

Pastoral Plan



Province of St. Joseph of the Capuchin Order **Revised January 26, 2017**

New Introduction

The Province of St. Joseph adopted a new Pastoral Plan in September 2010. This plan, significantly revised in May 2013, has guided the present leadership in its decision-making. Desiring to ensure that this plan remains a “living document” the present Provincial Council has formally updated the plan twice during the current triennium. We believe that this has fulfilled the expectations of the previous Council when they stated that “What we have done is far from complete. It will need ongoing adjustment. We strongly recommend that the entire plan be reviewed and further revised by the next provincial administration (2017-2020).” We can expect the plan to continue to evolve as circumstances signal a need to update or revise it.

Fraternal Collaboration of Personnel was not a part of the discussion when this plan was first adopted and later revised. By the time the present Provincial Council again revised the plan in May of 2015, fraternal collaboration had become an integral element of our planning with regard to fraternity and ministry. We believe that this is one of the most significant initiatives that the Province has undertaken, with the potential to profoundly influence- if not transform our life and ministry going forward. Fraternal collaboration is an exciting development and remains a source of hope. In tandem with the changes to the face of our Province through our initial formation program, fraternal collaboration has the potential to continually deepen our cultural diversity going forward.

The last year of the previous triennium and the first half of the present triennium have seen the implementation of many but not all of the decisions put forth in the previous introduction to this plan. We are grateful to the friars who have helped facilitate these efforts.

Like the previous Council, “We want to remain faithful to our core mission and values but also recognize that they will need to be fulfilled in ways that are different and more consistent with our current and anticipated resources.” As a result of our engaging in fraternal collaboration, we are cautiously hopeful regarding friar personnel and our ability to provide fraternities and ministries that may be able see more than the minimum necessary to “keep things going” and imagine, if not an abundance of friars, at least something more than the minimum necessary.

In this Ordinary Time between the joy of the Christmas mysteries celebrating the Incarnation and the solemnity of Lent that prepares us to enter more deeply into the

Paschal Mystery we are moved to note that pastoral planning has indeed become an ordinary part of our provincial life. May the wonder of the baby Jesus in the manger that so entranced Francis of Assisi fill our hearts with compassion for one another and for those on the margins; and may the strength of the dying Jesus on the cross sustain our commitment to keep going forward as we give witness to our faith in Christ's resurrection.

Rob Roemer, OFM Cap., Councilor

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Gary Wegner, OFM Cap., Provincial Vicar

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Principles for Planning

- Our Pastoral Plan will integrate the Mission, Vision and Values of the Province of St. Joseph: hospitality, partnering, and justice for all creation, empowerment, compassion, and joyful service.
- Assumptions
 - We must rely on the guidance of the Holy Spirit and trust in Divine Providence in our discernment and decision-making.
 - Pastoral planning is an ongoing process, therefore this plan and its implementation will need to be reviewed and amended in response to changes in personnel, finances, and other circumstances.
 - Every ministry that is currently owned or supported by the Province is consistent with our mission, vision and values.
 - Every ministry that is currently owned or supported by the Province is important to the friars and others who serve with them, as well as the people it serves.
 - We do not have sufficient resources, particularly financial and friar personnel, to continue serving in every ministry or in the ways that we have customarily done.
 - We need to thoughtfully, creatively, decisively, and promptly address the widening gulf between what we would like to do and what we are able to do.
 - Friars currently assigned to ministries not specifically mentioned/listed in this plan may continue to serve in those ministries provided that:
 - They realize that the Province will not assign a friar to succeed them in those ministries; and
 - They also understand that the Provincial Minister and Council reserve the right to reassign them to other ministries, balancing our practices of prayerful discernment and negotiated placement with the needs of the Province and vow of obedience.
- Our younger members and those in initial formation have a significant but not exclusive voice in the ongoing discernment of our ministerial priorities, since they are the ones who will primarily be called upon to carry on our work in the coming years.
- Creatively promoting vocations—particularly Capuchin vocations—and supporting initial formation must be part of the consciousness and mission of

every ministry of the Province. In addition, we need to have communities and ministries that will be attractive to prospective members.

- Most recent studies suggest that a majority of young people looking at religious life today are attracted to those orders that have: (1) strong community life; (2) shared ministries, particularly among the poor and marginalized; (3) a clearly articulated and lived mission; (4) commitment to personal and communal prayer, especially the Eucharist; and (5) respect and support for the traditions and teachings of the Church and the Magisterium.
- In coordination with the Capuchin Vocation Office, our communities and ministries will be open to housing and hosting candidates for closer affiliation and ministry internship opportunities.
- The Province will encourage all friars and communities to pray daily for vocations.
- *Every* external ministry in which a friar serves will offer the Province some kind of compensation for that friar's ministry. The expectation is that this compensation will be determined by diocesan scale, lay equivalency, or some other relevant standard. Any compensation less than the full scale must be negotiated with the ministry and approved by the Provincial Minister and Council. Because of the financial needs of the fraternity, particularly our elderly brothers and those in initial formation, the Province will not be able to grant permissions for salary reductions as freely as in the past.
- Engagement of Senior Friars—"Retirement" is not a disengagement from Capuchin life and ministry but rather a different way of living and ministering as a friar.
 - Senior friars are encouraged to participate in community and ministry as their health and energy permit.
 - Decisions on where an individual friar will retire will depend not only on his personal preferences but also on his required level of care (independent, assisted, full-time nursing) and available suitable housing.
 - Friars who are fully retired and not engaged in any ministry outside their residences are encouraged to devote themselves in a special way to the ministry of contemplation and prayer, remembering to pray in a special way for these intentions:
 - *Vocations* in the Church, especially to the Capuchin way of life and for our candidates, postulants, novices and friars in postnovitiate and formation for work and ministry.
 - *The Province*: friars, partners in ministry, and the people we serve.

- The guidance of the Holy Spirit for the Provincial Minister and Council to be faithful to our mission and attentive to the signs of the times.
- We will maintain a balance of prayer, contemplation, ministry, and fraternity, remembering that our witness to the Gospel as brothers is our first ministry to the Church.
- We will maintain our preferential option for ministering to/with/among our brothers and sisters who are poor and marginalized. At the same time, as brothers to all, we will also be open to working with and serving a wide variety of people.
- The term “partners” has various interpretations among the friars. For the purposes of this plan, “partners” are broadly defined in terms of collaboration. Thus they include employees, volunteers, and benefactors. They also include those who are from other organizations, including those that are ecumenical or secular, whose mission and values are consistent with those of the Province.
- The implementation of this plan will be overseen by the Provincial Minister and Council in collaboration with the Chief Financial Officer and Director of Provincial Ministries.
- With the support of the Mission and Ministry Office and its Commission, the Province will develop:
 - A formation program and provide other opportunities for our lay partners to be formed in the charism of the Province and to be prepared to take on increasing roles of leadership in our ministries.
 - Continuing formation opportunities for the friars, particularly those who are contemplating or experiencing changes in their ministries.
 - In every place where the Province’s presence and ministry ceases, the Province will try to ensure a smooth transition and will help to plan a suitable celebration of thanksgiving for the ministry and for the work that the friars and people there have accomplished with the grace of God.

- **New Ministry**

In response to the signs of the times and the needs of the church, the Province will be open to establishing a new ministry.

- **Continuing Formation**

- In order to meet our own needs and to better respond to the signs of the times and the needs of the modern Church, the Province will encourage friars to obtain advanced degrees in suitable areas.

- All friars, particularly those under age 60, are encouraged to learn a language other than English. Spanish is especially needed.
- Friars entering a cross-cultural ministry will be expected and given the opportunity to be trained at relevant programs.
- Friars will be encouraged to develop concrete plans for their spiritual development and to broaden their knowledge, experience and skills in ministry, and the Provincial Minister and Council and Director of Continuing Formation will create the structures and provide the support necessary to achieve this.

- **Pastoral Care and Conciliation**

The safety and protection of minors and vulnerable adults is of paramount importance to the Province. To facilitate this ministry the Province maintains an office of Pastoral Care and Conciliation. We are determined to respond decisively to any instance in which a member of the Province has abused a child, youth or vulnerable adult. For the foreseeable future we recognize that as part of the normal ministry of the Province we will need to reach out to those who have been harmed and respond to them pastorally and in a manner that reflects our mission and values. We will also provide pastoral care for and accountability of our brothers who have offended. The province will work to provide a safe environment in all of our ministries for those we serve by providing appropriate training for our employees, volunteers and friars.

- **Fraternal Collaboration of Personnel**

The Province is engaged in a process of fraternal collaboration of personnel with but not limited to the provinces assigned to collaborate with us by the General Minister: 1. Tamil Nadu North, 2. Pavanatma - Northern Kerala and 3. Krist Jyoti in northern India. The purpose of fraternal collaboration of personnel is the reinforcement of our fraternal life and prayer, which then serve to support the ministries of the Province that are valuable for our mission, values and identity. A friar who is assigned to serve as the Director of Fraternal Collaboration will work closely with the friars that are received into the Province from other circumscriptions and with the local communities to which they are assigned.

- **Preaching and Evangelization**

- Through the Office of Preaching and Evangelization, the Province will help train, if necessary, and continue to offer friars to give retreats, parish missions, days of reflection, etc.

- **Order of Franciscan Seculars**

The Province will provide spiritual assistants to serve the Order of Franciscan Seculars as friars are available.

- **Vocations and Initial Formation**

Capuchin friaries will be summer residences for friars in postnovitiate formation, who may work at Capuchin-Sponsored ministries.

- **Direct Service to the Poor / Service to the Local Church**

Friars (including those who are retired or semi-retired or engaged in non-parochial ministries) will be encouraged to assist in ministries, especially Capuchin-sponsored, that offer direct service to the poor. They will also continue to help out at area parishes and convents as they are available.

- **Internal Ministries**

- Internal Ministries, other than Formation Personnel, include: Provincial Minister, Local Ministers & Vicars, Regional Coordinators .Archives, Detroit Development, Capuchin Missions, Capuchin (internal) Communications

- **Regional Clusters**

- Introduction

- Honoring the principle of subsidiarity and the importance of collaboration, the ministries of the Province are grouped into five Regional Clusters, each with a friar who serves as a Regional Coordinator. These regions are:
 - Michigan
 - Chicago
 - Milwaukee
 - Central Wisconsin
 - Montana
- The Regional Coordinator is appointed by the Provincial Council in consultation with the friars of the Region. His primary tasks are to:
 - Convene the friars in his area twice a year for prayer and reflection on their shared life and mission and to encourage greater coordination and collaboration between/among friars in that region; and
 - Provide a brief (two page) annual report to the Provincial Council detailing the efforts and progress that have been made.

- **Michigan**

- Community—The Province will maintain communities at:
 - St. Bonaventure Monastery, Detroit
 - St. Charles Community, Detroit
 - St. Mary Friary, Detroit
 - St. Crispin Friary, Washington
- Preaching/Spirituality
 - Capuchin Retreat will continue to operate as a retreat center sponsored by the Province. The administration of the ministry is provided by a person other than a friar, who works in collaboration with a Capuchin who directs the spiritual and pastoral programs, assisted by other friars and lay preaching staff.
 - The Province will provide at least four friars to serve at the Solanus Casey Center and Fr. Solanus Guild with additional assistance by friars from St. Bonaventure Monastery as confessors and counselors. In addition, the Province may provide additional friars to serve at the Solanus Casey Center as part of an evangelization team that will reach out to the various underserved communities within the Detroit metropolitan area.
 - In consultation with others the council will designate a friar to serve as vice postulator for the Cause of Ven. Solanus Casey.
- Direct Service To/With the Poor and Marginalized
 - The Province will provide at least three friars to serve at the Capuchin Soup Kitchen (including the CSK, Jefferson House, ROPE, Earthworks, and Capuchin Services Center).
- Pastoral Service to the Local Church
 - Archdiocese of Detroit
 - St. Charles and Nativity of Our Lord Parishes will be served by a friar who is a part-time Pastor/Sacramental Minister, assisted as needed by friars from St. Bonaventure Monastery. In the Archdiocese of Detroit Pastoral Plan, St. Charles is clustered with Nativity Parish. Per the Province's Partnership Agreement with the Archdiocese of Detroit, if a friar is no longer available to serve at St. Charles and Nativity of Our Lord the responsibility for the pastoral care of the people there will revert to the Archdiocese.

- Diocese of Saginaw
 - Upon the completion of the service of the current Pastor, the Province will not provide a friar to serve Our Lady of Grace Parish.
 - Upon the completion of the service of the current Pastor, the Province will not provide a friar to serve at St. Joseph Parish (Saginaw), which according to the Pastoral Plan of the Diocese will work in partnership with Holy Family and the Cathedral of St. Mary the Assumption.
 - Upon the completion of the service of the current Pastor, the Province will not provide a friar to serve at St. Francis of Assisi Parish.
- Diocese of Marquette
 - Upon the completion of the service of the current Pastor, the Province will not provide a friar to serve at St. Isaac Jogues Parish (Sault Ste. Marie) and Holy Family Mission (Barbeau).
- Internal Ministries: Provincial Minister, Archives, Development, Capuchin Missions, Local Ministers & Vicars, Michigan Regional Coordinator.
- **Chicago**
 - Community—The Province will maintain communities at:
 - St. Clare/St. Agnes
 - San José (St. Clare of Montefalco Parish)
 - Vocations and Initial Formation:
 - The Province will assign two friars to the Post-Novitiate Program.
 - The Province will assign at least one friar to the Provincial Vocation Office.
 - The Province will designate a friar to serve as Director of Continuing Formation and Education.
 - The Province will continue to be a corporate member of Catholic Theological Union, our designated Seminary for presbyteral formation.
 - Pastoral Service to the Local Church
 - The Province will continue to provide a friar to serve as Pastor of St. Clare of Montefalco Parish. Other members of the San José Community will provide pastoral assistance as they are needed and able.

- **Milwaukee**
 - Community—The Province will maintain communities at:
 - St. Conrad Friary
 - St. Benedict the Moor Friary
 - St. Francis Friary
 - Vocations and Initial Formation
 - The Province will provide two friars to staff the Postulancy Program.
 - Direct Service To/With the Poor and Marginalized
 - Capuchin Community Services comprised of St. Ben’s Community Meal and the House of Peace which is served by at least one friar.
 - Pastoral Service to the Local Church
 - St. Francis of Assisi and St. Benedict the Moor operate as a parish cluster.
- **Central Wisconsin**
 - Community—The Province will maintain communities at:
 - St. Lawrence Friary (Mt. Calvary)
 - Friars who work at St. Lawrence Seminary H.S. will be given priority in living at St. Lawrence Friary.
 - St. Felix Friary (Calvary Station)
 - St. Fidelis Friary (Appleton, with the continued affiliation of friars assigned to St. Paul Villa and St. Paul Home in Kaukauna and the Appleton area).
 - Friars in need of assistance with daily living and healthcare will be given priority in living at St. Fidelis Friary
 - Education and Lay Ministry Formation
 - The Province will provide at least six friars to serve at St. Lawrence Seminary.
 - Pastoral Service to the Local Church
 - Archdiocese of Milwaukee

- The Province will provide at least one friar to serve as pastor of the Holyland Catholic Parishes of St Isidore the Farmer (Mt. Calvary/St. Cloud/St. Joe), St. John the Baptist (Johnsburg), and Visitation of the Blessed Virgin Mary (Marytown), assisted by other friars as sacramental ministers.
- Diocese of Green Bay
 - The Province will provide a friar to serve as Pastor of St. Joseph Parish, Appleton. If a friar is no longer available to serve at St. Joseph the responsibility for the pastoral care of the people there will revert to the Diocese
- Diocese of Superior
 - Upon the completion of the service of the current Pastor, the Province will not provide a friar to serve at Good Shepherd Parish, Rib Lake.
- Vocations and Initial Formation
 - St. Lawrence Seminary will be a ministry site for friars in postnovitiate formation.

•Montana—Domestic Mission of the Province

- St. Katharine Friary in Crow Agency serves as the central friary for the friars serving on the Crow and Northern Cheyenne reservations.
 - The process of establishing a second community at St. Labre in Ashland is underway.
- Education/Lay Ministry Formation
 - Friars will provide Christian formation and sacramental support for the schools that are part of the St. Labre system: St. Labre Indian School (Ashland), St. Charles (Pryor), and Pretty Eagle (St. Xavier).
- Direct Service To/With the Poor and Marginalized—This ministry will be provided through the parishes on the Northern Cheyenne and Crow Reservations.
- Pastoral Service to the Local Church
 - The friars living in and those attached to St. Katharine Friary in Crow Agency will continue to collaborate on ways to best serve the people of the Crow and Northern Cheyenne reservations.
 - Upon the completion of the service of the current Pastor, the Province will not provide a friar to serve at St. Bernard Parish, Billings.

- **Tucson, Arizona**

- The province will maintain Casa San Jose as a community as long as the health and age of the friars permits.
- Friars who for health reasons need to live in a warmer climate will be assisted by the Province to find suitable community and ministry opportunities in other Capuchin provinces in the United States.

- **Missions Outside the Province**

- Upon completion of the service of the current friars serving full-time the Province will not provide a friar to serve in the Apostolic Vicariate of Northern Arabia. Friars are welcome to do short term help outs in the Middle East.
- Peru—The Province will maintain its current agreement with the Province of Peru regarding collaboration in the areas of personnel and initial formation.

This plan is subject to further review and revision in the 2017-2020 triennium.