

## The Pontiac Area Vicariate Archdiocesan Tracking Committee Response 2-19-2008

The Pontiac Area Vicariate's Together in Faith (TIF) Plan approved by Cardinal Maida included several goals, objectives or strategies to be met by certain deadlines. Below is the Progress Reported by the Vicariate Pastoral Council in each area, and the Tracking Committee's Response and Recommendations.

1. The vicariate identified a need for all to better understand the sacramental role of the Priest as Celebrants of Sacraments and as Pastors, through Adult Education.

**Progress Reported:** Currently individual parishes are responsible for implementing plan through homilies, celebration of sacraments, and faith formation programs. Adult Education: In partnership with the Archdiocese of Detroit the vicariate will contract the services of a qualified catechetical leader to develop during the 2007/2008 program year a vicariate-wide curriculum/ educational process around the topic of sacramentality to be approved by the Vicariate Catechetical Leaders for implementation in the following years in order to raise consciousness and deepen understanding of sacramentality and sacraments for all adults.

**TRACKING COMMITTEE RESPONSE:** The vicariate identified a need for all to better understand the sacramental role of the Priest as Celebrants of Sacraments and as Pastors, through Adult Education. How will progress be monitored through these programs?

### Objective Status Progress Reports

2006-2007: A PAV Ad-Hoc Committee of the VPC prepared a PAV Parish Management Plan to address the loss of one or more Pastors. The plan was delivered to the Vicariate Pastoral Council, March 2007.

2007-2008: No action has or will be taken on this objective. Our Pastoral Care Objective has taken precedent and is taking longer than originally anticipated. If we complete the Pastoral Care Objective, we may be able to advance this objective in 2008/2009.

2. There is a need to respond to the growing needs of the Hispanic Community.

**Progress Reported:** Presentation of Hispanic Pastoral Plan to Vicariate leadership (pastors, parish councils members, pastoral ministers, etc.) in September 2006. Discussion and proposals at the level of all parish councils. Final action plans to be consolidated by January 2007 for review and approval by Vicariate Pastoral Council

**TRACKING COMMITTEE RESPONSE:** Since the Hispanic Pastoral Plan is being reviewed by the Tracking Committee, there will be a need to make sure TIF and the Hispanic Plan are integrated.

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### Objective Status Records

**2006-2007:** September 2006 PAV Hispanic Pastoral Plan Assembly was hosted for the PAV leadership. Feedback and parish implementation commitments from the assembly were integrated into a PAV Pastoral Plan

**2007-2008:** A PAV Ad Hoc Committee of the VPC has been meeting monthly to continue the implementation of the PAV Hispanic Plan within the parishes. In addition they have been charged with the tasks of 1) Integrating the PAV and Pontiac Catholic Community's Hispanic Pastoral Plan and 2) Implementing a Hispanic Component of the PAV Lay Minister Training program "A Call To Serve" (ACTS). The committee presented their first progress report to the VPC at the January 28, 2008 meeting with the following recommendations:

- Draft bulletin announcements/invitations in Spanish
- Identify Hispanic leadership currently involved in PAV parishes
- Request Spanish version of PAV newsletter
- Disseminate information at PAV parishes about Catholic Social Services of Oakland County Hispanic Outreach services
- Promote the inclusion of Spanish/bilingual liturgical songs
- Make Spanish/bilingual resources available to Directors of Religious Education
- Draft engaging and informative articles for the PAV newsletter to help dissipate animosity toward undocumented Hispanic population
- Provide for women to have parish-centered activities.

3. The increasing population in the northern part of the vicariate indicated a possible need for a new parish and an additional "vicariate" mass,

**Progress Reported:** Committee formed in summer 2006 to study both requirements and potential solutions. The committee included Pastors of parishes impacted as well as members of Vicariate Pastoral Council and AOD members. Report findings to Vicariate Pastoral Council in April 2007.

**TRACKING COMMITTEE RESPONSE:** The vicariate is encouraged to continue this study and keep the Tracking Committee informed as progress is made.

### Objective Status Records

**2006-2007:** A PAV Ad-Hoc Committee of the VPC, included Pastors of parishes impacted as well as members of Vicariate Pastoral Council and AOD members, prepared a "New Parish" Study. The study was delivered to the Vicariate Pastoral Council April 2007.

**2007-2008:** Following a key recommendation from the new parish study, the Vicariate has met with the AOD offices regarding the need for purchasing of property. The St. Joseph Parish Council is further discussing the content of that meeting and will respond to the Ad Hoc Committee. Once this happens and if there is a positive support for the

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process, the Vicar and VPC officers will meet with the Cardinal and the Consultors!

4. The vicariate plans to develop a vicariate-wide approach to pastoral care in light of declining availability of ordained ministers and to develop better communications among parishes. To achieve this, they will create a mission statement to increase understanding of the vicariate as an "Area Church".

Progress Reported: Committee formed to study issues related to coordination of pastoral care for hospitals, retirement homes etc. Survey initiated in the summer of 2006 with large participation of all parishes, hospitals and retirement homes. Recommendations communicated to VPC and Pastoral Ministers Association in the fall of 2006. Final committee to be formed in January 2007 to formulate final recommendations and implementation plan for approval by VPC in the spring 2007. Should result in better coordination of pastoral services. At the same time, the VPC has engaged in several activities to reinforce the notion of "Area Church" in the vicariate. These activities included: 1) establishment of Operational Procedures for the Vicariate Pastoral Council, 2) the establishment of a Mission Statement defining the role of the VPC, 3) the formation of a PAV financial committee and 4) the publication of a quarterly vicariate newsletter distributed in all parishes with the Sunday bulletins.

**TRACKING COMMITTEE RESPONSE: The vicariate is encouraged to continue with this collaboration and keep the Tracking Committee informed as progress is made.**

### Objective Status Records

2005-2006: A PAV Pastoral Care Survey was completed

2006-2007: A PAV Ad-Hoc Committee of the VPC, included Pastors of parishes impacted as well as members of Vicariate Pastoral Council and AOD members, prepared a Sacrament of the Anointing of the Sick Report. The VPC and Vicar requested AOD Permission for Deacons and Lay Ministers to Administer the Sacrament. Finally, near the end of the 2006-2007 planning year a PAV Ad-Hoc Committee of the VPC was formed to begin implementation the recommendations from the report.

2007-2008: The PAV Pastoral Care Plan Ad Hoc Committee is continuing to work. The parishes have just completed a second Pastoral Care Survey "The View from the Pew", and the results will be presented to the PMA February 19<sup>th</sup> and the VPC on February 25<sup>th</sup>. It is taking longer than anticipated and will be our primary focus going forward. We will hold off working on other related Sacramentality Objectives until this is completed.

5. The vicariate will identify and coordinate Christian Service activities, particularly with the Catholic Community Response Team.

Progress Reported: Through the efforts of the Christian Services ministers, the Catholic Community Response Team (CCRT) has been fully functioning in the last two years, serving more than 900 clients in Pontiac. Individual parishes are

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supporting these efforts through financial aid, direct involvement of youth groups and sponsoring of families at Christmas time. Efforts are presently made to communicate present status and present needs to all parish councils of the vicariate.

**TRACKING COMMITTEE RESPONSE: The vicariate is to be commended for its work. The parishes and vicariate should consider how to utilize agencies such as Catholic Social Services of Oakland County, Lighthouse, etc. to avoid duplication of efforts.**

### Objective Status Records

2005-2006: A PAV Catholic Community Response Team was developed and implemented supported by one to twelve representatives from each parish

2006-2007: The PAV created and executed a 2006-7 CCRT Action Plan

2007-2008: The PAV created and executed a 2007-8 CCRT Action Plan.

The Vicariate held our Leadership Assembly on October 22, 2007 at Christ the Redeemer Parish. We had about 100 parish council reps and pastoral ministers including our pastors present. We highlighted all of the various Outreach Services especially the Catholic Social Services of Oakland County and the Catholic Community Response Team to advance our coordination of our Christian Service efforts in the vicariate. We will be monitoring our Christian Service efforts to see if this gathering helped our awareness and leads to better coordination.

6. Every parish and school will coordinate youth ministry.

### **Progress Reported:**

- 2004/2005 - Youth Ministry/Teens: First - to bring together the youth ministers of our vicariate to *unify us as a team*. We need to hear their desires, wants and needs so we as a group can find out how we are best able to support, uphold and challenge one another. We need to talk about our *parish and vicariate vision for youth ministry, to examine where we are and where we want to be in 2007*. This can only be accomplished through shared time and information (the challenges to shared time, in particular, are multi-faceted). Young Adults/Genesis Ministries: Continue to support and participate in the Oakland County Wide Genesis Ministries, i.e. to reach single and married young adults between 18-35 years old in the 59 parishes in Oakland County of the AOD by collaborating with existing programs at campus and parish levels, and providing a foundation for future growth to address young adults' unique and spiritual and social needs -- functioning with AOD since July 1, 2006.
- 2005/2006 - Youth Ministry/Teens: Second - through the newfound unity of *the youth ministers, share the vision and mission of our area church with our young people*. We hope to accomplish this through intentional collaboration in vicariate events that bring the teens (and families of teens) together in shared prayer and worship, service and community life. Young Adults/Genesis Ministries: Continue to support and participate in the Oakland County Wide Genesis Ministries

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**TRACKING COMMITTEE RESPONSE:** The vicariate again is to be commended for its progress with Youth Ministry and, in particular, Young Adult/Genesis programs that serve as a model for other vicariates.

### Objective Status Records

**2005-2006:** PAV Inventory of all parish youth, young adult and young family programs completed, Youth Minister Study completed, PAV Youth Minister and Program Plan including collaboration in vicariate events and support for Genesis Ministries executed.

**2006-2007:** PAV Youth Minister and Program implemented, 2006-7 PAV Genesis Ministries Support Plan executed.

**2007-2008:** Our Genesis Ministries Young Adult Ministry continues to reach out very effectively. The Genesis Ministries' Board continues to meet quarterly to monitor the accomplishment of its objectives. Our Youth Ministry (teens) objective is moving along very well. Young adults will be participating in World Youth Day from Oakland County. The Youth Ministers will be making their report to the VPC at the February 25, 2008, meeting including implementation of the teen's "Call To Serve" program

7. The vicariate plan calls for a stewardship education program.

**Progress Reported:** In the spring of 2006, PAV sponsored a vicariate-wide workshop on "True Stewardship" presented by the Institute for School and Parish Development. More than 100 leaders from the vicariate participated in the workshop. Presently studying the possibility of a vicariate-wide Sunday dedicated to 'stewardship'.

**TRACKING COMMITTEE RESPONSE:** What was the outcome of the Stewardship Workshops? Is there a plan in place to monitor results?

### Objective Status Records

**2005-2006:** PAV Stewardship Assembly Executed

**2007-2008:** Update: While the workshop went very well and was well attended, we have not surveyed the individual parishes and schools regarding their progress. We do not have a plan in place to monitor the progress. This may be an objective in the future when we set up a Stewardship Weekend for the entire vicariate. However, no action has been taken at this point.

8. Vicariate-wide coordination of lay and ordained programs, education and certification of lay leadership, and a study of the role of deacons will address the vicariate's needs for pastoral care.

**Progress Reported:** In the spring and summer of 2006, a group of pastoral ministers supported by AOD developed a training program for lay volunteers called "A Call To Serve" (ACTS). First workshop with 20 participants delivered in the fall of 2006. Other

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workshops planned for winter, spring and fall 2007 with a Hispanic component for the Pontiac Catholic Community in development now.

**TRACKING COMMITTEE RESPONSE: Are there tangible results of the Workshop for lay volunteers? The vicariate is to be commended for beginning this effort and is encouraged to continue to involve laity in the TIF Plan.**

### Objective Status Records

2005-2006: "Try It On" and "Mission Possible" Coordination Plan Created and Implemented, Lay Ministry Coordination Plan Created

2006-2007: ACTS (A Call to Service) Implemented

2007-2008: Our ACTS program continues to take place twice a year. We had some 20 participants at our September 29, 2007, ACTS Evening. There is another ACTS scheduled in the Second Semester at St. Andrew's. Also we are working on a Spanish version of the ACTS program. It is currently being translated. Post training surveys support that growth of the participant's understanding of their lay ministry roles has increased.

9. The Vicariate will emphasize support of Catholic Education, studying specifically the Marist Academy on St. Benedict's campus.

**Progress Reported:** This was completed in 2004/2005 fiscal year and continues in development currently.

**TRACKING COMMITTEE RESPONSE: There is a need to keep close contact with the schools to ensure they are in compliance with the guidelines. The vicariate is commended for its work so far, and encouraged to continue working with the Office for Catholic Schools for assistance and resources.**

### Objective Status Records

2005-2006: PAV Vision 2000 Implemented, Marist Academy Elementary School Scholarships supported

2006-2007: Vision 2000 Phase 1 Completed

2007-2008: The vicar meets a couple times a year with the President of the Marist Schools, Fr. Leon Olszamowski, to keep abreast of the schools' development. While the school's student population is down most likely due to the economic challenges in southeast Michigan, there is very positive progress toward reaching out to the local area including our Pontiac Catholic Community. The Youth and Young Adult Adults Ad-Hoc Committee is charged with the task of reviewing and studying the various programs in our parishes and schools that relate to youth ministry and then recommending the type of activities and programs that would better serve our high school youth and our schools and parishes through coordination with our parishes and schools.

Has your vicariate made any significant changes, amendments or additions to your TIF Plan since it has been approved? Please describe below, including rationale for change, timeline and projected outcomes. Attach any detailed reports.

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**Progress Reported:** No major changes in the plan at this time. One initiative not mentioned in this document has to do with a present study of potential clustering or any other form of sharing ordained minister.

**GENERAL TRACKING COMMITTEE RESPONSE:** How is the TIF Plan being communicated on the Vicariate level and on the individual Parish level? There is a concern that there might be a perception that the laity is not aware of what is going on.

Our VPC has taken upon itself to ask all Ad Hoc Committees who are reporting their TIF objectives to the VPC to prepare reports with specific information that is to be taken back to our parish councils to educate those in the pew. We are also including articles and reports in our PAV newsletter regarding the work of the TIF Ad Hoc Committees.

**The Pontiac Area Vicariate TiF Plan Tracking Detail  
Archdiocesan Tracking Committee Response**

Pastoral Plan Focus Area Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
<b>1. Sacramental Focus</b>				
<b>1.1 Sacramental Focus Area #1.</b> Strengthen our understanding of the Gift of Sacraments, how Sacraments are the essential celebration and how the priests as a whole in the vicariate will service the sacramental needs.				
1.1.1 A PAV Parish Management Plan to address the loss of one or more Pastors	No Plan	Complete	---	---
1.1.2 A PAV Sacramentality Curriculum	No Plan	No Plan	Effort Redirected	---
1.1.3 Defined Sacramental "Quality" and "Needs" best practices	No Plan	No Plan	No Plan	2008 Objective*
1.1.4 Implemented Sacramental "Quality" and "Needs" best practices	No Plan	No Plan	No Plan	2008 Objective*
<b>1.2 Sacramental Focus Area #2.</b> Respond to the demand for sacraments from the Hispanic community. Find ways of supporting the development of Hispanic ministry in all of the parishes and schools of the vicariate				
1.2.1 Execute a Hispanic Pastoral Plan Assembly	No Plan	Complete	---	---
1.2.2 Create a PAV Hispanic Pastoral Plan	No Plan	Complete	---	---
1.2.3 Create an ACTS Program Hispanic component	No Plan	In-Process	In-Process	---
1.2.4 A Hispanic Ministry Liaison from each PAV parish	No Plan	Not Started	Effort Redirected	---
1.2.5 Hispanic Catholic Gathering	No Plan	No Plan	No Plan	2008 Objective*
1.2.6 Implement the PAV Hispanic Pastoral Plan	No Plan	No Plan	In-Process	---
1.2.6.1 Implement the ACTS Hispanic Component	No Plan	No Plan	In-Process	---
1.2.6.2 Implement Results from 2006/2007	No Plan	No Plan	In-Process	---
1.2.6.3 Integrate PAV and Pontiac Catholic Community's Hispanic Pastoral Plan	No Plan	No Plan	In-Process	---

\*Tentative objectives pending 2008-9 Plan VPC approval

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Pastoral Plan Focus Area Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
<b>1. Sacramental Focus</b>				
<b>1.3 Sacramental Focus Area #3.</b> Address the growth in the Northern part of the Vicariate.				
1.3.1 Create a "New Parish" Business Case	No Plan	Complete	---	---
1.3.2 PAV Northern Sunday Evening Mass Study	No Plan	No Plan	Not Started	---
1.3.3 New Parish Planning	No Plan	No Plan	In-Process	---
1.3.3.1 Seek AoD Assistance in Acquiring Land	No Plan	No Plan	In-Process	---
<b>1.4 Sacramental Focus Area #4.</b> Respond to the decline of ordained ministers relative to the demands of hospitals and retirement homes for the Sacrament of the Anointing of the Sick				
1.4.1 A PAV Pastoral Care Survey	Complete	---	---	---
1.4.2 A Sacrament of the Anointing of the Sick Report	No Plan	Complete	---	---
1.4.3 Request AOD Permission for Deacons and Lay Ministers to Administer the Sacrament	No Plan	Complete	---	---
1.4.4 Establish Pastoral Care Implementation Committee	No Plan	Complete	---	---
1.4.5 Implemented Sacrament of the Anointing of the Sick Report Recommendations	No Plan	No Plan	In-Process	---
1.4.5.1 Phase I: Proposal for Implementation of Pastoral Care	No Plan	No Plan	In-Process	---
1.4.5.2 Phase II: Survey PAV parishes regarding Pastoral Care Needs	No Plan	No Plan	In-Process	---
1.4.5.3 Phase III: Create a PAV Pastoral Care Plan	No Plan	No Plan	In-Process	---
1.4.6 Sacrament of the Anointing of the Sick Plan Operations	No Plan	No Plan	No Plan	2008 Objective*

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Pastoral Plan Focus Area Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
<b>2. Strategic Focus</b>				
<b>2.1 Strategic Focus Area #1.</b> Initiate dialog regarding the needs within the Vicariate and provide education, information and communication.				
2.1.1 PAV Communication Plan	Complete	---	---	---
2.1.2 Execute a PAV TiF Assembly	Complete	---	---	---
2.1.3 PAV Website	Complete	---	---	---
2.1.4 Publish a PAV Fall 2005 Newsletter	Complete	---	---	---
2.1.5 Publish a PAV Spring 2006 Newsletter	Complete	---	---	---
2.1.6 Execute a PAV "True Stewardship" Assembly	Complete	---	---	---
2.1.7 A PAV Mission Statement	No Plan	Complete	---	---
2.1.8 Create VPC Guidelines	No Plan	Complete	---	---
2.1.9 Create a PAV Finance Committee	No Plan	Complete	---	---
2.1.10 Publish a PAV Fall 2006 Newsletter	No Plan	Complete	---	---
2.1.11 Execute a PAV Racism Assembly	No Plan	Complete	---	---
2.1.12 Execute Individual Parish Presentations	No Plan	Complete	---	---
2.1.13 Schedule Priest /Parish /Liturgy Familiarization Rotation	No Plan	No Plan	Effort Redirected	---
2.1.14 Create Common Projects	No Plan	No Plan	Effort Redirected	---
2.1.15 Publish a PAV Fall 2007 Newsletter	No Plan	No Plan	Complete	---
2.1.16 Publish a PAV Winter 2008 Newsletter	No Plan	No Plan	Complete	---
2.1.17 Publish a PAV Spring 2008 Newsletter	No Plan	No Plan	In-Process	---
2.1.18 Publish a PAV Summer 2008 Newsletter	No Plan	No Plan	In-Process	---
2.1.19 Conduct PAV Priests' Meetings	No Plan	No Plan	In-Process	---
2.1.20 Publish a PAV Fall 2008 Newsletter	No Plan	No Plan	No Plan	2008 Objective*
2.1.21 Publish a PAV Winter 2008 Newsletter	No Plan	No Plan	No Plan	2008 Objective*
2.1.22 Publish a PAV Spring 2009 Newsletter	No Plan	No Plan	No Plan	2008 Objective*
2.1.23 Publish a PAV Summer 2009 Newsletter	No Plan	No Plan	No Plan	2008 Objective*

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Pastoral Plan Focus Area Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
<b>2. Strategic Focus</b>				
<b>2.2 Strategic Focus Area #2.</b> Coordinate Parish activities to increase the development of Christian Service and support for social agencies within Pontiac				
2.2.1 Execute a PAV Catholic Community Response Team supported by one to twelve representatives from each parish	Complete	---	---	---
2.2.2 A 2006-7 CCRT Action Plan	No Plan	Complete	---	---
2.2.3 A 2007-8 CCRT Action Plan	No Plan	No Plan	In-Process	---
2.2.4 A PAV Christian Service Activity Coordination Plan	No Plan	No Plan	In-Process	---
2.2.5 Execute a PAV CSSOC Assembly	No Plan	No Plan	Complete	---
2.2.6 Create and Execute a PAV CSSOC Awareness Support Plan	No Plan	No Plan	In-Process	---
2.2.7 A 2008-9 CCRT Action Plan	No Plan	No Plan	No Plan	2008 Objective*
<b>2.3 Strategic Focus Area #3.</b> Involve and engage youth, young adults and young families in the life of the Parish communities and Vicariate				
2.3.1 A PAV Inventory of all parish youth, young adult and young family programs	Complete	---	---	---
2.3.2 A Youth Minister Study	Complete	---	---	---
2.3.3 A PAV Youth Minister and Program Plan including collaboration in vicariate events and support for Genesis Ministries	Complete	---	---	---
2.3.4 PAV Youth Minister and Program Implementation	No Plan	Complete	---	---
2.3.5 Execute a 2006-7 PAV Genesis Ministries Support Plan	No Plan	Complete	---	---
2.3.6 Execute a 2007-8 PAV Genesis Ministries Support Plan	No Plan	No Plan	In-Process	---
2.3.7 Execute a 2008-9 PAV Genesis Ministries Support Plan	No Plan	No Plan	No Plan	2008 Objective*

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Pastoral Plan Focus Area Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
<b>3. Sustainable Focus</b>				
<b>3.1 Sustainable Focus Area #1.</b> Coordinate and educate the vicariate on stewardship				
3.1.1 Execute a PAV Stewardship Assembly	Complete	No Plan	---	---
3.1.2 3-4 Vicariate Stewardship Letters	No Plan	No Plan	Effort Redirected	---
3.1.3 A Cross Vicariate/Faith Stewardship Study	No Plan	No Plan	No Plan	2008 Objective*
3.1.4 A PAV Stewardship Day Program	No Plan	No Plan	No Plan	2008 Objective*
3.1.5 A PAV Stewardship Best Practices Study	No Plan	No Plan	No Plan	2008 Objective*
3.1.6 Parish Business Manager Training	No Plan	No Plan	No Plan	2008 Objective*
<b>3.2 Sustainable Focus Area #2.</b> Undertake a effort for engaging and developing lay women and men ministers to support all sacramental and pastoral activities				
3.2.1 "Try It On" and "Mission Possible" Coordination Plan and Implementation	Complete	---	---	---
3.2.2 Lay Ministry Coordination Plan	Complete	---	---	---
3.2.3 Implement ACTS	No Plan	Complete	---	---
3.2.4 "Role of Deacons" Study	No Plan	No Plan	Effort Redirected	---
3.2.6 ACTS Operations - Offer two ACTS sessions in the Pontiac Area Vicariate	No Plan	No Plan	In-Process	---
3.2.5 ACTS Operations - Offer two ACTS sessions in the Pontiac Area Vicariate	No Plan	No Plan	No Plan	2008 Objective*
<b>3.3 Sustainable Focus Area #3.</b> Support the financial needs of the Catholic Schools and their integration in the pastoral and Sacramental life of the Parish communities.				
3.3.1 PAV Vision 2000 Implementation	Complete	---	---	---
3.3.2 Marist Academy Elementary School Scholarships	Complete	---	---	---
3.3.3 Complete Vision 2000 Phase 1	No Plan	Complete	---	---
3.3.4 Youth Ministry and Catholic School Activity Coordination Plan and Implementation	No Plan	No Plan	In-Process	---
3.3.5 Execute PAV Vision 2000 Phase II Plan	No Plan	No Plan	In-Process	---
3.3.8 Host a High School Youth Encounter	No Plan	No Plan	In-Process	---
3.3.9 Create a Call to Serve - Protecting God's Children Implementation Plan	No Plan	No Plan	In-Process	---
3.3.6 PAV School Development Plan	No Plan	No Plan	No Plan	2008 Objective*
3.3.7 Execute PAV Vision 2000 Phase II Plan	No Plan	No Plan	No Plan	2008 Objective*

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