

ARCHDIOCESE OF BALTIMORE

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OFFICE OF THE ARCHBISHOP

March 31, 2017

Msgr. Lloyd Aiken
Pastor
St. Charles Borromeo (Pikesville)
101 Church Lane
Baltimore, MD 21208

Dear Msgr. Aiken,

I want to thank you for participating in the regional consultations on pastorates that occurred throughout the fall of 2016. They were extremely helpful to me as I worked with the Design Team and my staff to refine the pastorate design, which will set the context for pastoral planning throughout the Archdiocese for the foreseeable future. It has been an instructional, lively, and engaging process of discernment. With this letter, I wish to convey directly to you the pastorate configuration for your parish, as well as a few points about the next steps in a process that I anticipate will be organic, renewing, and transformative with respect to the ways disciples are formed through our faith communities.

I wish to offer the following points regarding your parish's pastorate configuration:

1. St. Charles Borromeo (Pikesville) has been placed in a pastorate consisting of St. Charles Borromeo (Pikesville) and Sacred Heart (Glyndon).
2. It is expected that this pastorate would be "activated" as part of Phase 2, which would mean the pastor would be named at the beginning of that phase and the formal planning process initiated not long afterwards. Please see the attached timeline for approximate timing of the various phases.
 - a. Please keep in mind that the pastor that is named to lead the pastorate once it is activated may or may not be the pastor who currently is in place in the parish(es). We anticipate changes in pastoral assignments in about 1/3 of the pastorates. In some cases, the change in leadership will result from the retirement of a pastor. As you know, I encourage pastors to remain in place as long as the Lord gives them good health and a desire to continue to lead their parishes.
 - b. Know that changes in pastor assignments will continue to be made in consultation with the pastor himself and the Clergy Personnel Board, but will need to follow a somewhat different process than has been used in the past, given the more strategic approach to assignments that the pastorates will demand.
 - c. Also, know that the anticipated phase for activation is open for discussion and also subject to change if conditions in the parish(es) or elsewhere in the Archdiocese deem that necessary or appropriate.

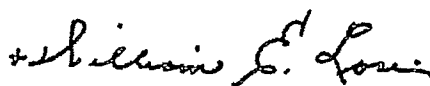
There are a few other points that I want to communicate clearly, and these are a reiteration of points I have made on many occasions in the past.

- First, we all are being called to undergo a conversion - a personal conversion and rededication of our lives to serving Christ and spreading the Gospel; a communal conversion within our parishes that compels us to seek out those who are marginalized or have disengaged from the Church; and, an Archdiocesan-wide conversion that leads us to channel our efforts to evangelize our neighborhoods as we now find them.. **While multi-parish pastorates will be the most challenged to do this, single-parish pastorates also must embrace a notion of personal and collective conversion and recognize that there is much work to be done in their mission territory.**
- Second, I recognize and acknowledge what many of you have told me, namely, that there is a need for ongoing missionary conversion throughout our parishes. This is one of the reasons why we are phasing in the pastorates - so that pastors and their associate pastors and deacons, along with their staff, lay ecclesial ministers, leadership, and parishioners, can delve more deeply into missionary discipleship and the core mission priorities before being asked to strategically plan for it in the pastorate. To this end, **a range of opportunities will be offered for people to be formed for discipleship as well as formed to undertake the pastoral planning process.** These offerings will be conducted both by Archdiocesan staff as well as outside resources, with significant leadership from the Department of Evangelization. The emphasis will be on "meeting people where they are" to encourage a heart for discipleship and the language to share and live it.
- Third, **each pastorate will be asked to engage in a strategic planning process that will be facilitated and will be designed to accomplish certain objectives** while also being unique and responsive to each individual pastorate. Pastorates that already have undertaken strategic planning efforts will be asked to review those plans and evaluate how they can be modified to incorporate Be Missionary Disciples planning elements, as necessary.
- Lastly, **a team of Archdiocesan staff will support each pastorate throughout the planning process.** This team will provide information and assistance in a timely and coordinated manner, so that the pastorate can discern its direction from an informed and mission-focused position. The team will represent evangelization, human resources, finance, facilities, development, and planning, as well as the area vicars and their staff and other offices, as appropriate.

I anticipate publishing a special section of the May Catholic Review, which is the next issue that will be mailed to all households, to communicate the pastorate design broadly. In the meantime, a copy of this letter will be sent to associate pastors, deacons, key staff, and lay ecclesial ministers next week. You may want to review and discuss it with them to determine how and when to get the word out to parishioners. An attached flyer provides some key talking points that you could use with your parish to convey the call to conversion and the next steps in pastorate planning.

Thank you for your continued leadership of your parish and for your willingness to undertake this endeavor along with me, our vicars, and your fellow pastors. May God bless you abundantly in your ministry!

Faithfully in Christ,



Most Reverend William E. Lori
Archbishop of Baltimore