## Start of Planning Process

**FALL 2024 & WINTER 2025**

Began with discussions held by Bishop and presbyteral council on challenges and opportunities.

Diocesan-wide data collection: parish surveys, sacramental trends and demographic analysis.

## Vicariate Meetings

**SPRING & SUMMER 2025**

Data and preliminary findings shared at spring regional meetings (May–July).

Active engagement from priests, deacons, directors of parish life, finance/pastoral councils and other key leaders

## Synodal Listening Sessions

**FALL 2025**

Holy Hour and gatherings at each vicariate for clergy, parish leaders and lay faithful.

Faithful invited to provide input via emails, letters and forum questions.

## Draft Plan Development

**WINTER 2026**

### DECEMBER

Bishop reviews data, hundreds of suggestions and solicits feedback from close collaborators.

Preliminary draft of plan created, based on in-depth analysis of data (e.g., sacramental access, clergy workload, financial sustainability), review of all comments and suggestions, prayer.

## Plan Finalized and Announced

### JANUARY

**January 15-16, 2026**
Draft of the Pastoral Plan 2026 shared with priests and directors of parish life for final feedback.

**January 17-18, 2026**
Announcement of changes at parishes most directly affected.

**January 20, 2026**
Bishop Announces the Diocese of Gaylord Pastoral Plan 2026.

Bishop's letter, video, press release and webpage go life.

## Transition Phase

### FEBRUARY

Parishes engaged in local consultation, listening sessions and pastoral care over the next five months.

Clergy assignments and cluster structures will be implemented over the next five months.

## Implementation Begins

**JULY 2026**

Parish closures and limited-use designations take effect.

18 new clusters formed.

Vocations promotion and discernment opportunities.

Three models of Director of Parish Life/Sacramental Ministers come to an end; three models remain

## Future Initiatives

**ONGOING**

Vocations promotion and discernment opportunities.

Launch of lay formation programs (e.g., JMJ Holy Family Institute).

Expansion of youth and young adult ministries.