

participants. Research available training materials.

As we plan, we look first at the mission of Jesus and how the Church has carried on that mission through the years. This mission includes proclaiming the Good News, worshipping, building community, and reaching out in a healing service. We need to be aware of the vision and mission of the local Church, the Diocese of Shreveport and in the Diocesan Mission Statement.

DIOCESAN MISSION STATEMENT

We, God's people, gathered with our bishop and the Diocese of Shreveport, embody the universal mission of the Catholic Church. In developing a Christian life we are called to praise God, to proclaim and teach Jesus Christ, His life, His work, His word and in the power of the Holy Spirit, we are called to serve as a sign and instrument of Christ's liberating and healing presence in the world. As Church, we in the sixteen civil parishes of North Louisiana challenge and support persons in their efforts to live as Christians, to understand Sacred Scripture and Tradition, to share with the poor, and to participate in a faith community.

SOURCES

Diocese of Shreveport, *Journey With the Spirit:*
Pastoral Council Handbook for Parishes, 2001

Daues, Sr. Margaret, Chancellor, Diocese of Shreveport,
"Putting the Mission Statement into Action", Pastoral Planning, April 2005.

Diocese of Shreveport

3500 Fairfield Avenue, Shreveport, LA 71104
Phone: 318-868-4441 or 800-256-1541; Fax: 318-868-4469
Any additional questions or comments should be sent to:

Randy G. Tiller, Chancellor
Email: rtiller@dioshpt.org
www.dioshpt.org

Diocese of Shreveport

COMPONENTS OF THE PASTORAL PLAN

Mission Statement
Goals
Strategies

A Quick Reference Handbook

January 2020

I. MISSION STATEMENT

Every organization needs a definitive mission; survival of the organization depends on it. Mission statements are not generic. They are statements of identity and direction describing the present and the future: philosophical, value-oriented, long-term declarations of fundamental purpose. Mission statements simply say who an organization is, why they exist, what they are trying to do and how they will go about achieving it.

The mission is the reason someone volunteers, works or in this case worships and professes to be Catholic. The Mission Statement is a resource. It should be used as a beacon to guide us and give us leadership and enthusiasm as we do our work in parish councils and lay leadership roles in the parish. Post it, print it, keep it alive in the bulletin, in publications, convening or seating new council members as part of their orientation. And most importantly, support the mission in everything that is done, every decision made, every function, every expansion, every outreach ministry should always play a role in achieving the mission of the parish, the diocese and the universal Church.

The mission of the universal Church is the mission mandated by Christ. The Great Commission as St. Matthew recounts at the end of the Gospel.

“All power in heaven and on earth has been given to me. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, until the end of the age.” (NAB, Matt: 29:18-20)

In addition to the strategy itself, it is helpful during the planning process to identify some practical matters related to its accomplishment.

1. List the steps needed to fulfill the strategy and put dates on these steps also.
2. Estimate what expenses or resources will be needed.
3. Identify persons or groups who will be most effected by this strategy and/or need to be involved in carrying it out.

IV: SAMPLE GOALS AND STRATEGIES/OBJECTIVES

A. Goal– To develop responsible lay leadership in the parish by encouraging all members to share their gifts.

Strategy– Involve pastoral council members in two day long workshops. Offer a day of reflection/workshop for leaders of parish organizations.

B. Goal– To enrich our worship life through expanded prayer opportunities in the parish.

Strategy– Introduce the practice of morning prayer groups. Recruit and develop leaders for Liturgy of the Word. Sponsor twelve hour family retreats.

C. Goal– To deepen our own faith in the Good News of Jesus Christ in order to bring it to those who are no longer active in the Church.

Strategy– Train Scripture discussion group leaders to establish groups. Introduce information about the new evangelization. Plan a parish renewal event.

D. Goal– To restructure parish religious formation efforts for children in PSR.

Strategy– Offer family based programs on the Creed, the Mass, Eucharist. Consult with diocesan Religious Education department for programs and materials.

E. Goal– To establish neighborhood or small faith communities throughout the parish.

Strategy– Determine parish grid and location of parishioners. Offer information session for interested

III. STRATEGIES/OBJECTIVES

Strategies are concrete, specific descriptions of outcomes to be reached in one year in pursuit of a goal. Strategies are measurable and specific about who will be touched, short term, not take more than one year to achieve and name a completion date. Strategies are easy to evaluate in terms of both the extent and quality of achievement reached.

Strategies that are implemented in one year and then evaluated are replaced with new strategies for the following year's implementation. This way planning stays active until goals are achieved. Goals, once accomplished, are replaced with new goals. The process of setting, carrying out, and evaluating these new goals continues the planning process as an integral part of parish life.

A. What are the parts of a Strategy?

1. *An Action Verb:* Be very careful to use a verb that indicates what you plan to do. Are you going to study, to initiate, to plan, to start, to design, to assess, to invite, to offer, to create, to use, to research?

2. *A Specific Task to be Completed:* This tells "what" will be accomplished in order to move closer to fulfilling the larger goal.

3. *A Target Group:* This indicates who will be reached by this strategy. Most often this group is stated, although sometimes it may be implied.

4. *A Completion Date:* Name the date by which you expect the task to be done, normally within one year.

B. Other Considerations:

A. Helpful Hints for Writing A Clear Mission Statement

1. **Identity**– This part of the mission statement indicates the elements which identify the parish-name, location, history, make-up, and uniqueness.

"We, God's people, gathered with our Bishop and the Diocese of Shreveport, embody the universal mission of the Catholic Church."

2. **Functions**-This answers the question "to whom" and "what" of the life of the parish.

"In developing a Christian life, we are called to praise God, to proclaim and teach Jesus Christ, His life, His work, His word..."

3. **Purpose**-Speaks to the values, beliefs, focus and the reason for the existence of the parish.

"...and in the power of the Holy Spirit, we are called to serve as a sign and instrument of Christ's liberating and healing presence in the world."

4. **Future**-What is the challenge, what elements are missing or in need of strengthening?

"As Church, we in the sixteen civil parishes of North Louisiana challenge and support persons in their efforts to live as Christians, to understand Sacred Scripture and Tradition, to share with the poor, and to participate in a faith community."

B. How to evaluate an existing Mission Statement.

1. How old is the mission statement?

2. How much was the parish community involved in formulating this statement?

3. How much does it influence current parish life?

4. Does it reflect the four areas of a mission statement?

5. Is it in keeping with the diocesan vision and the essential elements or focus of the diocese?

6. Are present strengths and present and future needs

reflected in the statement?

7. Does it still inspire the pastoral plan of the parish?
8. Would the parish profit by re-visiting the process for mission statements, allowing the present council and parish leadership to revise it according to current strengths, needs and participation?

C. Mission Mandated by Christ for the Universal Church

1. *To preach/teach the Gospel in order to free others to accept Christ.*
2. *To build community; witness love; look for and find Christ in others.*
3. *To serve others through meaningful evangelization and discipleship.*
4. *To celebrate God in private and public worship.*

II. GOALS

A goal is a brief, clear statement of an outcome to be reached within three to five years. A goal is a broad, general, and descriptive statement. It does not say how to do something, but rather what the results will look like.

In parish planning, each goal is directly related to one of the seven essential elements of parish life. In addition, it must flow from the diocesan vision statement and the parish Mission Statement.

Goals are the ends toward which the efforts of the parish will be directed. These are the things the parish wishes to accomplish.

A. What are the parts of a Goal?

1. *An action verb:* Choose one which truly describes the

movement which you are projecting for the parish. Do you plan to strengthen something already in existence or begin something new? Be sure the verb expresses it clearly.

2. *A description of what you will do:* Be succinct in naming what it is you plan to do in approximately three to five years. It is not necessary to add many details; keep remarks brief.

3. *Some indications of quantity or quality:* Expand the basic description enough so that you know how much of the outcome and/or the quality of the outcome you want to see.

B. Steps for setting goals. *(There are a number of ways you can set goals for the parish. The Pastoral Council is the group responsible to see that the goals are set.)*

1. Create a PLANNING COMMITTEE of members from all councils and selected parishioners. These goals will be presented to the Pastoral Council to prioritize and adopt as part of the Parish Pastoral Plan.
2. Have the entire Pastoral Council work on setting goals.
3. Invite and delegate parish staff to develop a goal in the specific area of their particular responsibility. These goals should also be communicated to the planning group.

C. Criteria for a well-written goal

1. Is the goal realistic?
2. Is the goal challenging and long range?
3. Does the goal clearly present just one central outcome to be achieved.