

**PASTORAL
PLAN OF ACTION**

September 1, 2002

**National Black Catholic Congress IX
Chicago, Illinois**

PRINCIPLE: SPIRITUALITY

Within a Year to Plant the Seed

- a. Identify and incorporate cultural symbols, language and experiences in parish liturgies.
- b. Initiate parish-based Scripture study programs from an Africentric perspective for all age groups.
- c. Promote and support the interest and response of Black women and men desiring to dedicate their lives to various aspects of Church ministry.

Within Three Years to Nurture Growth

- i. Develop parish and arch/diocesan lecture series or seminars that teach about the contributions and history of Black Catholics in the Church.

Within Five Years to Establish Roots

- k. Create/establish a National Black Research Institute (in partnership with the National Black Catholic Congress and other national organizations of Black Catholic leadership) to:
 - identify resources and maintain a current national database of resource speakers, facilitators, teachers, and other experts who can be called upon to assist parishes and dioceses in ministerial development and program implementation for peoples of African descent.
 - Commission the publication of a well-researched and inspirational manual on the lives of Black Saints.
 - Collect and disseminate information on Black Catholic interests and concerns (spirituality, canonizations, social and cultural demographics, poverty, etc.)

PRINCIPLE: PARISH LIFE

Within a Year to Plant the Seed

- a. Identify the gifts and talents of parishioners and develop plans to affirm them on the parish level.

Within Three Years to Nurture Growth

- g. Identify and/or begin the formation of formal leadership programs for various roles of parish lay leadership.

Within Five Years to Establish Roots

- l. Using newsletters, the web, resource clearinghouses, or other networking techniques, develop parish-to-parish sharing initiatives

that promote maintaining, and strengthening Black Catholic parishes in the community.

PRINCIPLE: YOUTH AND YOUNG ADULTS

Within a Year to Plant the Seed

- a. Identify ways to involve youth and young adults in parish leadership roles
and increase involvement in-liturgies, e.g. lectors, Eucharistic ministers, choir members, greeters, etc.

Within Three Years to Nurture Growth

- g. Create a network of parishes and resources for parish collaboration, networking for Contact, cultural experiences and leadership development.

Within Five Years to Establish Roots

- m. Involve young adults in all aspects of Black Catholic ministry: advisory boards, and planning team for diocesan young adult gatherings.

PRINCIPLE: CATHOLIC EDUCATION

Within a Year to Plant the Seed

- c. Investigate and develop, on the parish and diocesan level, new and creative ways to provide financial assistance for Black Catholic schools.

Within Three Years to Nurture Growth

- f. Locate and/or establish grants and scholarships to support Black educators in their roles as teachers and administrators for religious education programming.

Within Five Years to Establish Roots

- l. Recruit, hire, and maintain adequate/competent administration and staff that supports an effective Black Catholic school program.

PRINCIPLE: SOCIAL JUSTICE

Within a Year to Plant the Seed

- a. Initiate parish-based meetings to identify the social, economic and political needs of the parish community and ministerial ways to address them.

Within Three Years to Nurture Growth

- e. Develop and implement a comprehensive social justice training program that connects Catholic Social Teaching with Sacred Scripture.
- f. Create parish social justice ministries that work to inform and address issues of social justice.

Within Five Years to Establish Roots

- j. Establish organizational ties with other Church, community and government agencies that advocate for solutions to social justice issues relevant to Catholic Social Teaching.

PRINCIPLE: RACISM

Within a year to Plant the Seed

- b. Develop a forum for discussion with Bishops and parish leadership the issues of race, racial tensions and its social, economic, educational and political implications.

Within Three Years to Nurture Growth

- j. Develop strategies that involve all ethnic groups in discussions to eliminate racism at the parish and diocesan level.

Within Five Years to Establish Roots

- j. Design strategies to increase Black leadership on diocesan boards and other Church institutions.

PRINCIPLE: AFRICA

Within a Year to Plant the Seed

- a. Develop materials and resources on African history, culture, and politics;
African saints, martyrs and popes, and Africa's contributions to the Church to educate Catholics in general, but specifically directed toward Black Catholics. Resource materials should include a series of homilies based on "A Call to Solidarity With Africa" and suggestions for planning Africentric liturgies and celebrations.

Within Three Years to Nurture Growth

- j. Develop partner relationships with African dioceses, parishes, Church organizations and/or villages and towns, and for that purpose host African Bishops as well as encourage U.S. Bishops to visit Africa.

Within Five Years to Establish Roots

- m. Advocate for legislation that addresses debt reduction, disease, poverty, and conflict in Africa.

PRINCIPLE: HIV/AIDS

Within a Year to Plant the Seed

- c. Provide educational opportunities for parish staffs, schools, parishioners and the local community, with emphasis on parenting education and HIV/AIDS awareness for youth.

Within Three Years to Nurture Growth

- g. Develop a “Black Catholic fund to support HIV/AIDS ministries in the United States and in Africa.

Within Five Years to Establish Roots

- j. Establish comprehensive parish-based youth programs that address the dissemination of information, behavior modification and follow-up for HIV/AIDS related issues.