



PLANNING IN THE ARCHEPARCHY OF PHILADELPHIA

THE PREPARATORY PHASE

May 2021 – December 2024

INTRODUCTION

Over the last years, with prayer, mutual listening and discussion, the global Ukrainian Greek Catholic Church is elaborating a general pastoral plan that should serve as a framework for the long-term pastoral plans of individual eparchies. At the same time the eparchies are engaging in their own discernment regarding where the Lord is leading them. The Preparatory Phase of the Archeparchy's planning process anticipates certain important concrete steps that need to be taken immediately. In this phase the Archeparchy will already incorporate many elements expected to be proposed by the Pastoral Council of the UGCC by the end of 2024.

As the members of the Philadelphia Archeparchy continue to share the news about our salvation in Christ, we focus on bringing the Paschal proclamation to the suffering world around us: "Christ is risen from the dead, conquering death by death, and to those in the tombs giving life." We will best witness to this joyful and liberating message if we live it in personal relationships that reflect the love of the Triune God—Father, Son and Holy Spirit. That is the heart of the Church's pastoral vision. We also need to address practical issues that are necessary for the Church to flourish. The goal of this preparatory phase is to position the Archeparchy for long-term pastoral planning by December 2024 while strengthening existing evangelization and pastoral initiatives and developing new ones. At the end of the preparatory phase, our Philadelphia Archeparchy should be better prepared to fulfill its mission "to go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit" (Mt. 28, 19).

GOALS	INFLUENCE WEIGHT
GOAL 1: STRENGTHEN EXISTING EVANGELIZATION AND PASTORAL INITIATIVES AND DEVELOP NEW ONES	30
GOAL 2: STRENGTHEN ARCHEPARCHIAL COMMUNICATION AND SOLIDARITY AMONGST MEMBERS AND PARTNERS OF THE ARCHEPARCHY	20
GOAL 3: PROMOTE PASTORAL CONVERSION & SECURE SUPPORT FOR AMBITIOUS ARCHEPARCHIAL REPOSITIONING; INVITE PRIESTS, RELIGIOUS, AND LAY PEOPLE TO SERVE IN THE ARCHEPARCHY; DEVELOP STRATEGY TO FOSTER SUCCESSION PLAN FOR THOSE RETIRING	30
GOAL 4: DEVELOP NECESSARY TEMPORAL RESOURCES TO ENSURE SUSTAINABLE SUPPORT FOR ARCHEPARCHY OPERATIONS SHORT- AND LONG-TERM	20
TOTAL	100

GOAL 1 (30%): STRENGTHEN EXISTING EVANGELIZATION AND PASTORAL INITIATIVES AND DEVELOP NEW ONES

TASKS		WEIGHTING
1.1	DEVELOP ARCHEPARCHIAL EVANGELIZATION COMMISSION (RELIGIOUS EDUCATION, LITURGY, AND PRAYER)	20
1.2	DEVELOP AN OUTREACH PROGRAM TO WELCOME AND MINISTER TO THE SPIRITUAL AND SOCIAL NEEDS OF THE NEW IMMIGRANTS AND ALL PEOPLE OF GOOD WILL	20
1.3	DEVELOP SOCIAL OUTREACH TO THOSE IN NEED; FOSTER HEALING OF TRAUMA (SPIRITUAL, PSYCHOLOGICAL, PHYSICAL)	20
1.4	DEVELOP ARCHEPARCHIAL COMMISSION FOR YOUTH MINISTRY	10
1.5	DEVELOP ARCHEPARCHIAL VOCATIONS COMMISSION	10
1.6	CONDUCT 20 CANONICAL PARISH VISITATIONS	10
1.7	STRENGTHEN THE ARCHEPARCHIAL COMMISSION ON HUMAN LIFE AND DIGNITY	10
TOTAL		100

GOAL 2 (20%): STRENGTHEN ARCHEPARCHIAL COMMUNICATION AND SOLIDARITY AMONGST MEMBERS AND PARTNERS OF THE ARCHEPARCHY

TASKS		WEIGHTING
2.1	FOSTER COMMUNICATION ABOUT THE CHURCH'S RESPONSE TO THE RUSSIAN INVASION OF UKRAINE AND THE RESULTANT HUMANITARIAN CRISIS IN UKRAINE AND GLOBALLY	20
2.2	MAINTAIN COMMUNICATION WITH PATRIARCH, UGCC SYNOD, UGCC PASTORAL COUNCIL & NUNCIO TO ENSURE GENERAL ECCLESIAL HARMONY IN THE EXECUTION OF THE ARCHEPARCHIAL PLAN (IN ACCORD WITH THE GENERAL UGCC PLAN)	15
2.3	DEVELOP ARCHEPARCHIAL COMMUNICATIONS, SERVING HORIZONTALLY AND VERTICALLY, ACROSS SILOS; ADDRESS THE NATIONAL CATHOLIC AUDIENCE AND AMERICAN SOCIETY AT LARGE; DEVELOP COMMUNICATIONS INTERNATIONALLY	15
2.4	CONDUCT MEETINGS WITH PARISH LEADERS AND PARISH COMMUNITIES TO DEVELOP UNDERSTANDING AND SUPPORT THE MINISTRY OF THE ARCHEPARCHY	10
2.5	SHARE UPDATES WITH COLLEGE OF CONSULTORS, FINANCE, AND PRESBYTERAL COUNCILS, AND ARCHEPARCHIAL PASTORAL COUNCIL TO GENERATE CONTINUING SUPPORT AND MOMENTUM FOR PASTORAL CONVERSION	10
2.6	REVAMP DESIGN, IMPROVE EASE OF NAVIGATION, AND UPDATE INFORMATION ON THE ARCHEPARCHY WEBSITE. INCLUDE UPDATES ON PROGRESS OF THE ARCHEPARCHIAL PLAN	10
2.7	ENSURE FREQUENCY AND CONTENT QUALITY OF THE WAY NEWSLETTER; DISTRIBUTE THE WAY TO A MAXIMUM NUMBER OF FAITHFUL IN TWO LANGUAGES	10
2.8	UTILIZE CURRENT MEANS OF COMMUNICATIONS, INCLUDING DIGITAL COMMUNICATION, TO SHARE NEWS OF THE ARCHEPARCHY'S MINISTRY. DEVELOP INFOGRAPHICS, IMAGES, VIDEO CLIPS, AND MESSAGING	10
TOTAL		100

GOAL 3 (30%): PROMOTE PASTORAL CONVERSION & SECURE SUPPORT FOR AMBITIOUS ARCHEPARCHIAL REPOSITIONING; INVITE PRIESTS, RELIGIOUS, AND LAY PEOPLE TO SERVE IN THE ARCHEPARCHY; DEVELOP STRATEGY TO FOSTER SUCCESSION PLAN FOR THOSE RETIRING

TASKS		WEIGHTING
3.1	ADD AND PREPARE CLERGY: 8-10 PRIESTS (OR DEACONS) BY ORDINATION OR VIA TRANSFER FROM UKRAINE ALONG WITH 2 RELIGIOUS SISTERS IN FIRST YEAR. ADD 1-3 PERMANENT DEACONS BY ORDINATION AND PREPARE TO ADD 5-8 PRIESTS WITHIN THE FOLLOWING THREE YEARS. FOSTER VOCATIONS – 4 NEW SEMINARIANS WITHIN 4 YEARS	40
3.2	IDENTIFY PRIESTS, DEACONS, AND RELIGIOUS WITH SKILLS AND MOTIVATION TO LEAD EXECUTION OF THE ARCHEPARCHIAL PLAN	10
3.3	IDENTIFY 14 FAITH-FILLED, HIGH ENERGY, MOTIVATED LAY PEOPLE TO LEAD EXECUTION OF THE ARCHEPARCHIAL PLAN (7 UNDER THE AGE OF 35).	10
3.4	STRENGTHEN THE CHANCERY TEAM	10
3.5	INTRODUCE INITIATIVES HELPING CLERGY, RELIGIOUS, AND LAITY ACTIVELY TO REACH OUT TO ALL PEOPLE OF GOOD WILL ACROSS ETHNIC, LINGUISTIC, CULTURAL, AND RACIAL LINES	10
3.6	DEVELOP EFFECTIVE ARCHEPARCHIAL PLANNING PROCESS. PROMOTE VERTICAL AND HORIZONTAL COOPERATION WITHIN THE ARCHEPARCHY, WITH OTHER EPARCHIES, OUTSIDE PARTNERS, AND BENEFACTORS THROUGH CLOSENESS AND NETWORKING	10
3.7	USING THE SOBOR (SYNODAL METHOD), ARCHEPARCHIAL COUNCILS, PARISH TOWNHALL MEETINGS, AND ZOOM ENCOUNTERS TO DEVELOP ENGAGEMENT OF CLERGY, RELIGIOUS, AND LAITY IN THE ARCHEPARCHY’S MINISTRY	10
TOTAL		100

GOAL 4 (20%): DEVELOP NECESSARY TEMPORAL RESOURCES TO ENSURE SUSTAINABLE SUPPORT FOR ARCHEPARCHY OPERATIONS SHORT- AND LONG-TERM

TASKS		WEIGHTING
4.1	FOSTER A SPIRIT AND CULTURE OF STEWARDSHIP. CREATE A STEWARDSHIP OFFICE AND A FRAMEWORK FOR DEVELOPMENT AT THE ARCHEPARCHIAL LEVEL	15
4.2	REVIEW ACCOUNTING SYSTEMS TO UNDERSTAND NEEDS OF PARISHES. ASSIST PARISHES IN REVIEW OF AND PLANNING FOR OPERATIONS AND FUTURE CAPITAL NEEDS. LAY THE GROUNDWORK FOR AN INTERNAL AUDIT SYSTEM. DEVELOP PROTOCOLS TO ENHANCE FINANCIAL TRANSPARENCY AT THE PARISH LEVEL (INCLUDING PARISH FINANCE COUNCILS)	15
4.3	RECALIBRATE AND IMPROVE SYSTEM OF PARISH ASSESSMENTS AND OBLIGATIONS IN A FAIR AND EQUITABLE MANNER SO THAT EACH PARISH CONTRIBUTES OR RECEIVES SUPPORT BASED ON THEIR CIRCUMSTANCES.	15
4.4	COMPLETE REVIEW OF PROPERTY, LIABILITY, MEDICAL INSURANCE, AND LIFE INSURANCE TO ENSURE ADEQUATE COVERAGE AT OPTIMAL EXPENSE	10
4.5	REVIEW/OPTIMIZE SEMINARY NEEDS AND FUNDING.	10
4.6	HELP PARISHES WITH STEWARDSHIP INITIATIVES	10
4.7	DETERMINE BEST USE OF PROPERTIES TO MAXIMIZE THEIR VALUE TO THE ARCHEPARCHY. REVIEW TERMS OF CURRENT ENDOWMENT OR RESTRICTED FUNDS TO OPTIMIZE USE WITHIN FUND RESTRICTIONS. CREATE AN ENDOWMENT FUND FOR THE ARCHEPARCHY. ATTAIN A ROBUST YIELD AT AN ACCEPTABLE LEVEL OF RISK TOLERANCE	10
4.8	BEGIN A LEGAL AUDIT OF ALL PARISHES & ARCHEPARCHY PROPERTIES/MAJOR ASSETS	5
4.9	REVIEW & OPTIMIZE EACH INCOME-GENERATING INITIATIVE OPERATED BY ARCHEPARCHY, INCLUDING CEMETERY, BYZANTINE CHURCH SUPPLY STORE, & RENTAL PROPERTIES	5
4.10	REVIEW INVESTMENT RESULTS OF CURRENT PORTFOLIO/ OPTIMIZE INVESTMENT INSTRUMENTS TO ATTAIN A ROBUST YIELD AT AN ACCEPTABLE LEVEL OF RISK TOLERANCE	5
TOTAL		100