

# STARTING POINT



We don't have a parish plan, but have already prayed, discussed and discerned the key SMPGoals to focus on in our first plan

SCENARIO



**STARTING POINT:** We don't have a parish plan, but have already prayed, discussed and discerned the key SMPGoals to focus on in our first plan.

In response to the Holy Spirit,  
**we move into action planning** for the SMPGoals selected



## SUGGESTED STEPS

1. **Confirm which SMPGoals we are focusing on** in the first plan.
2. **Understand the 5P planning process** (*See the 5Ps p.3*)  
 We don't have to use the 5Ps if we have an alternative that works..
3. **Commence planning process for 1st selected Goal**  
*(Follow the selected planning process, p. 4)*
4. **Continue planning process for 2nd selected Goal ... and so on.**

**At opportune times, a Conversation in the Spirit can be undertaken to focus on discernment about what has been developed to date, e.g., when draft plans have been assembled** (*see guide in the Overview p.18*).

5. **Sharing the Draft Plan with the wider parish and inviting input/comment.**  
 Conversation in the Spirit can be one of the consultation modes used.  
*(see guide in the Overview p.14)*
6. **Finalise the Plan, and the Pastor takes the decision to adopt and promulgate it.**  
*(Synodal Decision-Making in the Overview p.13)*



✓ **Achievement:** The parish has a Mission and Pastoral Life Plan



**Looking ahead:** We are ready for the next step →  
 implementing our Plan. **See Implementation and Review**

# RESOURCES for Scenario 3

SCENARIO

3

## The FIVE Ps

### **Prepare** (move from our starting point to planning-ready)

This has been the journey to get to Scenario 3 — getting ready to plan.

### **Picture** (what we are wanting to create)

For each of the selected SMPGoals in this first Plan, paint a word picture of what we want to see (and what God wants to see) as a fruit of our pursuing this Goal. This is the Outcome we are pursuing.

### **Purpose** (why we are wanting to create this at this time)

For each of the selected SMPGoals articulate WHY this Goal is important now.

### **Plan** (how we are going about doing this)

For each of the selected SMPGoals, outline an Action Plan to pursue it. See pp. 4–7 for Resources and a template of an Action Plan. There are variations of these plan steps and/or we can use our own.

### **Part** (who — the part that each parishioner has in this plan)

**Here is the radical bit:** Everyone in the parish has a part to play in the implementation of this Plan, because each parishioner has a responsibility (differentiated co-responsibility) for the life and mission of the parish, each according to capacity and calling (steward and missionary disciple). It's not actually radical, just ordinary Christian life, but it may seem new to some. See p.6 for what this means.

# THE PLAN

## How we will strive towards the Goals

**For each Goal prepare an Action Plan.** Here is a sample:

**For SMPGoal:** ..... (insert Goal) .....

To move towards the **Picture** for the **Purpose** we outlined, we commit to: ...

Identify some specific **Objectives** needed to move towards the Goal:  
**Objective A, Objective B, Objective C ... (not too many).**  
 For each Objective draw up a simple **Action Sub-Plan**, e.g.:

**Objective A:** ..... (insert Objective) .....

WHAT'S TO BE DONE? <i>Describe the tasks</i>	LED BY <i>person</i>	LEAD TEAM <i>assistants</i>	TIME FRAME	RESOURCES	MILESTONES MONITOR EVALUATE
1.					
2.					
3.					

**Objective B:** ..... (insert Objective) .....

WHAT'S TO BE DONE? <i>Describe the tasks</i>	LED BY <i>person</i>	LEAD TEAM <i>assistants</i>	TIME FRAME	RESOURCES	MILESTONES MONITOR EVALUATE
1.					
2.					

The number of Objectives/Tasks will depend on how big the Goal is and the people/resources that can lead/support the actions.

## RESOURCES for Scenario 3

### Plan aspects to note

**Objectives and tasks create a path** towards realising the Goal.

To be effective, **objectives and tasks need to be led** – generally by a designated leader with the support of at least one other and preferably a small team.

A core task of the Pastor and PPC is **discerning and calling forward a leader**. The right leader will gather a small team.

A core task of the Pastor and PPC is **discerning and calling forward leaders for the Action Plan for each Goal**.

The **Picture and Purpose**, well-articulated and energetically communicated, is **essential for attracting the energy** of leaders and general parishioners. It stirs up passion and provides an opening for the Holy Spirit to enter.

The **intentionality message** of this activity and its communication to the parish will tell people that **something new is happening**. Ride that wave for all it's worth, and back it up with consistent messages and actions. People also sense when things are just 'going through the motions'.

**Leaders** stay connected and coordinated **with the Pastor and PPC**. Speak with one voice.

**The Pastor has the key role of leading the mission and direction of the parish** and therefore articulating the importance of the SMPGoals Implementation Plan, and the participation of parishioners in it — it's not an optional extra but central to the purpose of the parish, which is an "Outpost of Jesus' Great Commission".

## The Part we each play in the Plan

### **Building a WHOLE-OF-PARISH commitment to being an Outpost of the Great Commission**

The TEAM delivering these life-uplifting encounters is the PARISH – all of us.  
It's a WHOLE-OF-PARISH project.

**As a parish, we are an “Outpost of Jesus’ Great Commission” in which we each have different roles:**

#### **In relation to our SMPGoals Plan:**

The **Planning Group** has developed this plan, on behalf of the parish, at the request of the Pastor and PPC. THANK and PRAY FOR THEM.

The **Pastor** is at the forefront as the designated canonical leader and the homilist. PRAY FOR HIM.

The **implementation leaders** lead Action Plans, on behalf of the parish. PRAY FOR THEM.

**Some parishioners** will be activity organisers. PRAY FOR THEM and HELP THEM.

A **larger group of parishioners** will participate in one or more of the activities and volunteer to help them happen.

**Each and all of us** think about who else may not be an active part of the parish but might be open to experience some of this. INVITE THEM.

**All of us** are asked to PRAY for everyone involved trying to be a channel for the Holy Spirit and for all in our community (and beyond) who are ready for something – this could change their lives. PRAY.

# A Flexible Template for Presenting the Parish Mission and Pastoral Plan

## SCENARIO

# 3

1. List the SMPGoals that are the focus of this Plan.
  
2. In relation to each SMPGoal:
  - i) Restate the **Goal**
  
  - ii) Describe the **Picture** of **what** we want to see in the parish that would reflect this Goal being realised
  
  - iii) Provide the statement of our **Purpose**, explaining **why** we believe this is important at this time
  
  - iv) List the **Objectives** that we have selected in order to build a practical path to realising the Goal
  
  - v) Add the **Action Sub-Plan** for each Objective.





CATHOLIC DIOCESE OF SANDHURST