richard P. Jean
St. Bernadette
Sandra Kearns
Little Flower
Frank Krauser
St. Sebastian
Marile Lopez
Sts. Peter and Paul
Deacon John Lorenzo
Saint Justin Martyr
Terry Maus
St. Anthony
Dr. Heidi McLaughlin
St. John the Baptist
Antoinette McNamara
All Saints
Cristina Mendia
St. Agnes
Carlota E. Morales, Ed.D.
St. Peter
Bertha Moro
St. Patrick
Nancy Murphy, RN, BHS, MBA
St. Gregory the Great
Carl Noriega
St. Bonaventure
Ignacio Ortiz
St. Agnes
Jennifer Penton
St. Thomas the Apostle

Fr. Christian Plancher*
Sacred Heart
Alice M. Riddell
St. Andrew
Susana Rivera
St. Agnes
Dr. Lenore P. Rodicio
St. Michael the Archangel
Isabelle Román
St. Rose of Lima
Ricardo J. Román, M.D.
St. Rose of Lima
Nuria Saenz
Our Lady of the Lakes
Lisa M. Shelly*
St. Andrew
Gerene K. Starratt
St. Jerome
Michael J. Styles
St. Anthony
Luis Trelles
Gesu
Jeannette Verboom
St. Henry
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Joe De Lucia* <i>St. Maximilian Kolbe</i>	Bertha Lara <i>St. Thomas the Apostle</i>	Fr. Alberto Rodriguez <i>St. Dominic</i>
Yolanda del Rivero <i>St. Michael the Archangel</i>	Keith Lara <i>Nativity</i>	Gladys H. Rodriguez <i>St. Agnes</i>
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Deacon Marco Fernandez <i>St. John Neumann</i>	Blanca E. Ochoa <i>St. Lawrence</i>	Deacon Peter Trahan <i>St. Bonaventure</i>
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Robert Dake
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Linda Gross
St. Maximilian Kolbe

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Manuel J. Hidalgo
St. Agatha

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St. Thomas the Apostle

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St. Edward

Eradis Inda
St. John the Apostle

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St. Martha

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Iliana Kalish
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St. Bartholomew

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St. Malachy

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Vivianne Prieto
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St. Edward

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Msgr. Kenneth Schwanger
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Maria S. Anduiza

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Ray Bonachea

St. Benedict

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St. John Neumann

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St. John Bosco

John J. * and Ann Geer

St. Elizabeth of Hungary

Lilia Gonzalez

St. John Neumann

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St. Timothy

Elena Gutierrez

St. Louis

William Gutierrez

St. Louis

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Yamil Miranda

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Fr. Juan Carlos Paguaga

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St. Bonaventure

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Sts. Peter and Paul

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Sts. Peter and Paul

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St. John Bosco

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St. Augustine

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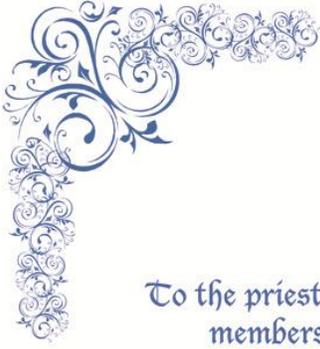
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To the priests, deacons, consecrated men and women religious, and members of Christ's faithful of the Archdiocese of Miami:



ince the first council of Jerusalem (cf. Acts of the Apostles) to the present, the People of God under the leadership of their shepherds have grown by dialog and consultation about matters that pertain to our life within the Church and in the world. Today, in the face of new challenges and opportunities, we ask ourselves the same question put to Peter in Jerusalem on the first Pentecost, "What must we do?" (Acts 2:37). Well, on this day, and in this age, I believe our invitation and responsibility is to become evermore generously Disciples in Faith, Missionaries of Hope. And, precisely because "Jesus Christ is the same yesterday and today and forever." (Hebrews 13:8)

It is because Christ is forever with us that I convoke the Second General Synod of the Archdiocese of Miami in Florida so that, together, we can live into the future as Disciples in Faith, Missionaries of Hope. This synod is an opportunity for us to respond to a new evangelization, and to pastorally plan for the quality of our lives in this vibrant and relevant local Church of Miami. Indeed, for all of us, this synod, and our responsibility to embrace a new evangelization, must become a new Upper Room, a place where, beneath the grace of the Holy Spirit, the Church will not find a new Gospel but rather "a new response to the needs of humanity and people today..." (Lineamenta, #23)

Echoing the words of Blessed, John Paul II, this synod, though, "must be translated into pastoral initiatives adapted to the circumstances of each community. With its universal and indispensable provisions, the program of the Gospel must continue to take root, as it has always done, in the life of the Church everywhere. It is in the local churches that the specific features of a detailed pastoral plan can be identified - goals and methods, formation and enrichment of the people involved, the search for the necessary resources - which will enable the proclamation of Christ to reach people, mold communities, and have a deep and incisive influence in bringing gospel values to bear in society and culture."

Let us, then, proclaim this 'pastoral plan'. Let us listen to the Holy Spirit; and, let us listen to the Spirit speaking in each other. Let us discern in this year ahead how we as individuals, and as a community, encounter Christ, yesterday, today, and forever. And, let us proclaim this future as Disciples in Faith and Missionaries of Hope.

To this end, and through the intercession of Mary, the "star of the new evangelization"; and, at this celebration of the Mass of Chrism, in this Cathedral of St. Mary, on this 3rd day of April 2012, I, Thomas G. Wenski, by the grace of God and through the appointment of the Apostolic See, fourth Archbishop of this local Church, hereby establish and convoke the Second General Synod of the Church of the Archdiocese of Miami. "Celebretur!"

Archbishop Thomas G. Wenski

Very Reverend Chanel Jeanty

