



Parish Pastoral Planning

1 October 2022

STRENGTHENING AND REVITALISING PARISHES



Catholic Archdiocese of Perth

Outline of the Day

10.00 Prayer and Welcome

10.05 Review Role & Nature of the Parish Pastoral Council Constitution

10.35 Pastoral Planning

- Who are you as a Parish?
- Using a **SWOT** analysis as a tool for gathering information
- Organising **Priority areas**
- Identify **key strategies**
- **Actions/** activities to achieve the key strategy
- **Responsibility** for coordinating each action
- **Timeline** the actions
- **Measurables** - Identifying ways in which you will map out the progress made

12.15 Q and A session

12.30 Parish Hubs

12.40 The next stage - People of God

12.55 Blessing

A SWOT ANALYSIS

SWOT is an acronym for **S**trengths, **W**eaknesses, **O**pportunities, and **T**hreats (Challenges). It provides stimulating strategic thinking to clarify the long-term effectiveness of the life of the Parish. This is accomplished by identifying the strengths, weaknesses, opportunities, and threats (challenges) of the Parish. A SWOT Analysis can be useful to the Parish Pastoral Council, as a tool for reflecting and producing practical strategies to help a Parish community plan. A SWOT may be used as an analysis tool to help you explore areas for change and growth in your Parish. By taking the time to conduct a SWOT, the Parish Pastoral Council will have the information to be able to develop an effective long-term strategic perspective of where God is leading the faith community.

INTERPRETATING OF A SWOT ANALYSIS

Strengths

These are the **unique characteristics**, qualities, capabilities, and competencies that enable a Parish to successfully accomplish its mission and vision. These might include leadership competencies, facilities, equipment, financial resources, spiritual resources, reputation, location, services, programs etc.

Questions which may be helpful in discerning the strengths of the Parish include:

1. What does our Parish do well?
2. What are you most proud of?
3. What unique knowledge, talent or resources do we have?
4. What do other people say we do well?
5. What resources do we have available?
6. What is our greatest achievement?

Weaknesses

These are the qualities that **prevent** the Parish from accomplishing its mission and vision and reaching its full potential. Weaknesses might include factors that don't meet certain standards, governance, inefficient systems, ineffective processes, not enough leaders, a lack of prayer.

Questions which may be helpful in discerning the weaknesses of the Parish include:

1. What could we improve?
2. What knowledge, talent, skills and/or resources are we lacking?
3. What disadvantages do we have?
4. In what areas do we need more training?
5. What do other people say we don't do well?
7. What should we avoid doing?
8. What factors cause us to lose members of the Parish?
9. What complaints have we had about the Parish?
10. What is holding the Parish back from accomplishing the things you want and/or need to accomplish?

Opportunities

These are the conditions inside and outside the Parish that **impact** the Parish's mission and vision. Sources for opportunities might include changes in Parish or community demographics, new industries, local events, new technology, changes in government, social change, a new campus, new church members, a new pastor etc.

Questions which may be helpful in discerning the opportunities of the parish include:

1. What internal opportunities are we not taking advantage of?
2. What external opportunities are we not taking advantage of?
3. What changes have occurred recently in the Parish and in the community?
4. How can we take advantage of these changes?
5. Who could we support? How could we support them?
6. Is there a need in our Parish that has not been met?
7. What could we do today that isn't being done?
8. How can we turn our strengths into opportunities?
9. How can we turn our weaknesses into opportunities?
10. How can we apply our existing strengths in new and/or innovative ways?
11. Where do we see God working?

Threats (Challenges)

These are challenges that arise in the environment that challenge the stability and potentially the survival of the Parish. These might include changing internal or external demographics, changing technology, the economy, legislation, safety and security, oppressive debt, large capital needs, aging facilities, unwillingness to change, a sense of member entitlement, spiritual immaturity etc.

Questions which may be helpful in discerning the challenges facing the Parish include:

1. What obstacles does our Parish face?
2. Could any of our weaknesses prevent the Parish from meeting our goals?
3. What is changing in our community?
4. Who and/or what might cause us problems in the future? How?
5. Are there changes in the Parish that could threaten our success?

ADVANTAGES OF A SWOT ANALYSIS

Simple to understand and use

Identifies key internal and external factors affecting the church

Produces valuable strategies and goals that align with the Parish's mission and vision

Explores a variety of new solutions

Can identify and overcome barriers to success

WEAKNESSES OF A SWOT ANALYSIS

Doesn't distinguish or prioritise

May focus too much on the present and not enough on the future

Factors may be opinions rather than facts

Parish Pastoral Planning

What is a Parish Pastoral Plan?

Pastoral Planning is a process by which a faith community seeks to respond to the spiritual and pastoral needs of people within, and beyond, the community.

Pastoral planning is an ongoing Parish activity.

The Benefits of Pastoral Planning

Pastoral planning enables a Parish to become ever more fully a portion of the people of God, sharing in the mission of Christ, and developing the structures necessary for supporting its community life and carrying out its mission.

Pastoral planning

- increases clarity about the mission and priorities of the Parish
- provides a framework for examining how the Parish is living out the mission of Christ
- enhances the quality of Parish life and promotes Parish vitality
- encourages the participation and support of the Parish members
- affects the way in which the resources of the Parish are used

A Pastoral Plan identifies

Priority Areas	arise from the SWOT analysis
Key strategies	a specific course of action that will take you from where you are now to where you want to be
Actions	actions/activities that will help to achieve the key strategy
Who	the person or Parish group who will take responsibility for the action
When	timeline for the completion of each action
Measurable	the intended outcome naming the evidence you seek that will prove you are making progress towards the intended outcome

A Structure for a Parish Pastoral Planning

Template



Name of Parish
STRATEGIC PLAN 2021 - 2025

PARISH MISSION STATEMENT

VISION

PRIORITY AREAS

1.	2.	3.	4.
5.	6.		

Priority Area One _____

ACTIONS	WHO	WHEN	MEASURABLES
Key Strategies 1.1			
Key Strategies 1.2			
Key Strategies 1.3			

Priority Area Two _____

ACTIONS	WHO	WHEN	MEASURABLES
Key Strategies 2.1			
Key Strategies 2.2			
Key Strategies 2.3			

Priority Area Three _____

ACTIONS	WHO	WHEN	MEASURABLES
Key Strategies 3.1			
Key Strategies 3.2			

Priority Area Four _____

ACTIONS	WHO	WHEN	MEASURABLES
Key Strategies 4.1			
Key Strategies 4.2			

Priority Area Five _____

ACTIONS	WHO	WHEN	MEASURABLES
Key Strategies 5.1			
Key Strategies 5.2			
		0	

Priority Area Six _____

ACTIONS	WHO	WHEN	MEASURABLES
Key Strategies 6.1			
Key Strategies 6.2			
Key Strategies 6.3			

Your next step

Make a start on your Parish Pastoral Plan, no matter how small.

- Run a **SWOT analysis** /survey as a tool for collecting information
- Arrange the data collected into **Priority areas**
- Identify **key strategies** for each priority area
- Add the necessary **actions** for each key strategy
- Allocate who is to be **responsible** for coordinating each action
- Timeline the actions
- Identify ways in which you will map out the progress made

Visit the website at parishrenewal.com.au for support materials.

Parish Renewal Team Contacts

<p>Fr Nino Vinciguerra Coordinator</p> <p>☎ 6104 698 / 0468 467 421</p> <p>✉ nino.vinciguerra@perthcatholic.org.au</p>	<p>Dr Carmel Suart Research and Development Officer</p> <p>☎ 6104 3696 / 0410 434 765</p> <p>✉ carmel.suart@perthcatholic.org.au</p>
<p>Nigel Hayward Field worker – South</p> <p>☎ To be advised</p> <p>✉ parishrenewal@perthcatholic.org.au</p>	<p>Alan Wedd Field worker – North</p> <p>☎ To be advised</p> <p>✉ parishrenewal@perthcatholic.org.au</p>
<p>Marcelle Batticci Admin Support</p> <p>☎ 6104 3699</p> <p>✉ marcelle.batticci@perthcatholic.org.au</p>	