



An introduction to PARISH PASTORAL PLANNING





What would you need to consider if you were building a new house ?



TODAY'S PLAN



An introduction to pastoral planning

Strategic thinking and practical planning

Explain the Planning processes Stage by Stage

Provide you with enough of an understanding to go back to your parishes and discuss how you might begin a plan of your own



DO NOT BE AFRAID
we are with you





Theological underpinnings



Planning involves



Strategic element

- big world view-
visionary in nature

Operational element

- The what, how, who
and – the nitty gritty

We PLAN because



PARISH PASTORAL PLAN MODEL

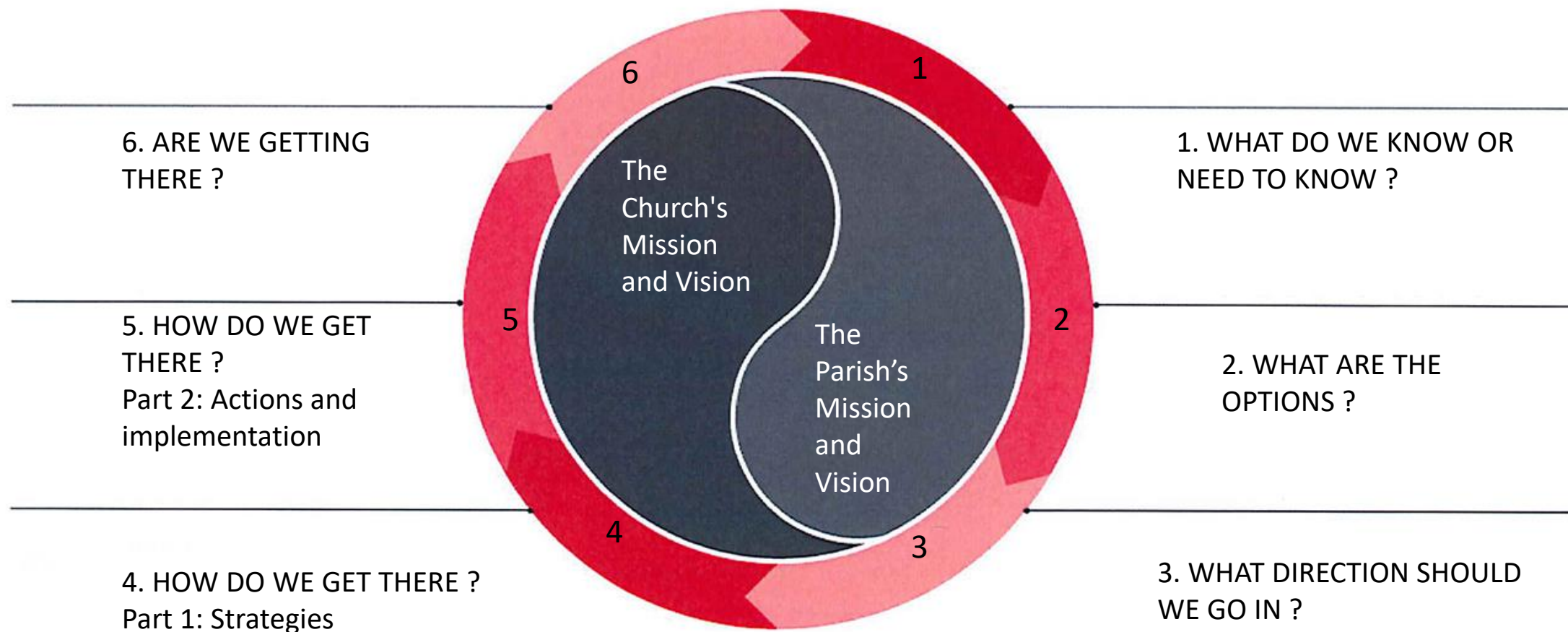


******This is only one example model of pastoral planning – there are many more.

This MODEL lists 6 stages of thinking and development.



PASTORAL STRATEGIC PLANNING PROCESS





WHAT IS MEANT BY MISSION & VISION ?

mission explains

the overall purpose of the PARISH – what you ARE CALLED TO DO, for whom you do it and the benefit

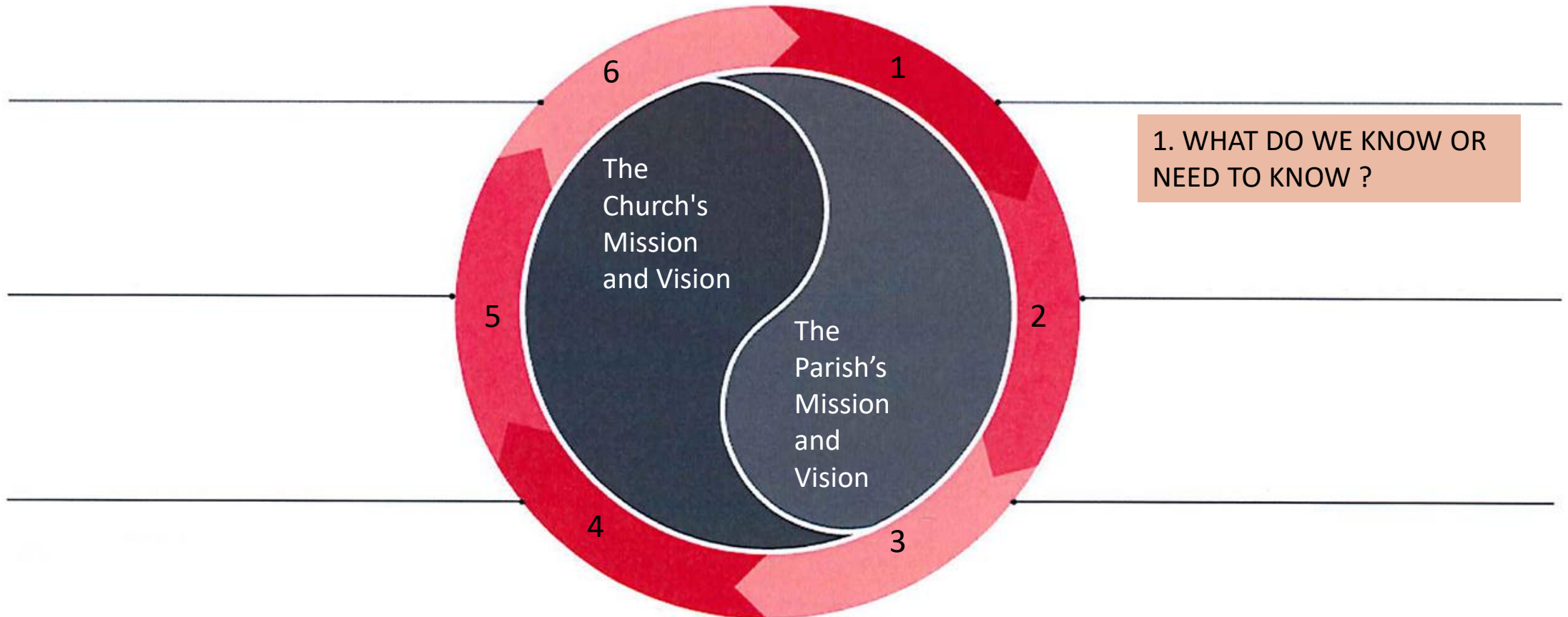


vision statement

answers the question, “If the PARISH fulfills its mission, what will the future look like?”

STEP ONE

PASTORAL STRATEGIC PLANNING PROCESS



1. Where are we ?

Information gathering and making use of it



What do we already know and what more do we need to know about our parish and its community ?



What sort of information would be helpful for a parish to gather to assist it in future decision making ?



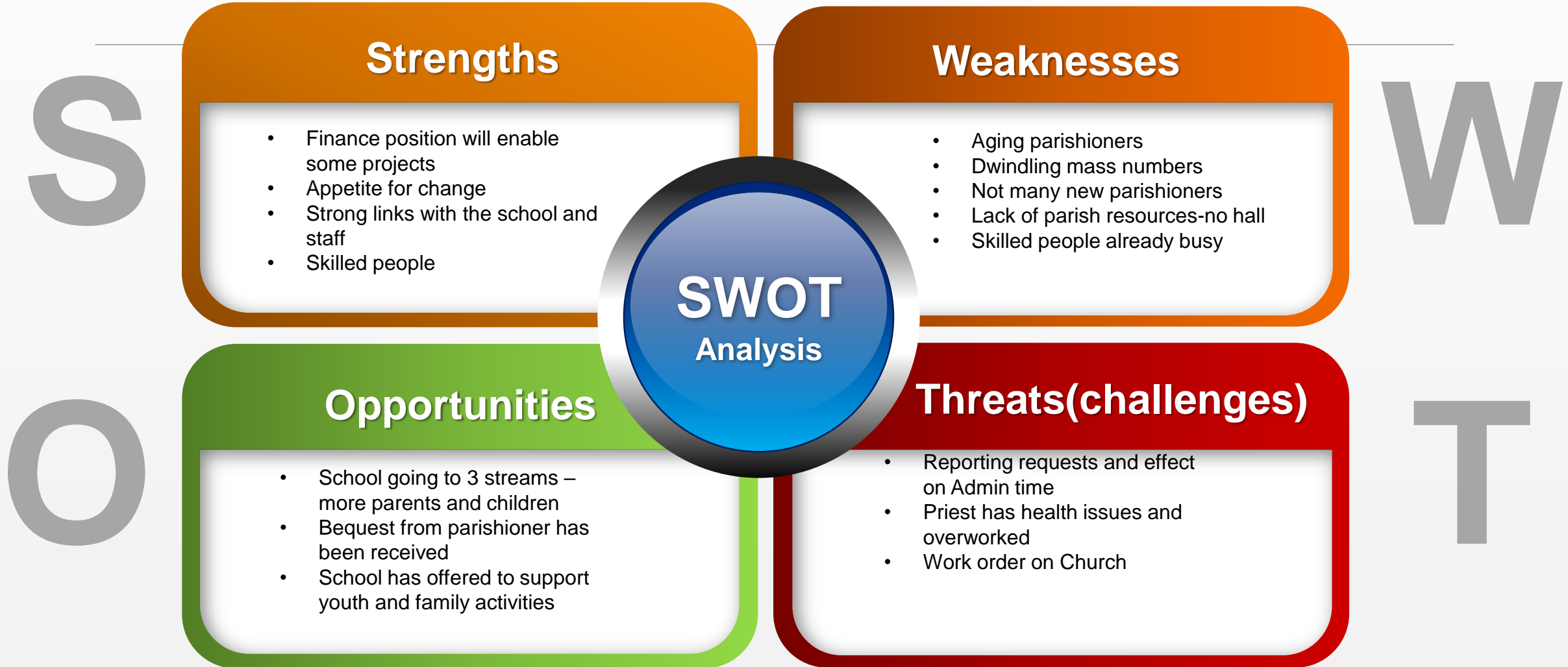
WHAT'S GOING ON IN- AND- AROUND OUR PARISH ?

- WHO LIVES IN OUR PARISH ?
- DEMOGRAPHICS- WHO IS COMING TO MASS ?
 - INTERESTS, CONCERNS AND NEEDS?
 - WHO'S MOVING IN ?
 - WHAT IS THE SCHOOL PLANNING ?
- WHAT IS GOVERNMENT AND LOCAL GOVT PLANNING ?



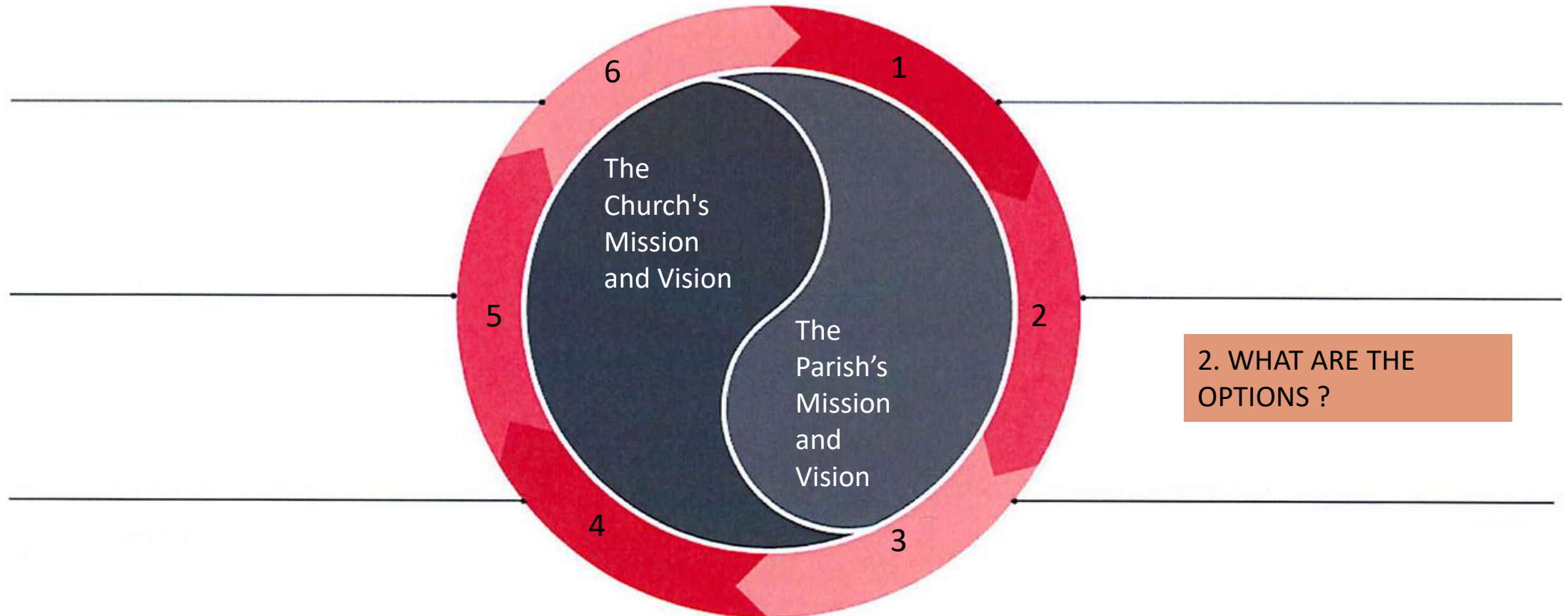
SWOT ANALYSIS

STRENGTHS, WEAKNESSES,
OPPORTUNITIES AND THREATS (Challenges)



STEP TWO

PASTORAL STRATEGIC PLANNING PROCESS



What are the options ?

FUTURE POSSIBLE SCENARIOS



Articulate

- Concerns
- Needs
- Deficiencies
- Desires

and

Express

What could be done to address these issues



Methods we can use to generate ideas and creative thinking

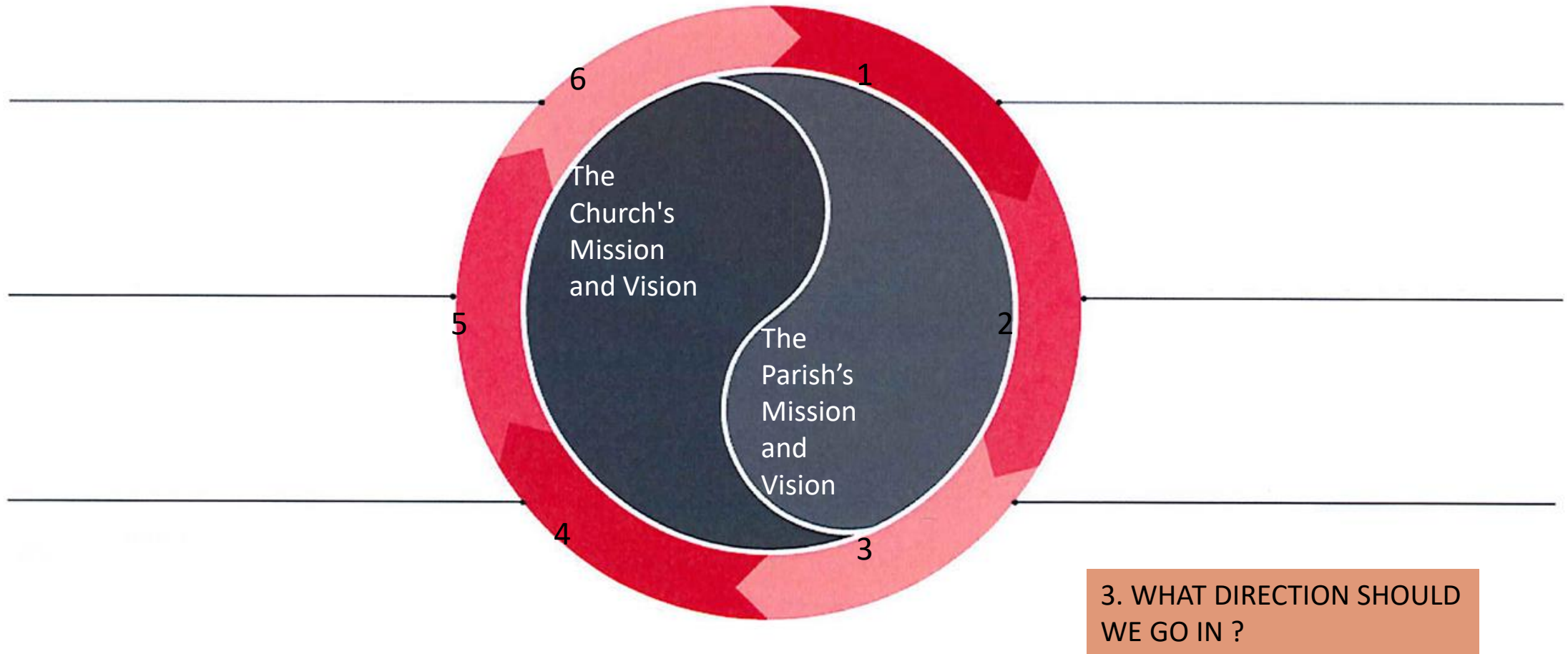
- Brain storming
- Plenary type listening groups
- Parish meeting
- Parishioner Survey

- Any other ways?



STEP THREE

PASTORAL STRATEGIC PLANNING PROCESS



What direction should we go in ?

LINKS TO FUTURE VISION BUT

SHORTER TIME HORIZON 2-5 YEARS



= Where does God want us to
go

What are the options ?





Moving from Possibilities ➤ to Priorities

What MIGHT influence your
considerations ?



3. - Where does God want us to go

- ✓ **Reflection, discernment and prayer**
- ✓ What is achievable
- ✓ Makes the most difference
- ✓ Current and future capacity and resources
- ✓ Main priorities

TIP: Dream big but be realistic. Better to aim low and succeed rather than too high and fail.



DECIDE THE PRIORITIES

Become a more
welcoming parish

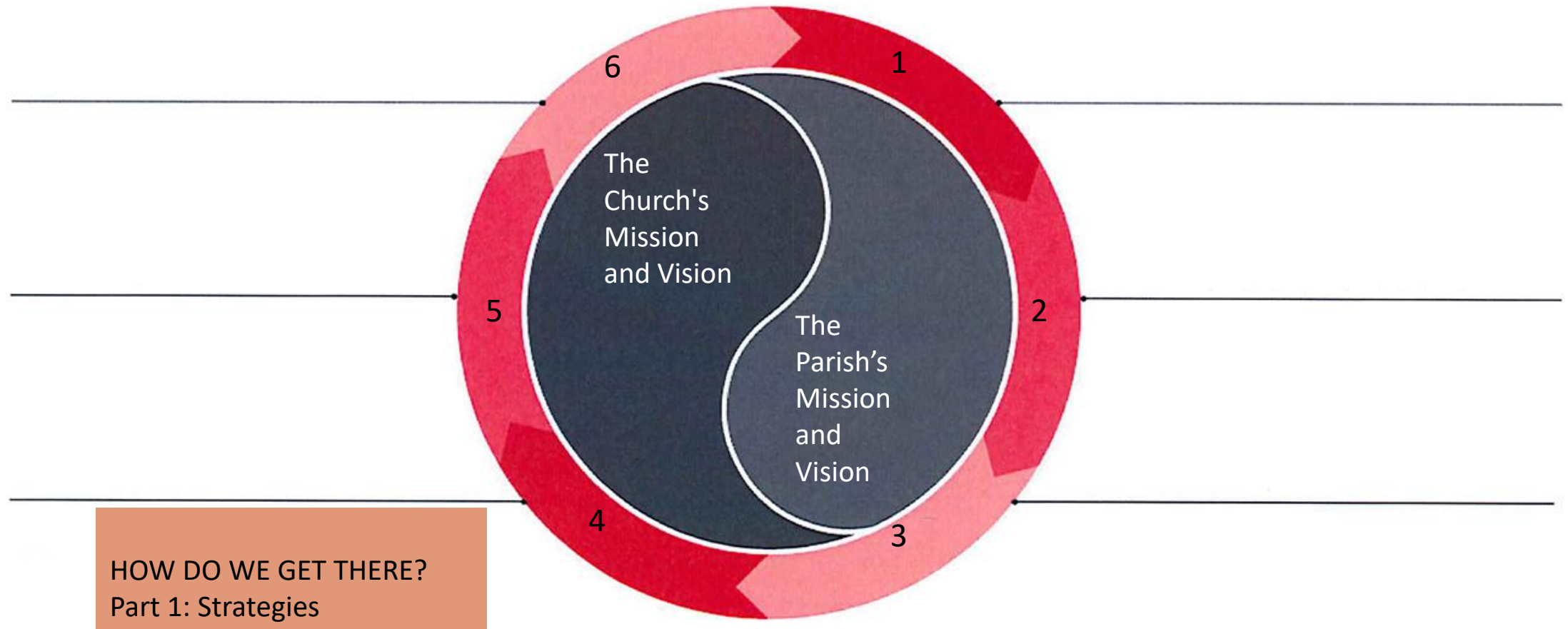
Develop family
focused pastoral
services

Develop accessible
faith formation courses



STEP FOUR

PASTORAL STRATEGIC PLANNING PROCESS



HOW DO WE GET THERE: PART 1

STRATEGIES



The plan now needs to take the priorities and translate them into clear specific strategies

= The things we can do

Intelligent and Purposeful



Be thoughtful and **specific** about what you want to focus on.

Pick a goal that is **measurable** so you can continually monitor your progress.

Set yourself up for success by choosing something that is **achievable**.

Be **realistic** when choosing your goal. Think about how it will affect your day-to-day life.

Be aggressive and realistic when setting your end **time** or date. Knowing there's an end in sight will help you focus and push yourself.

THE PRIORITIES (AN EXAMPLE)

Become a more
welcoming parish

Develop family
focused pastoral
services

Develop accessible
faith formation courses

GROUP TIME



Become a more
welcoming parish

How do we get there part 1 (an example)



Become a more
welcoming parish

- Develop a team of parish home visitors
- “Name Tag” team for all masses
- 2 parish community events each year
- Conduct a parish census
- Work with School to develop outreach program

Strategic Plan emerges (if you do the same with each strategy)



Become a more
welcoming parish

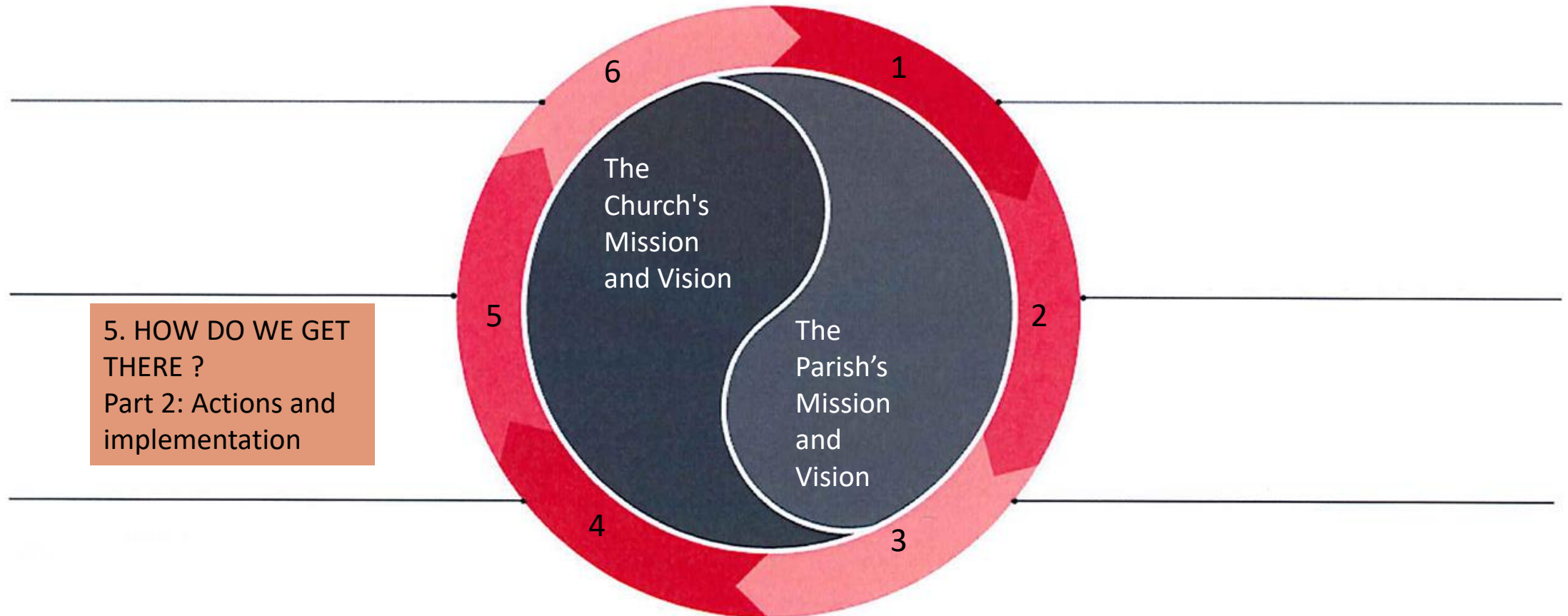
- Develop a team of parish home visitors
- “Name Tag” team for all masses
- 2 parish community events each year
- Etc

Develop family focused pastoral
services

Develop accessible faith
formation courses

STEP FIVE

PASTORAL STRATEGIC PLANNING PROCESS



5. HOW DO WE GET THERE ?
Part 2: Actions and implementation

HOW DO WE GET THERE: PART 2

Ideas to actions



Knowing what we want to is a good start
but it doesn't get the job done

TASK = specifying the things we have to do-
the nitty gritty

This is the **OPERATIONAL** side of the
Strategic plan

STRATEGY: Becoming a more welcoming parish

Become a more
welcoming parish

- Develop a team of parish home visitors
- "Name Tag" team for all masses
- 2 parish community events each year
- Conduct a parish census
- Work with School to develop outreach program





ACTIONS: How do we get there

Become a more welcoming parish

*Develop a team of
parish home
visitors*

- What needs to be done
- Who is responsible for doing it, and
- When it needs to be achieved by
- What resources

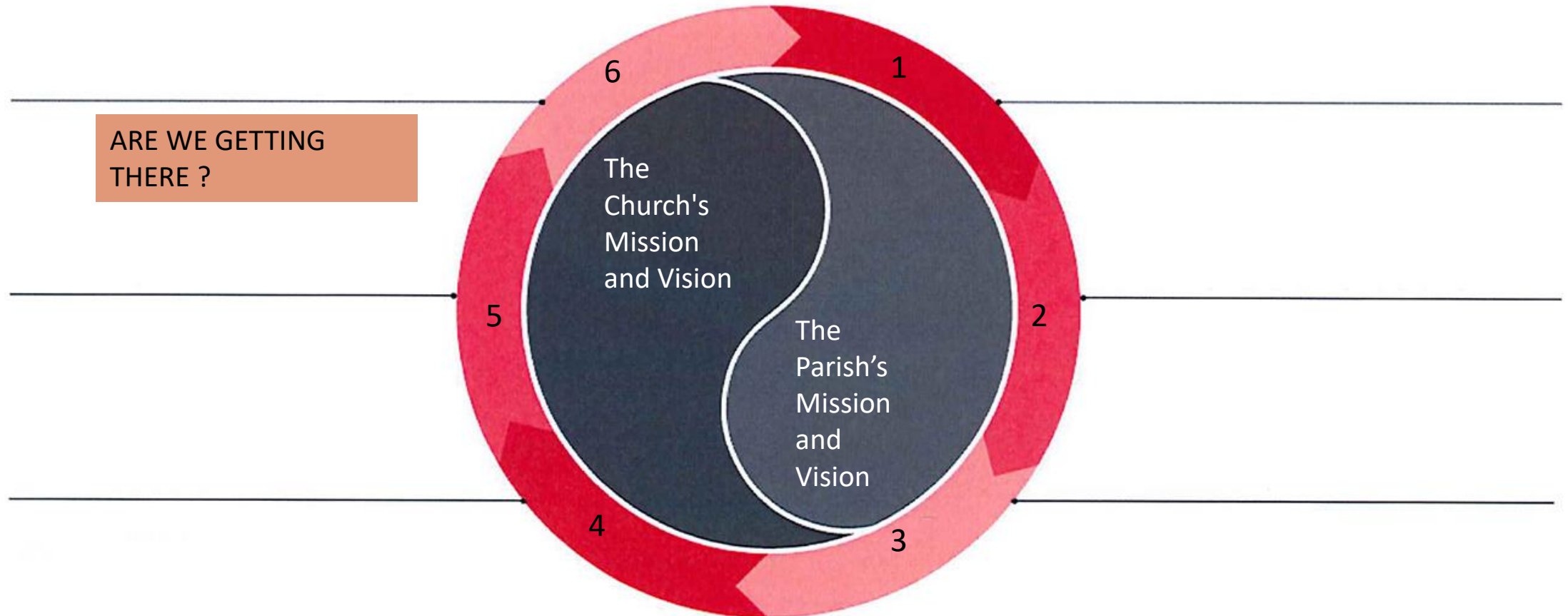
*“Name tag” team
for all masses*

*2 x Parish
community events
per year*



STEP SIX

PASTORAL STRATEGIC PLANNING PROCESS





PART 6: ARE WE GETTING THERE

How will we know we have achieved our goals?

- Remember S.M.A.R.T.
- How will you know you have achieved your objective and that it has not only been achieved but is successful?
- Set review dates and milestones along the way as a compass for success
- Decide **specific** outcomes you wish to achieve



Group Exercise

Are we getting there

How you think a parish might measure outcomes to see if it has been successful in achieving what it set out to achieve or are at least is on the road to success?

Give examples

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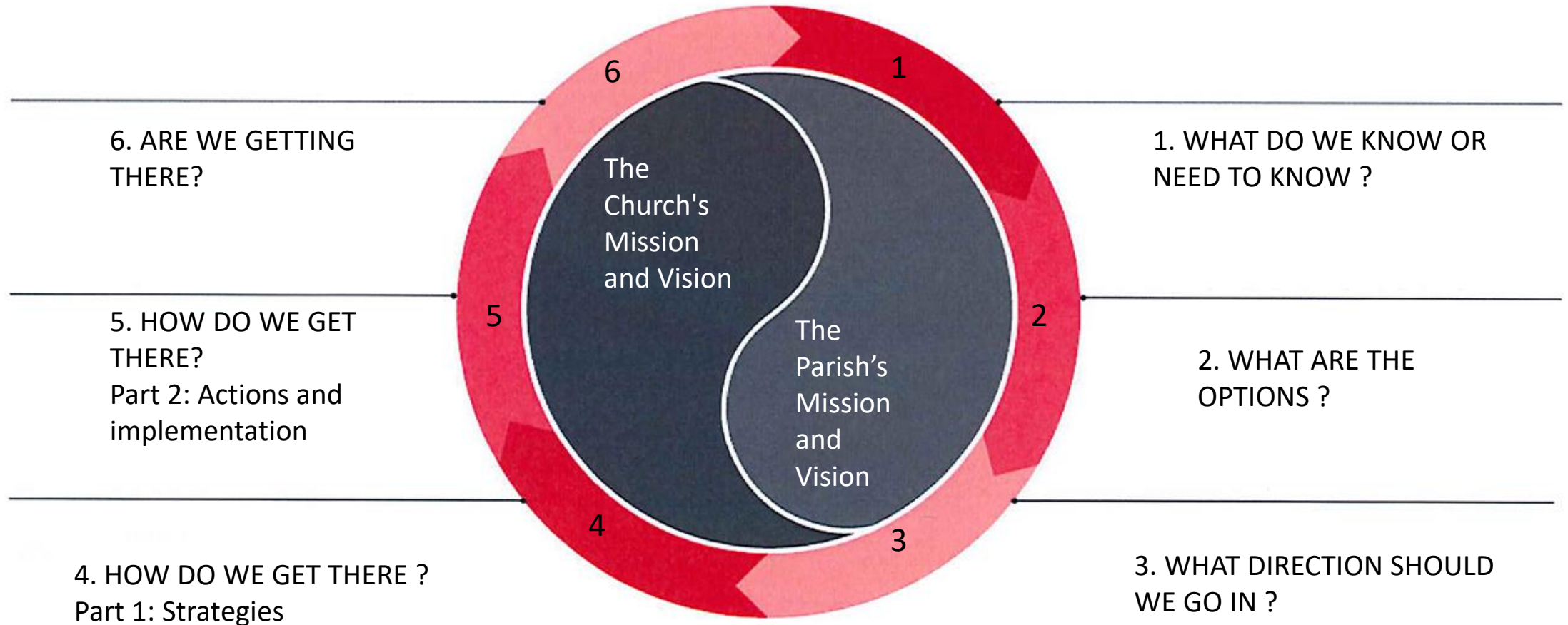
YOUR FINAL PARISH PASTORAL PLAN
WILL BEGIN
TO LOOK SOMETHING LIKE THIS



PASTORAL PLAN FOR 2021-26			ST MICHAEL THE ARCHANGEL PARISH			
PRIORITY AREA	KEY STRATEGIES	KEY RESPONSIBILITY	ACTIONS	WHO	WHEN	MEASURABLES
Priority 1 Become a more welcoming Parish	1.Develop a team of parish home visitors	Parish Outreach Ministry	Communications	Meredith	4/3/21	Plan in Bulletin. Regular progress up dates. Talk at all Masses.
			Employment	Mandy	21/3/21	Develop role descriptions Position advertised. Recruitment completed.
			Train Team	Peter	1/8/21	Training Program developed. Training taken place ASCL Standards met
	2.Name tag team for all masses					



PASTORAL STRATEGIC PLANNING PROCESS



SUMMARY

Parish Strategic Planning (PPP) process



WHERE ARE WE

- ✓ Scan of parish and community (who and what are we)
- ✓ Conduct a **SWOT**

WHERE COULD WE GO

- ✓ Consider all the ideas and aspirations

WHERE DO WE WANT TO GO

- ✓ Articulate and map the parish's decisions concerning its future growth and development

HOW DO WE GET THERE

- ✓ Identify the required **Strategies** associated with each Priority
- ✓ Develop an **Action Plan** to implement the strategies

ARE WE GETTING THERE

- ✓ How will we know our progress
- ✓ How will we **measure** our successes

SOME TIPS



- Pray and Listen
- Discern and know God's desire
- Be Patient do not rush process
- Take time to prepare
- Don't take shortcuts
- Ask for help
- Communicate, communicate, communicate