

Framework for September Conversations - Pilot Pastoral Planning Process

1) Overview of the Listening and Assessment Process

- What is working and helpful in the process you have done:
 - In the listening and assessment methods you have used?
 - In discerning the meaning of what has been said and learned?
 - In providing a summary report to the parish community?
- What are some key discoveries and insights in what you have heard?
- What questions or challenges are there about the process, next steps?

2) Developing the pastoral plan based on what we have heard and learned

- A) Our Mission/Vision Statement as _____ Parish
- B) Our Core Values to Live By in Fulfilling Our Mission
- C) Our Parish Goals and Action Steps for the next 3-5 years
 - Review related excerpts from *Wounded and Loved, Regathering the Scattered - A Pastoral Vision for the Church of Scranton*
- D) Plans for Collaboration with Other Parishes in Our Parish Partnership

3) Engage parish leaders/groups/parishioners in developing/implementing the pastoral plan

- Respect the work and engagement of people/existing groups/commissions in developing goals and action steps in a given area of parish life
 - Two key reasons for engaging people in the decision-making process:
 - obtain needed wisdom of people
 - build their support needed for a successful implementation
 - Clarify DCI - Deciders, Consulted, Informed along the way
- Assess needs for changing how we are organized (structures, procedures, resources, budget) to realize our goals.
- Consider further ways to engage the parish community:
 - Consultation with parishioners on changes in Mission Statement/ Core Values
 - I affirm this statement as stated (comment)
 - I affirm this statement with the following changes (comment)
 - I do not affirm this statement for the following reasons: (comment)
 - Consultation with parishioners on Pastoral Plan
 - Dream / Design day to brainstorm creative ideas and build engagement

4) Clarify process and responsibilities re:

- Proclaim and Celebrate the Pastoral Plan
- Oversight for Implementation
- Periodic review and reference at meetings
- Updates on progress every 6 months
- Ongoing Innovation and Continuous Improvement
- Updates action plan annually for coming year

Proposed Model of the Intended Parish Pastoral Plan

A) Our Mission/Vision Statement as _____ Parish

B) Our Core Values to Live By in Fulfilling Our Mission

C) Our Parish Goals for the next 3-5 years

Word

We will sustain and build upon our strengths of:

- ...
- ...
- ...

We will initiate - provide - develop - become:

1) ...

(First Year Action Steps - Timeline - Responsible Persons - Resources)

2) ...

3) ...

Worship

We will sustain and build upon our strengths of:

We will initiate - provide - develop - become:

Community

We will sustain and build upon our strengths of:

We will initiate - provide - develop - become:

Service

We will sustain and build upon our strengths of:

We will initiate - provide - develop - become:

Other...

D) Plans for Collaboration with Other Parishes in Our Parish Partnership:

- Key strengths / areas of vibrancy to share
- Key challenges/needs where collaboration could better serve more people and wisely use available resources (staffing/funds/...)

Parish Mission Statement – Background Information

The mission statement is a clear, concise statement of the parish's purpose and reason for existence. It helps the parish to identify itself and gives direction and meaning to its activities.

The Mission Statement includes:

- Who we are - unique distinctive features and reference to roots and history
- Why we exist as a parish - our purpose and reason for being here; people served
- What we most seek to become and do in the future – what we are committed and basic services we want to provide.

Criteria for the Mission Statement:

- Brief and able to be remembered; not more than one paragraph.
- Clear and understandable (even to a 12 year old)
- Inspiring: engages and inspires people.
- Challenging: moves people to a deeper sense of mission and direction based on the mission of Jesus.
- Unifying: words that bring people together and carry a wealth of meaning.
- Gives direction and serves as a guide and template for future decisions
- Broad enough to allow flexibility but not so broad as to permit a lack of focus

A basic question for personal and group reflection is:

Based upon the results of our parish listening and study, the teachings of the Church, and our own personal experiences:

What words best express our mission as _____ Parish – words that reflect:

- *who we are....*
- *why we exist as a parish...*
- *what we most seek to be and do...*

in more fully becoming the parish which we believe God calls us to be in this time and place?

Parish Core Values – Background Information

1. Are integral to the identity and mission of the parish and its programs and services.
2. Are the 3 - 5 characteristics that identify programs/services/parish life in daily operations.
3. Articulate what the parish stands for.
4. Is the core document that easily translates into daily behaviors (for the parishioners on the parish grounds and in their daily lives).
5. Serve as the template for all decisions along with the mission.
6. Focuses and motivates people associated with the parish.

*What 2-3 words best reflects Core Values to guide _____ Parish
based upon our Mission Statement?*