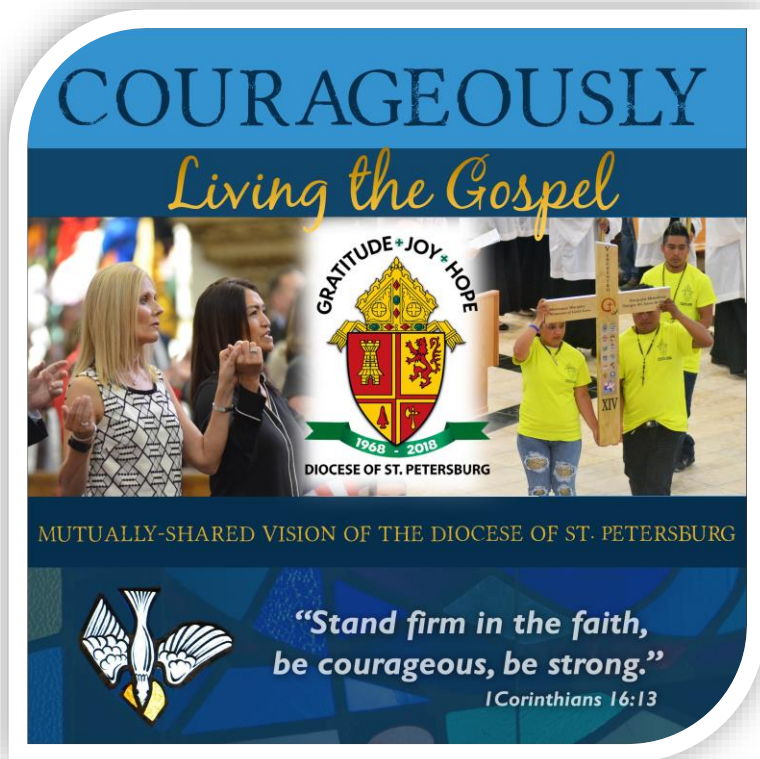




Catholic Leadership  
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# *Welcome Parish Goals Leaderships Teams*

January 15, 2019 –

Host: Christ the King Church

January 16, 2019 –

Host: St. Catherine of Siena Church



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# ***Courageously Living the Gospel***

## **Diocesan Prayer**

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Almighty, ever-living God, by our baptism, we have been called to live as missionary disciples of your Son, Jesus Christ.

Grant that we, your people of the Diocese of St. Petersburg, will fulfill our purpose by proclaiming the Good News and inviting all people to encounter the love and mercy of Jesus Christ.

Deepen our trust in you, O Lord, and help us to remain steadfast in our commitment to **Courageously Living the Gospel** in our homes, neighborhoods, parish communities, and wherever you may lead us.

Together, with the intercession of our Blessed Mother and all the saints who have gone before us, we humbly ask for the courage to live as your disciples standing firm in our Catholic faith, through your Son, our Lord Jesus Christ. Amen.





# Agenda

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- I. **Welcome, Introductions and Prayer**
  - II. **Facilitated Parish Conversations**
  - III. **Break Out Sessions for Consultation on Specific Goals:**
    - **Evangelization/Missionary Discipleship Goal**—Brian Lemoj, Diocesan Staff
    - **Family Ministry Goal**—Diane Kledzik, Diocesan Staff
    - **Youth Ministry Goal**—Ryan Phelan, Diocesan Staff
- OR**
- **General Coaching on Strategies & Next Steps** – Barbara Eckert,  
Catholic Leadership Institute



# Outcomes for Today

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1. Reconnect with the reasons for the **3 Parish Goals**.
2. Refresh process for **writing a Master Plan** to achieve these goals
3. Review your strategies so far: **Playing it safe? Stretching? Leap of faith?**
4. Receive **coaching** from diocesan leaders
5. Gain clarity on your next steps leading to **submitting a draft** Master Plan by March 1 to Bishop Parkes.





# *The Vision*



***“Courageously Living the Gospel*** is not about what is easy! It is about doing what we need to do to fulfill our mission as a Church.”



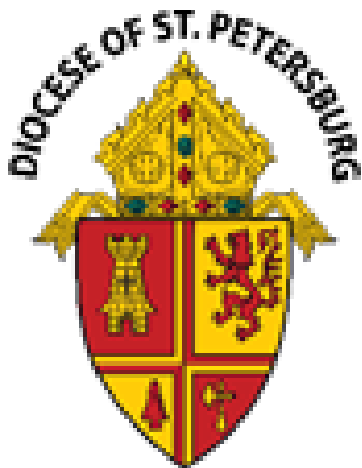
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# It's Personal and it's Parish-based



COURAGEOUSLY  
*Living the Gospel*

What does this Vision  
mean for me and my  
family and for our parish?

- *How do I follow it?*  
*3 priorities for my life*
- *How do we follow it?*  
*3 goals for our parish*





# *It's Personal*



## *1. Proclaim*

Knowing and sharing the Gospel of Jesus.

## *2. Invite*

Welcoming and accompanying others as Jesus did.

## *3. Encounter*

Growing in relationship to Jesus and one another.



## It's Parish-based: 3 Goals for all parishes

**100% of parishes will establish and/or enhance youth ministry opportunities by July 1, 2020.**

**Every parish will equip parishioners as Missionary Disciples who are inspired to invite and accompany others by Pentecost 2020.**

**All parishes will enhance or establish family ministries to respond to the diverse needs of families by Pentecost 2020.**





	<b>Diocesan</b> -- <i>Support of Parishes, Families, Young People and Persons in Need</i>	<b>Parish</b> -- <i>Creatively Adapted and Achieved Locally or in Collaboration</i>	<b>Deanery</b> -- <i>Conceived, Led and Achieved through deanery-wide Collaboration</i>
<b>Serving Our Brothers and Sisters</b>	The Diocese will establish 8 - 10 new locations of affordable <b>housing facilities</b> ...by the end of 2021.	Parishes will <b>take part in the deanery Initiative</b> when established by the local deanery.	Each Deanery will launch a <b>Catholic Impact Initiative</b> ... by December 31, 2019.
<b>Accompanying Youth and Young Adults</b>	Hire three diocesan regional associate directors of youth and young adult ministry by July 1, 2019.  Establish a new Catholic elementary school ...2021-2022 school year.  Increase student participation by 1000% at established and new College Campus Ministry...by Easter of 2021	All Parishes will <b>establish and/or enhance youth ministry opportunities</b> by July 1, 2020	
<b>Sharing Our Faith</b>	The Diocese will partner with pastors and parishes for successful assessment, training, and implementation of effective evangelization and family ministry strategies, including hospitality and intercultural competency by Pentecost 2019.	Every Parish will <b>equip parishioners as Missionary Disciples</b> who are inspired to invite and accompany others by Pentecost 2020  All Parishes will <b>enhance or establish family ministries</b> to respond to the diverse needs of families by Pentecost 2020.	





# How Does Our Parish Achieve the 3 Goals?

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**STEP 1: Answer Preliminary Questions about Your Parish**

**STEP 2: Develop a Master Plan: A Set of Strategies to Reach Each Goal**

**STEP 3: Each Strategy (or Set of Strategies) has its own Point Person and Action Plan**

**STEP 4: Implement the Plans and Hold Regular Progress Check-ins**





# Step 1: Answering Questions

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**Since last fall** all parishes across the diocese have been looking at their parishes in the areas of:

1. Ministry to youth
2. Ministries for families
3. Emphasis on parishioners becoming “missionary disciples” (*persons capable of sharing the life-giving message – the Gospel - of Jesus Christ and its relevance to one’s own life*)

**What have you learned?**

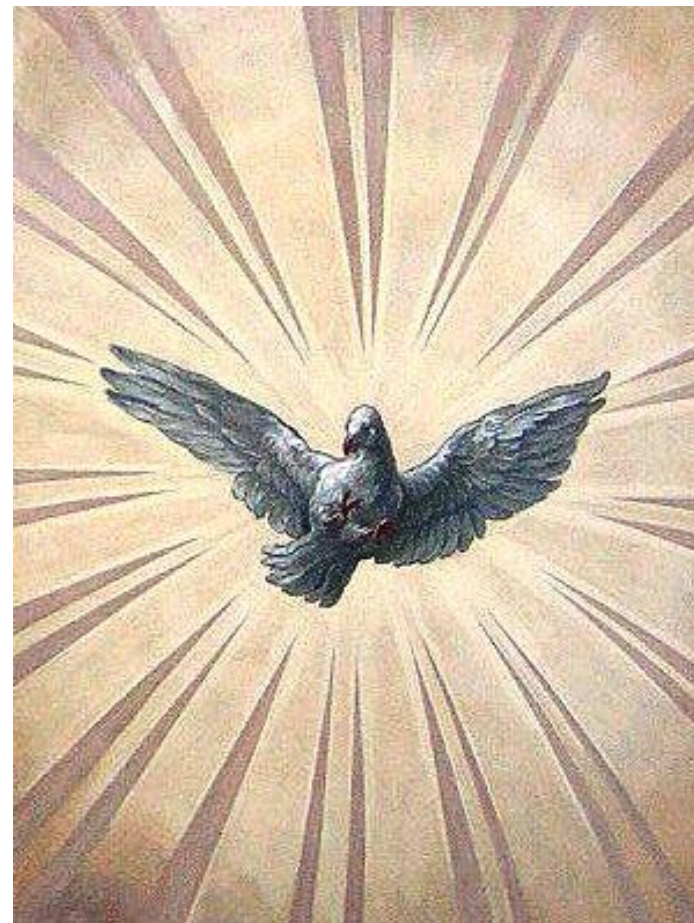
**What needs are more clear now?**





## Step 2: THE MASTER PLAN

- 1. Establish and/or enhance youth ministry opportunities by July 1, 2020.**
- 2. Every parish will equip parishioners as Missionary Disciples who are inspired to invite and accompany others by Pentecost 2020 (May 31).**
- 3. All parishes will enhance or establish family ministries to respond to the diverse needs of families by Pentecost 2020 (May 31).**





## *Bishop Parkes radio interviews about the Vision (next 4 slides)*

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- These are aggressive goals – make us stretch.
- Goals are fruit of Listening Sessions
- The Vision is to keep Christ with us! Everyone involved and engaged!
- It will take Courage. I am confident we will get there!





# Youth

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- **Yes – 100% of parishes need to be involved here.** I heard over and over about youth at the listening session - of the desire and the need.
- **Parish to parish we are inconsistent.**
- **Parishes can group together.**
- **Yes – it is difficult to get youth to come to church – but that should not stop us** from new ways to engage youth and find ways that help our young people see themselves as part of the Church.





# *Families*

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- **Families are the cornerstone.**
- **Help them grow closer to the Lord.**
- Young families, young couples, separated and divorced families
- What oppt are there to minister to all of these?
- Parish can bring people together in many ways – including in homes.





# ***Evangelization***

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- *Our faith traditional is deeply devotional and sometimes very private* - **this goal is about embracing our baptismal call to evangelize: to share the love of God in our life.**
- **It is “Mission Territory” when we leave the parish:** family, neighborhood, school, workplace.
- Share our faith with those who seek a deeper meaning for life and seek God’s love





# Each of the 3 Goals has a Set of Strategies

Strategies are like strong layers of webbing:

- **Interconnected**
- **Reinforcing the goal**
- **Skillfully executed**

Creating a foundation to build upon.





# Step 2: THE MASTER PLAN

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**STEP 2: Determine a *Set of Strategies* for each of the 3 Goals (Plan)**

Each strategy is a **specific and measurable outcome.**

- Some may take 3-6 months to reach; others may take the full 3 years to fully achieve.
- Some strategies may be refreshed each year with a new “measurable.”
- Some will be pursued concurrently; others may have a logical order to follow, building on the success of previous outcome.

Together these outcomes create a webbing that enables the parish to reach the GOAL.





# Writing a Strategy like the examples

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*In a clear and simple 3-part sentence...*

1. The sentence form begins with **1 strong verb**.
2. The outcome may be **a specific target or a range of excellence**.
  - The sentence does not include a “how” (process).
  - Action steps are part of an Action Plan made for each Strategy.
  - Ideally details are left out, occasionally included for clarification.
3. The ending is a **calendar date** when outcomes will be achieved.





# Strategies themselves are “SMART Goals”

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**Specific:** Leaves no doubt about the intended outcome/achievement

## **Measurable and Motivating**

- *Measurable* provides an objective target.
- *The Motivation is implied* by setting a tangible achievement that connects to a larger, meaningful Vision.

**Attainable** - The outcome will stretch the parish but is possible through creativity, planning, shared action, assessment along the way and accountability.

**Relevant** - The outcome makes sense in terms of the larger Parish Goal. It cannot be left out.

**Timebound / Trackable** - There is a date set to reach the outcome. Mark it on the Parish Calendar





# Every Goal has a Set of Strategies

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## *GOAL 1:*

**Establish and/or enhance youth ministry opportunities by July 1, 2020.**

- Create a youth leadership team in the parish to investigate and recommended practices to retain more youth in parish worship, formation and ministries by \_\_\_\_
- Hold 5 -7 youth-focused events by \_\_\_\_
- Install 20 - 25 youth volunteers by \_\_\_\_
- Complete a youth-focused technology plan by \_\_\_\_
- Collaborate with \_\_\_\_ Parish to share youth ministry by \_\_\_\_





# Every Goal has a Set of Strategies

## GOAL 3:

**Enhance or establish family ministries to respond to the diverse needs of families by Pentecost 2020 (May 31, 2020).**

- Reach 230-300 families participating in 1 or more family ministries by \_\_
- Enroll 25 - 30 families in 5-6 small groups for monthly meals and fellowship by \_\_\_\_\_
- Complete 2-3 initiatives to bring school families closer within the parish family by \_\_\_\_\_
- Create a family response team to deploy persons and assistance to families in need by \_\_\_\_\_
- Offer a series of 5-6 opportunities for families in response to named challenges by \_\_\_\_\_





# Every Goal has a Set of Strategies

## GOAL 2:

**Equip parishioners as Missionary Disciples who are inspired to invite and accompany others by Pentecost 2020 (May 31, 2020).**

- Reach 50 faith sharing groups by \_\_\_\_\_ (3 years out)
  - ✓ MILESTONE: Launch the first 12-15 small faith-sharing groups by \_\_\_\_ (1 year out).
- Create a 'Welcoming Ministry Team' at all worship sites by \_\_\_\_\_.
- Offer 10 -15 monthly opportunities to experience a Witness Talk by \_\_\_\_.
- Finish Round 1 enhancements for the Sunday Mass experience by \_\_\_\_.





# Master Plan form – Part 1 (fill in for each goal)

Each goal has a separate form: **Equipping Parishioners as Missionary Disciples**

Parish: \_\_\_\_\_ City: \_\_\_\_\_ Pastor: \_\_\_\_\_

Parish Goals Leadership Team Members: (SAME FOR EACH GOAL)


**We would like to set up a meeting with someone from the diocesan Evangelization Office.**

Please contact: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

**Other areas for assistance (on this goal):**

\_\_\_ intercultural competency    \_\_\_ technology    \_\_\_ communications  
\_\_\_ project planning    \_\_\_ volunteer coordination  
\_\_\_ other: \_\_\_\_\_





# Master Plan from – Part 2 (fill in for each strategy)

**Strategy 1** (a specific and measurable outcome with a date for achievement):

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**Relevancy for our parish** (Why we chose this outcome, used this metric and believe it will succeed.):

**This type of effort is:** \_\_\_ brand new for us / \_\_\_ building on current efforts / \_\_\_ a major leap of faith

Optional: We are in partnership with \_\_\_\_\_ (parish/school/org.) for this strategy.

**Progress Milestones:** (3-4 major tasks & deadlines we have set to reach this outcome)

- 1.
- 2.
- 3.
- 4.

**The point person for this strategy is** \_\_\_\_\_





# *Where are you?*

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So far, with your draft strategies for each goal (youth, families and evangelization) are you:

- **Playing it safe?**
- **Stretching yourself as a parish?**
- **Taking a leap of faith?**





# ***Where are you?*** (Facilitated Conversation)

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- **Almost there on all 3 goals?**
  - **Strong on 1 or 2?**
  - **Struggling with outcomes and metrics?**
  - **Afraid to set a high bar?**
  - **Not sure how to begin implementation?**
- 

## **What do you need today?**



# Next Steps:

**Complete your “set of strategies” for each of the 3 goals. (Step 2)**

**Send the draft of your Master Plan** (using the new templates online) **to Bishop Parkes’ office by March 1.** See template for email address.

**Determine your leadership and resource needs. (Step 3)**

**Incorporate feedback you receive from Bishop Parkes and his team.**

**Begin working on your strategies and hold regular process check ins. (Step 4)**



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*I dream of a “missionary option,” that is, a **missionary impulse** capable of transforming everything, so that the Church’s customs, ways of doing things, times and schedules, languages and structures can be suitably channeled for the evangelization of today’s world rather than for her self-preservation.*

Pope Francis, *The Joy of the Gospel* (27)

