



Diocese of Covington

**2021 - 2022
Diocesan Annual Pastoral Plan**

**Final Diocesan Curia Report to the
Deanery Pastoral Council**

June 2021

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2021-2022 DIOCESAN ANNUAL PASTORAL PLAN
with Curia Responses to the Deanery Pastoral Council

June 2021

Deanery Pastoral Councils - Total Number of Members	55
Total Number of Members Present at DPC Meeting	37

GOAL: The Curia of the Diocese of Covington through its presence and activities will contribute to the fulfillment of the Diocesan Mission.

Diocesan Office: **Archives**

OBJECTIVE #: 1

Objective Statement: To examine the cost to convert microfiche transcripts of Our Lady of the Highlands School to digital format, such as DVD, and to proceed with conversion if the price is reasonable.

This objective will be completed by June 30, 2022.

Rationale: The Archives occasionally receives requests from someone needing her transcript for a job application, etc. The Archives has no microfiche reader and it is not worthwhile to buy one. Currently I take microfiche to the Kenton County Library that has microfiche readers.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Tom Ward, Archivist.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: Could this be put on the cloud? Corporate America does this now.

Response: We will check with our IT person about this suggestion.

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Diocesan Office: **Buildings and Property**

OBJECTIVE #: 1

Objective Statement: To launch a feasible, consistent Condition Assessment Platform for all Diocesan Institutions. This has been an ongoing objective since the 2013-2014 Plan Year.

This objective will be completed by June 30, 2022.

Rationale: To manage renovation and construction activity of all real estate assets in an efficient manner and to provide common access to reports and all related information has been our objective for several years. We have launched a consistent platform, however, to make it a more time efficient endeavor we are searching for an application designer to create a phone app. We have had difficulty finding an economical solution, so this last step remains to complete this objective in the 2021/2022 Plan Year

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Don Knochelmann, Director of Buildings and Property.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: NKU College of Informatics may be a great source for the app project and could also be a means of student evangelization. Contacting the head of Information Technology would be a good start.

Response: Thank you for the suggestion. We have contacted NKU's College of Informatics and they are presenting our project as a possible future class.

South East Deanery: None

South West Deanery: None

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Diocesan Office: **Catechesis and Evangelization**

OBJECTIVE #: 1

Objective Statement: To review and update the Diocesan Certification, Maintenance, and Adult Faith Formation Program and prepare the catalogue for formal printing.

This objective will be completed by June 30, 2022.

Rationale: After almost 14 years, it is time to evaluate the program in terms of what is working, what is not, and what is needed. Classes, presenters, and locations need to be evaluated to see if other workshops/topics/courses are needed to address the current world and the Church's response. Necessary, as well, is looking at requests for classes on certain faith topics and needs for teaching skills/techniques for classes of children of different ages and educational needs. The ultimate goal is to support parishes and schools in the Diocese of Covington by connecting them with people and resources.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Isaak Isaak or David Cooley, Co-directors of Catechesis and Evangelization.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: The need for more frequent accessible training and certification.

Otherwise, as it stands we may be losing valuable ministers because the process might be complicated and laborious for some people.

Response: We welcome your comments on how the Office of Catechesis and Evangelization (OCE) can improve training and plan to address the needs mentioned above. Increasing the accessibility, frequency, and feasibility of attaining certification are key elements of the improvements we plan to make to the program. Please encourage

your ministers to attend the virtual courses that are being offered this spring and summer. (More info at www.covdio.org/register)

N. Kenton County Deanery: None

South East Deanery: Please also continue to develop online offerings. They are very helpful for those of us who live far away from Covington.

Response: As far as online class offerings, the Most Reverend Roger J. Foys has granted OCE permission to collaborate with Franciscan University in Steubenville to offer online courses. However, in-person classes will continue to be offered because of the many benefits they provide, including building up our local Christian community.

South West Deanery: Suggestion to require Catechesis Office to teach CCD teachers remotely (online). Commit (Comment?) about drive (?) Possibly make recording of classes available online.

Response: Regarding teaching CCD teachers remotely, please see our response to South East Deanery. The Office of Catechesis and Evangelization (OCE) is exploring ways to bring Adult Formation to the outlying parishes. Unfortunately, some of the current instructors are unable to travel long distances. However, OCE will work with local pastors and instructors to provide other options for training CCD teachers. Please encourage your CCD teachers to attend the virtual courses that are being offered this spring and summer. (More info at www.covdio.org/register)

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Diocesan Office: **Catholic Charities**

OBJECTIVE #: 1

Objective Statement: To leverage our relationships from our start-up mobile pantry in the outlying counties of our diocese into greater awareness and knowledge of needs and services, leading to expanded collaboration, services and/or territory served from our mobile pantry ministry.

This objective will be completed by June 30, 2022.

Rationale: The startup of a mobile pantry was initially the goal of our 2019-2020 plan, to be completed by June 30, 2020. Due to delays in hiring and then further delays caused by COVID-19, we were unable to open our first mobile pantry site until August 2020, and additional sites have been delayed. As a result of our delay in completing the 2019-2020 objective, this year's (2021-2022) objective is carried forward from our 2020-2021 plan. The rationale for this objective is that once mobile pantries are established, we expect to make connection and develop relationships that will lead us to learn more about the needs in the areas served and existing services available. From these initiatives, it would be natural to build on these efforts and respond where needs are greatest to the extent possible.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Alan Pickett, Executive Director of Catholic Charities.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: This is a fantastic service that has been very helpful to our community!
The staff has been wonderful.

Response: We appreciate this feedback and support! Your affirmation encourages us to continue these efforts in other counties.

South West Deanery: None

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Diocesan Office: **Catholic Charities**

OBJECTIVE #: 2

Objective Statement: To evaluate the changes in ministry required by COVID-19 and to solidify these changes going forward if they make sense, and look for other opportunities to adjust our approach to ministry that will expand and/or enhance what we are able to do. For example, as a result of COVID-19, we started serving take-out meals at Parish Kitchen and we started doing Counseling Session remotely, using video and telehealth tools.

This objective will be completed by June 30, 2022.

Rationale: We were successful in making adjustments that allowed us to continue our ministry. We also learned that new approaches are possible. As a result, we think it a worthwhile exercise to explore other changes that could be made, not exclusively to accommodate COVID-19 protocols, but simply to make improvements or expand our ministry.

The person who will present this information at the January Convocation, Saturday, January 23, 2021 is Alan Pickett, Executive Director of Catholic Charities.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: We like the COVID-19 strategies, especially the parish kitchen take out plan. We also are glad to hear about the mobile food pantry. Great work!

Response: Thank you for this feedback.

N. Kenton County Deanery: None

South East Deanery: Online ministry has been greatly appreciated but many of the services Catholic Charities provides need human interaction. Please keep as much in-person human interaction as possible.

Response: We appreciate this feedback. We, too, have always preferred in-person interactions, so we will always make this our first effort. However, learning how to use technology more effectively and getting more comfortable with it has helped us to expand our vision which should help us to serve others when in-person is extremely difficult, if not impossible.

South West Deanery: Hopefully COVID goes away soon.

Response: That is our prayer, too.

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Diocesan Office: **Department of Catholic Schools**

OBJECTIVE #: 1

Objective Statement: To revise and update the Education Policies Handbook

This objective will be completed by June 30, 2022.

Rationale: The current Education Policies Handbook has not been reviewed and approved since 2007. Policies have an effective enforcement life of seven years. All policies must be reviewed, readopted, and ratified.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Kendra McGuire, Superintendent of Schools.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: None

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Diocesan Office: **Chancery**

OBJECTIVE #: 1

Objective Statement: To establish a diocesan council consisting of the leaders of the various associations of the lay faithful which exist in the Diocese of Covington.

This objective will be completed by June 30, 2022.

Rationale: This objective is carried over from the 2017-2018 Annual Plan, having been delayed by other projects that took precedence. Initial groundwork for this objective is complete. Next steps include contacting potential council members and scheduling the introductory meeting.

A variety of lay ecclesial movements are active in the Diocese of Covington. These associations of the lay faithful, through their individual charisms, provide paths to holiness for those called to participate in them, and they build up the local Church through their many apostolates. However, the faithful at large seem generally unaware of these movements and their activities. In some cases, the members of these movements feel as though they exist and work in anonymity and isolation. The formation of a council of leaders would provide opportunities for networking, collaboration and support among the associations, with the potential for increased awareness and access for the broader Catholic population. The relationship and lines of communication between the Diocese and the lay movements would be strengthened as well.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Jamie Schroeder, Chancellor.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: Getting everyone on the same page would be good. Also, have a measurable goal for the council so that it doesn't end up being just another council.

Response: Thank you. Collaboration and cooperation will be key to the success of this council. We agree wholeheartedly that the council should undertake concrete objectives to promote awareness of, support for, and participation in the lay associations of the Diocese.

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Diocesan Office: **Chancery - Priestly Vocations**

OBJECTIVE #: 1

Objective Statement: To plan, promote and hold a large-scale Vocations Conference in the Diocese aimed at raising vocational awareness among the youth groups, high schools, and young adult ministries in the Diocese.

N.B. Plans for gatherings are considered tentative pending the situation with the COVID-19 pandemic.

This objective will be completed by June 30, 2022.

Rationale: The rationale for this is to build up a desire in young people to consider their own vocation as it relates to the Church.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Fr. Conor Kunath, Vocation Promoter.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: In the past the diocese held a monthly vocations event held by the Diocesan Vocations Director for anyone interested in the priesthood, diaconate or any religious order operating in the Diocese. The event dates were publicized so interested individuals could just simply attend. Does anything similar happen now and, if not, would it be prudent to consider reviving these such vocation events?
Is there a way to add other religious vocations to this to help build this much needed area of the church?

Response:

1. We will begin holding those types of events again in the future, but the format will likely change somewhat. The problem with those in the past was that only 2 or 3 people ever showed up.
2. As the Vocations Promoter I will help anyone discern their vocation, but my focus will be primarily on priestly vocations. That being said, I am more than happy to work with vocations directors of any religious order if they are interested, and will look into ways of making people aware of these other paths, but again my focus is primarily on priestly vocations.

South East Deanery: In addition to priesthood, could this event also highlight religious orders, especially those in our Diocese?

Response: See above response. Also keep in mind that each of the religious orders in our diocese have their own vocations director that is responsible for recruiting for them.

South West Deanery: What is the definition of large? Seems a bit ambiguous. If we have talks on priestly vocations, we should include talks on marriage. Both are Sacraments of Service that are meant to complement each other.

Response: I agree with you wholeheartedly the objective is extremely vague. Again, I am more than happy to work with anyone in discerning their vocation, but my primary focus is vocations to the priesthood.

Note Well:

This objective is being deleted from the 2021-2022 Diocesan Annual Pastoral Plan. There are several reasons for this decision.

1. In my view, this is not an effective or efficient use of resources.
2. From what I can tell no planning has been completed for this objective in the three or four years it has been my office's objective. (I have only had this job for a few months.)
3. I think that there are a number of other things that will be more fruitful and far less expensive.

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Diocesan Office: **Chancery - Priestly Vocations**

OBJECTIVE #: 2

Objective Statement: To work with the Departments of Catholic Schools and Catechesis and Evangelization to form and implement a curriculum for our diocesan schools and parish religion classes to teach about vocations at each grade level.

This objective will be completed by June 30, 2022.

Rationale: The rationale behind this is to have a program of vocational education for all of our Catholic schools, parish schools of religion, and youth groups.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Fr. Conor Kunath, Vocation Promoter.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: Is there a way to add other religious vocations to this to help build this much needed area of the church?

Response: As I have said, I will assist anyone with their discernment and will happily work with any other vocations director, but my focus is on priestly vocations and these orders have their own vocations directors.

South East Deanery: None

South West Deanery: Not sure we need to talk about vocations in the first three grades (no reason given). Include talks on marriage since they complement each other.

Response: I disagree. The call to holiness, which is the vocation of every person, should be talked about at every level. At the end of the day people actively striving to be truly holy will be the most effective means of building vocations and evangelizing the whole world.

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Diocesan Office: **Communications**

OBJECTIVE #: 1

Objective Statement: To identify the offices that are using social media and work with these offices to develop a coordinated social media strategy.

This objective will be completed by June 30, 2022.

Rationale: For many offices social media provides an effective means of communicating to diverse groups. Effective and appropriate use of social media may further the diocesan mission to evangelize.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Laura Keener, Director of Communications.

Affirm 37 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: Unanimously Affirmed upon confirmation that this objective only applies to offices within the Curia and does not apply to parish offices. Marybeth Bosko spoke with Laura Keener and confirmed that this objective does not apply to individual parish offices.

Response: Yes, this objective is to coordinate social media at the diocesan offices.

South East Deanery: Once developed, could this strategy be shared with parishes and schools to assist them in the ways they use social media?

Response: Diocesan offices and parishes/schools working together to spread the Gospel message is always desirable. This is a great idea, will consider as a follow up objective for an upcoming year.

South West Deanery: What is the desire for social media platforms? Clarify what platforms will do. Keep in mind social media platforms may try and limit communication since they are liberal as brought to light recently. They may try and limit free speech. How will this affect the message?

Response: Thank you for your thoughtful input. We will keep these questions in mind as we implement the objective.

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Diocesan Office: **Messenger**

OBJECTIVE #: 1

Objective Statement: To examine the Messenger mailing list in relation to registered parishioners to ensure that every registered parishioner is receiving the Messenger.

This objective will be completed by June 30, 2022.

Rationale: In 2003 Bishop Foys instituted a circulation system so that every parishioner in the Diocese of Covington would receive the Messenger. Recent database conversions have identified initial and ongoing challenges that affect the Messenger's mailing list and need addressing.

The person who presented this information at the January Convocation, Saturday, January 23, 2022 is Laura Keener, Editor of the *Messenger*.

Affirm 35 # Do not Affirm 0 # Abstain 3

Comments:

Campbell County Deanery: A suggestion was made to give registered parishioners the option to "opt out" of receipt of a print copy of The Messenger. Those making this comment indicate they recycle the newspaper upon receipt, and are in the habit of reading it online.

Response: Anyone can choose not to receive the Messenger; Bishop Foys has indicated that it is preferable that every household receive a printed copy as a way of consistently and faithfully bringing the Gospel message to people where they are.

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: Yes, needed. This should just be part of the regular function of the office. Noticed that the Messenger does not focus on Latino groups. There are large groups of Latinos in places. It would be a good idea to have a Latino to help with articles and make it more relevant to Latino communities.

Response: Thank you for the affirmation and the suggestion.

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Diocesan Office: **Deacons and Deacon Formation**

OBJECTIVE #: 1

Objective Statement: To develop and implement a training plan to properly prepare deacons for hospice ministry.

This objective will be completed by June 30, 2022.

Rationale: As more people choose hospice for end-of-life care, a steadily growing number of workers trained in hospice care are needed. And since hospice ministry lies within the very heart of diaconal charity, deacons are eager to participate in this ministry. To prepare them properly for hospice ministry, a foundational training program is essential.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Deacon Paul Yancey, Assistant to the Director of the Office of Deacons and Deacon Formation.

Affirm 36 # Do not Affirm 0 # Abstain 2

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: Would this type of training also be available to priests?

Response: When the final plan is approved, we will consider the appropriateness of the plan for priestly ministry as well. Then, if Bishop Foy's approves, it will be made available to priests.

South East Deanery: None

South West Deanery: One said that some Deacons might not feel the call to this ministry, especially with parishioners of a different parish that they do not know. Make it more specific to each parish and the parishioners he works with. Help with evangelization instead. This would be a special calling for a Deacon.

Response: Deacons serving in Hospice Ministry today serve without regard to parish membership or even religion. If a large number of deacons became interested or were called to this ministry, they might conceivably become more focused toward those in need who are parishioners; but that would probably only happen if the supply of deacons in Hospice Ministry were considerably greater than the need.

With regard to the statement on evangelization, deacons are called to evangelize at all times by word and example in virtue of their ordination; so they wouldn't consider it a special calling. Moreover, they are called to a life of service and so we focus on ministries of service as the Holy Spirit leads us but hopefully never miss an opportunity to evangelize as we serve in those ministries.

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Diocesan Office: **Deacons and Deacon Formation**

OBJECTIVE #: 2

Objective Statement: To review and familiarize all deacons with the official documents for the Covington Diaconate: Policy and Procedure Manual, Diaconal Assembly Bylaws, and Community of Deacons Bylaws

This objective will be completed by June 30, 2022.

Rationale: These documents were written in 2006 and updated as needed. Since that time, Bishop Foys has ordained 29 new deacons. It seems an appropriate time to familiarize all deacons concerning these documents and revise as necessary.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Deacon Paul Yancey, Assistant to the Director of Deacons and Deacon Formation.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: Should be part of the regular process.

Response: We agree. At present, these document are given to the candidates a week before ordination. However, a class or presentation on them might provide additional discussion as well as clarity.

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Diocesan Office: **Finance**

OBJECTIVE #: 1

Objective Statement: Create a W-9 policy for cash disbursements to vendors and establish a W-9 database for all Diocesan entities

This objective will be completed by June 30, 2022.

Rationale: The Diocese processes thousands of payments every year, and parishes/schools/other entities process thousands more. Best practices for cash disbursement internal controls require organizations to obtain a Form W-9 for every vendor being paid. This is to ensure that every payment made by the Diocese is made to an entity complying with the tax and business organization laws and regulations of the United States. Furthermore, this practice facilitates the process of preparing Form 1099-NEC (formerly 1099-MISC) each January for the prior calendar year as it provides all the information necessary to complete the filing of these forms with the IRS, a task done centrally by the Diocesan Finance Office for all parishes/schools/entities under the Diocesan FEIN umbrella.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Dale Henson, Chief Financial Officer.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: None

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Diocesan Office: **Pro-Life**

OBJECTIVE #: 1

Objective Statement: To expand services, programs and outreach in post abortion healing and reconciliation to both men and women in counties outside of Boone, Campbell and Kenton County. Due to COVID Pandemic, outreach has been difficult so we are continuing to find ways to reach those affected by an abortion experience through virtual media possibly.

This objective will be completed by June 30, 2022.

Rationale: In their *Pastoral Plan for Pro-Life Activities* developed in response to the legalization of abortion nationwide, the Catholic bishops of the United States committed “the pastoral resources of the Church” to “the specific needs of ... those who have had or have taken part in an abortion” (no. 6). They stressed that “it is important that we realize that God’s mercy is always available and without limit, that the Christian life can be restored and renewed through the sacraments, and that union with God can be accomplished despite the problems of human existence” (no. 24).

The person who presented this information at the January Convocation, Saturday, January 23 2021 is Faye Roch, Director of the Pro-Life Office.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: Could you explain how you plan to expand these services outside of Boone, Kenton, and Campbell counties?

Response: Prior to the COVID pandemic, an informational meeting and training was held for those interested in the Project Rachel Ministry. Plans are for current Project Rachel ministry leaders to work with approved and trained individuals who reside in counties outside of Boone, Kenton and Campbell Counties in actual healing sessions.

As Project Rachel is a ministry that is very sensitive, this training of new leaders would take time and several individual sessions before a person would feel comfortable leading a healing session.

South West Deanery: None

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with Curia Responses to the Deanery Pastoral Council

June 2021

Deanery Pastoral Councils - Total Number of Members	<u>55</u>
Total Number of Members Present at DPC Meeting	<u>38</u>

GOAL: The Curia of the Diocese of Covington through its presence and activities will contribute to the fulfillment of the Diocesan Mission.

Diocesan Office: **St. Anne Retreat Center**

OBJECTIVE #: 1

Objective Statement: St. Anne will develop an online retreat option for those unable to attend retreats in person for various reasons. The retreats will be scaled down versions of in-person retreats that are held at the facility.

This objective will be completed by June 30, 2022.

Rationale: As with most organizations, the pandemic has shown us that we must be able to communicate our mission through a variety of means in order to continue to keep the retreat center as a source of hope and inspiration for the people of the Covington Diocese. We also realize there are those who cannot attend retreats even during “normal” times due to perhaps health, work, or some other reason. These are not intended to replace our retreats but to give them a greater audience for those unable to be here.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Deacon Dave Proffitt, Director of St. Anne Retreat Center.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: This is an excellent service, especially for those who live in rural areas and long distances from St. Anne.

Response: Thank you for that response. I would like to point out that it is also for folks who are not physically able to attend as well for whatever reason. We are also aware that some folks may be hesitant initially to come back due to Covid. We want to show them we can do this safely as well. It is also hoped that this may reach a segment who have fallen away from the faith and is a way to attract them back to the Church.

South West Deanery: Make sure it's user friendly for those with limited experience with computers.

Response: That is a reasonable and understandable concern. The way we will deal with this is to give them a simple link they can click on from the St. Anne Retreat Center website which will allow them easy access to the material. We've made every effort to keep our use of technology on a level where most people can get to it and enjoy it. Thank you for your response.

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Diocesan Office: **Stewardship and Mission Services**

OBJECTIVE #: 1

Objective Statement: To integrate Whole Parish/ Camino Database in our ministry to more efficiently serve Diocesan constituents.

This objective will be completed by June 30, 2022.

Rationale: It will be necessary to work with Diocesan personnel for training on all aspects of the new database program. Producing a handbook/manual for each Stewardship employee that will be working in the database will allow us to provide better service and answer questions or inquiries from our constituents and parish counterparts more efficiently.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Michael Murray, Director of Stewardship and Mission Services.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: None

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Diocesan Office: **Stewardship and Mission Services**

OBJECTIVE #: 2

Objective Statement: To produce a training manual for Whole Parish/Camino in conjunction with the Chancery Office

This objective will be completed by June 30, 2022.

Rationale: To assist all employees working in the database with a better understanding and knowledge. This will help with efficiency and consistency for all employees working with the Whole Parish/Camino product.

The person who will present this information at the January Convocation, Saturday, January 23, 2021 is Michael Murray.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: Share the work needed to achieve this objective with the social media team working on Communications, Objective 1 (page 15).

Response: We are happy to share the information regarding this objective with the Social Media Team.

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: None

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Diocesan Office: **Tribunal**

OBJECTIVE #: 1

Objective Statement: To arrange an advocate workshop for the deacons who are serving as advocates

This objective will be completed by June 30, 2022.

Rationale: The advocate, as the first point of contact, has a significant pastoral and canonical role. It is hoped that these workshops will provide advocates with a clear understanding of the annulment process. That understanding in turn should enable them to be effective pastoral ministers when working with individuals.

This is a carryover goal from 2018-2019 which circumstances made impossible to complete.

The person who presented this information at the January Convocation, Saturday, January 23 2021 is Sr. Margaret Stallmeyer, Director of the Tribunal.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: Should not this workshop also include the other advocates besides the Deacons who work with annulments?

Response: Currently we only have one person who is neither a priest nor deacon who serves as an advocate. He communicates with the Tribunal on a regular basis.

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: Specify for the annulment process. Should also include priests, not just deacons. Have a council for the laity so they can understand the process of annulments.

Response: The workshop for priests was held in early 2019. Regarding the laity having a better understanding of the annulment process, there was a series of articles in the Messenger in early 2020. Also, if any parish or group would like to better understand the annulment process, please contact the tribunal. One of the judges would be happy to meet with those individuals.

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Diocesan Office: **Vicar for Religious**

OBJECTIVE #: 1

Objective Statement: To produce a video highlighting the life and ministry of men and women religious in the diocese.

This objective will be completed by June 30, 2022.

Rationale: Highlighting and raising awareness of the contributions and continued service of the religious in the Diocese will highlight awareness of the call to Religious Life.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Margie Schack on behalf of Sr. Fran Moore, Vicar for Religious.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: Send video to social media, but not just Facebook – include other social networking platforms. Also, make this objective part of someone's annual job responsibilities, to ensure the video and other communication strategies are kept up-to-date.

Response: I will be happy to share it on other media.

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: None

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Diocesan Office: **Vicar for Religious**

OBJECTIVE #: 2

Objective Statement: To gather a group from the religious communities serving the Diocese to develop a webpage that reflects their various current activities and ways to keep the information current. The webpage will include seasonal reflections, vocation contacts for each group as well as links to each Facebook or Webpage. (Hopefully the page will be changed at least quarterly!)

This objective will be completed by June 30, 2022.

Rationale: Involving members of each community will spark greater variety of ideas and broaden the types of content that will get posted.

The person who presented this information at the January Convocation, Saturday, January 23, 2021 is Margie Schack on behalf of Sr. Fran Moore, Vicar for Religious.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: Extend efforts beyond Facebook to include other social media platforms.

Response: I am glad to do that.

Covington Deanery: None

N. Kenton County Deanery: In the past the Diocese used to have a Vocations Board that included the Vocations Director. The Board would periodically meet with the heads of religious orders operating in the diocese and the diaconate. Perhaps it would be beneficial to restart such a Board now, with the understanding, of course, that the Vicar would be the main point of contact.
Information on religious orders that do not have a presence in the Diocese should be

made readily available to the public through the Vicar of Religious. We may have men and women interested in those orders within our Diocese.

In the past the diocese had a director of religious that met with the various orders monthly to keep information flowing and updated. Are these kinds of meetings occurring now and, if not, perhaps consider reinstating them.

Response:

- The Diocesan Vocation Office currently is for Priestly Vocations. The office has a new director and he is willing to meet with Women and Men Religious as well.
- Women and men seeking information on different orders/congregations use the internet to search and compare the likenesses, differences, etc.
- The Bishop and I currently meet quarterly with the Major Superiors of the Religious Orders housed in the Diocese of Covington.

South East Deanery: Will the webpage include ways of comparing the works and charisms of each community, as a tool for vocational discernment?

Response:

- The webpage provides links to the webpage of each of the communities serving our diocese; each community page gives a wealth of information about the community and its works.

South West Deanery: None

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Diocesan Office: **Worship and Liturgy**

OBJECTIVE #: 1

Objective Statement: To revise the Directives for Building, Renovating or Decorating Places of Worship in the Diocese of Covington.

This objective will be completed by June 30, 2022.

Rationale: This is an incomplete objective from the 2015-2016 Annual Plan. The current Directives are 24 years old. Directives should be updated and revised in light of more recent Church documents. The biggest challenge will be reaching agreement on resource documents to use, such as the USCCB's "Built of Living Stones", and incorporating those guidelines into revised guidelines for our Diocese.

The person who presented this information at the Convocation on Saturday, January 23, 2021 is Deacon Peter Freeman, Director of Worship and Liturgy.

Affirm 38 # Do not Affirm 0 # Abstain 0

Comments:

Campbell County Deanery: None

Covington Deanery: None

N. Kenton County Deanery: None

South East Deanery: None

South West Deanery: Suggestion to include the foundational principles that guide the directives.

Response: Will do. Thank you.