

Parish Pastoral Plan  
Sacred Heart Parish, Greenwich, CT 06830  
2016

3 Goals are identified: (from page 8)

\*Goal for Evangelization

\*Goal for Leadership Development

\*Goal for Community Life

Preamble (first 7 pages)

Developing Goals

What is a Goal?

Goals are brief, clear statements of outcomes to be reached within three to five years. Goals are broad, general descriptions that explain what is to be done and the desired result. The exact method of achieving the goal will come with the objectives.

In pastoral planning, goals are related to one of the areas of mission and must flow from the mission statement of the parish.

What are the parts of a Goal?

Goals are made up of three parts: an action verb, a description of what is to be done, and a quantity or quality.

**Action Verb:** A goal begins with an action. Something is done and this verb describes that action. Some good verbs are: establish, develop, create, institute, implement, expand, deepen, etc. Regardless of the verb you choose to use, be sure it clearly expresses what is to be done.

**Description of What You Will Do:** Be clear yet succinct about what you plan to do in three to five years. It is not necessary to go into great detail. Be brief.

**Quantity or Quality:** Expand the basic description enough so that you have some means of measuring its success either in quantity or quality.

What is a good goal?

It is realistic.

It addresses the challenges of the future.  
It clearly presents one central outcome.  
It directly relates to one area of mission.

Some examples:

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

To establish neighborhood faith communities in at least one-third of the parish

To develop a ministry of welcome and hospitality to new residents of the neighborhood

To promote Catholic Social Teaching in all religious education programs

Goals are developed by the Parish Pastoral Council based upon questions from the parish assembly, responses from the one-to-one conversations, the results of the parish self-study, and relevant data regarding parish life.

The questions from the assembly relevant to goals and objectives are as follows:

What do I as a member expect of my parish?

How should we reach out to the broader community from our parish?

What do our demographics and data suggest that we do for the future?

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When writing a goal, the Parish Pastoral Council should clearly identify the area of mission related to the goal. This will be important when it comes to developing reflection groups or the second assembly and demonstrates the relationship between the stated goals and the mission of the parish.

Once the mission statement is written or reaffirmed, the Parish Pastoral Council convenes to write goals for the parish.

The Parish Pastoral Council does not need to create a goal for each area of mission. A good pastoral plan has between three to five goals.

After drafting each goal, the council should review the goal and ask the questions found above to determine if the goal is realistic, relevant, challenging, clear and mission-focused.

Once the goals are developed they are published along with the mission statement.

### **Goals in general (Universal)**

\*Live their faith and freely share their faith with others.

\*Invite all people to hear the message of Jesus Christ as expressed in the Catholic parish

\*Foster Gospel values in our society so that our nation and the world will be transformed by the saving power of Jesus

The First goal:

In the current culture more individuals change their denomination than ever before. In the US, 20-30% of the population report changing denominations. It occurs more often for those who attend church less frequently. We know that the majority of registered parishioners do not attend worship every Sunday. The way to Christ is through the parish, the Body of Christ, where He lives.

Evangelization may have different meanings depending on where you are in your faith journey:

For those living their faith – it means continued conversion.

For those only weakly involved – it is a challenge to become fully involved.

For children and youth – it is a call to be fully formed in faith by family, friends and school.

For those with no faith – it is a welcoming church to allow them to know Jesus.

All require sharing within a parish community. No person is left out of the need to share in a community for evangelization to occur. Effective evangelizing, the mission of the church, is a community effort in a parish setting.

The second goal is to invite all people to hear the message of Jesus Christ as expressed in the Catholic parish.

Catholics share and welcome all who have no church community and have given up active participation in a Catholic parish. People will only come if invited and welcomed. Witnessing faith precedes the invitation to ministries, programs, and social events. All parish events are possibilities. It could be an invitation to a support group, a Fathers' group, senior social events, concerts and other community events.

Those who are not church members will have the opportunity to experience the love and acceptance of the parish community. Parish activities are open to the community but that does not mean that they are void of prayer or a Catholic identity. The Catholic identity should be an attracting presence at the event.

If you find a something new that is just amazing and changed your life, would you share it with others? Is our life in the parish central to us and without it would our lives would be different or shallow. Maybe we just don't know what living a life without prayer and sacraments would be like so we take all that we have for granted. Do we treat our Catholic faith as an inheritance and don't share it with others? The ideal is living faith, sharing faith and welcoming others.

The third goal is to foster Gospel values in our society so that our nation and the world will be transformed by the saving power of Jesus.

We change the world through prayer, service and action in parish ministries and outside activities that promote Gospel values. By practicing our faith and the Gospel values that we believe, we transform our community, the nation and the world. Evangelization includes raising the awareness of Catholics to the needs of the poor and marginalized. It means using the gifts the Lord has provided wisely and preserving resources for our children and grandchildren.

### **Parish Mission Statement**

The mission statement of the parish is developed the Parish Pastoral Council and the pastor in conversation with the entire parish community.

The pastoral planning process recommends that questions be asked of parishioners in the context of a parish assembly or another parish consultation. These questions include:

If Jesus were here today, what words would he give us to direct our future?

Why do you think the universal Catholic Church exists?

What makes our parish unique and special?

When the PPC convenes to draft a mission statement these three questions become the basis for their discernment.

After the parish assembly, the cards that were filled out during the assembly are transcribed by members of the Pastoral Council onto summary sheets. These summary sheets are distributed to each Pastoral Council member before the brainstorming session where the mission statement is drafted.

If separate assemblies have been conducted in different languages the cards are also translated into the common language used at Council meetings.

#### **Drafting the Mission Statement**

Mission statements are composed of four major areas. As the PPC begins to draft their mission statement, these areas can provide a helpful framework:

**Identity** - This part of the mission statement indicates the identifying elements of the parish – name, location, unique character, and history.

(Ex. We, the faith community of...)

Purpose - Focuses on the core values, beliefs, and the reason for the parish's existence.

(Ex. Rooted in the Gospel of Jesus Christ, we value...)

Function - Identifies the commitments of the parish. What the parish does in the broadest sense and to whom it is directed.

(Ex. We are committed to...)

Future - Addresses areas of challenge and elements that need strengthening.

(Ex. We seek to become ...)

As the Pastoral Council considers each of these areas they are encouraged to reflect on the input of parishioners and create statements which refer to each of the four areas of mission. When all statements are put together they form the mission of the parish.

The mission statement in its draft form should be distributed to the parish for their consideration. The mission statement can also be distributed along with the parish goals. Opportunities should be given for people to comment on the mission statement.

Writing goals should include a discussion with the appropriate people and answer the following questions:

#### 4 Questions to Ask When Writing Church Goals

1. What (needs to be done?)
2. Who (will do it?)
3. When (timeline for completion) and
4. How (steps to get it done).

#### What is an Objective?

An objective is a brief, clear statement of an outcome to be reached within one year as a step toward each goal in the parish pastoral plan. An objective describes what is to be done, who will be affected and who will do it. The outcomes of an objective are stated in such a way that it is measurable. Each objective has a completion date as well.

#### What are the parts of an Objective?

Objectives are made up of four parts: an action verb, a task to be completed, a target group, and a completion date.

**Action Verb:** An objective is an action. Be sure that the verb you choose indicates a concrete action. Examples are to initiate, to design, to assess, to invite, to offer, to create, to use, etc.

**A Task to be completed:** This is a statement of what is to be done in fulfilling the larger goal.

**Target Group:** This describes the people to be reached through the objective.

**Completion Date:** Name the date, within the next year, that the objective is to be completed.

### Considerations

Objectives should be as practical as possible and may include the following:

**Major Tasks Involved:** List the steps to be taken and draw up a timeline for completion

**Costs:** Estimate the expenses and other resources needed to accomplish the objective

**Leaders:** Identify lead people who will be responsible for this specific objective. List all those who will need to be involved in carrying it out. One goal of the pastoral planning process is to get more people involved in the life of the parish. This is an opportunity to invite new people to take responsibility by asking them to be responsible for an objective. Objectives should not be designated to one person alone, but as a team. New leaders can be elicited from those who attended the reflection sessions or who were identified as leaders in the one-to-one conversation process.

### Example of Objectives

**GOAL:** To establish neighborhood faith communities in at least one-third of the parish

#### OBJECTIVES:

1. To create a parish map and census by //.
2. To offer three information sessions on neighborhood faith communities for interested parishioners by // .
3. To research available training materials on small Christian communities by // .
4. To train 6 small faith community leaders by //.

**GOAL:** To enrich our worship life through expanded prayer opportunities in the parish.

**OBJECTIVES:**

1. To begin Morning Prayer on days when there is no daily Mass during Advent.
2. To recruit and develop leaders for Liturgy of the Word with Children by //.
3. To begin Scripture reflection group each Thursday in anticipation of the Sunday Eucharist by // .

Each of these objectives should be followed by:

- Major tasks involved
- Costs
- Persons most affected by the objective and leaders involved in carrying it out

When creating an objective be sure to ask:

- Is it action oriented?
- Is it specific?
- Does it state a target group?
- Does it have a completion date?
- Does it identify leaders, costs, and those affected?

**SACRED HEART PARISH**  
**GREENWICH, CT 06830**  
2016

**MISSION STATEMENT**

We are the presence of Jesus Christ manifesting through our Faith Community of Sacred Heart Parish, rooted in the Gospel of Jesus Christ, committed to living and sharing of Faith, to invite all to listen to the message of Christ as expressed in our parish and to foster the Gospel values in and around our parish for the ongoing transformation by the saving power of Christ.

3 Goals are identified:

\*Goal for Evangelization

\*Goal for Leadership Development

\*Goal for Community Life

**EVANGELIZATION**

**GOAL:**

To grow in deep personal redeeming relationship with Jesus and to bring His all-embracing love into every human situation on an individual and communal level in our parish and to share that experience with everyone offering an opportunity to opt for Him.

The evangelization is all about deepening and living out our faith that draws us closer to him. It's about our relationship with Christ, as well as helping others to continually develop a relationship with him, too. At its essence are the proclamation of salvation in Jesus Christ and the response of a person in faith, which are both works of the Spirit of God.

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Break it down into three parts: know the Faith, live the Faith, and share the Faith. This starts with knowing our Faith.

## **Goal one objectives**

To foster an inner experience of change and renewal of heart of every parishioner, leading to a more meaningful active living of Catholic life

To foster a renewed understanding of faith among Catholics

To foster an appreciation of the presence of Christ in the Eucharist and all of the Sacraments, the sacred signs of our Catholic life.

To foster a greater appreciation of the power of God's Word in our worship.

To make the evangelizing dimension of the Sunday Eucharist more explicit

To foster a sense of the domestic Church within households in which families, individuals and groups reside.

To foster greater appreciation of cultural and ethnic spirituality

**The second goal** is to invite all people to hear the message of Jesus Christ as expressed in the Catholic parish.

Catholics share and welcome all who have no church community and have given up active participation in a Catholic parish. People will only come if invited and welcomed. Witnessing faith precedes the invitation to ministries, programs, and social events. All parish events are possibilities. It could be an invitation to a support group, a Fathers' group, senior social events, concerts and other community events.

Those who are not churched will have the opportunity to experience the love and acceptance of the parish community. Parish activities are open to the community but that does not mean that they are void of prayer or a Catholic identity. The Catholic identity should be an attracting presence at the event.

If you find a something new that is just amazing and changed your life, would you share it with others? Is our life in the parish central to us and without it would our lives would be different or shallow. Maybe we just don't know what living a life without prayer and sacraments would be like so we take all that we have for granted. Do we treat our Catholic faith as an inheritance and don't share it with others? The ideal is living faith, sharing faith and welcoming others.

## **GOAL TWO OBJECTIVES**

To make every Catholic institution, especially our parishes, more welcoming

To help every Catholic feel comfortable about sharing his or her faith and inviting people to discover Christ in our Catholic family of believers

To develop within families and households the capacity to share the Gospel

To equip and empower our active Catholic members to exercise their baptismal call to evangelize

To use special times in parish and family life to invite people to faith

To cultivate an active core of the baptized to serve as ministers of evangelization in their parishes, dioceses, neighborhoods, workplaces and homes

To effectively invite people to our Church

To design programs of outreach for those who have ceased being active in the Church

To design programs that reach out in particular ways to those who do not participate in a church community or who seek the fullness of faith

To foster the cultural diversity of the Church

To deepen ecumenical involvement

The strategy behind this goal is to create a more welcoming attitude toward others in our parishes so that people feel at home, to create an attitude of sharing faith and develop greater skills to do this, and to undertake activities to invite others to know the Catholic people better.

## **GOAL THREE– TRANSFORMATION OF SOCIETY**

To foster gospel values in our society, promoting the dignity of the human person, the importance of the family, and the common good of our society, so that our nation may continue to be transformed by the saving power of Jesus Christ.

Goal Three addresses evangelization's impact on culture and society: To foster Gospel values in our society, promoting the dignity of the human person, the importance of the family, and the common good of our society, so that our nation may continue to be transformed by the saving power of Jesus Christ.

Catholics must affirm what is good in American culture, not unduly emphasizing the negative. Today, the Church stands among the most ardent defenders of immigrants, refugees, the elderly, the unborn, and the poor and the marginalized in general. Evangelization aims to build on this foundation to bring about the Kingdom of God on earth.

Catholic evangelization is a counter-cultural activity that confronts disrespect for life, injustices, prejudices, divisions, loss of the sense of the transcendent, and many other ills in modern America. Nevertheless, the evangelization of culture remains a fundamental goal.

This goal follows upon the other two: The appreciation of our faith and its spread should lead to the transformation of our society. The pursuit of this goal, however, must accompany the pursuit of the other two because evangelization is not possible without powerful signs of justice and peace, as the Gospel shapes the framework of our lives.

### **GOAL THREE OBJECTIVES**

To involve parishes and local service groups in the needs of their neighborhood

To foster the importance of the family

To develop groups to explore issues of the workplace and lay spirituality

To encourage Catholic witness in the arts and in the American intellectual community

To involve every Catholic, on different levels, in areas of public policy

To involve the Catholic Church, on every level, in the media

To involve Catholics, at every level, in questions of economic systems

This goal means supporting those cultural elements in our land that reflect Catholic values and challenging those that reject it. Catholics, who today are involved in every level of modern life in the United States, have to address our society as a system and also in particular situations. This goal requires the strategy of strengthening our everyday involvement with those in need, of reflecting on the workplace and media, and of encouraging Catholic involvement in areas of public policy as a way of having greater impact on society's values.

## **LEADERSHIP DEVELOPMENT**

### **GOAL:**

To invite, to affirm and to empower every parishioner endowed by God with the diverse gifts (charisms), talents and abilities, for positive and creative influence on and in the service of others.

No pastor, not even the best one, can run a parish on his own. With fewer priests, more demands from parishioners in a complicated society and a faster pace of life, he can't do it alone. Every pastor needs a team, a special group of leaders who are collectively committed to helping him make the parish amazing and bring more people to Christ and his Church.

### **Objectives:**

To conduct a gifts and talent inventory, matching skill sets to parish and ministry needs

To assess our current leadership structure and revise as necessary

Recruiting and nurture leaders for various parish ministries

To promote vocations within our parish to the priesthood, religious life and lay ministry

To convene regular leadership training and development sessions for council, committee members, and staff which should include a component of evangelization

To investigate the feasibility of a volunteer coordinator

## THE SUNDAY EXPERIENCE

Among the many activities of a parish, “none is as vital or as community-forming as the Sunday celebration of the Lord’s Day.”

—Pope Saint John Paul II

A visible evidence of a parish that is effectively implementing the building blocks is a dynamic Sunday Experience. As parish leaders, we have the responsibility and great opportunity to shape the Sunday Experience so that hungry hearts are fed not only by the Eucharist, which is the source and the summit of our faith, but also by the hymns, homilies and hospitality that a parish provides.

### **Practices of Effective Catholic Leaders**

1. An effective leader has a disciplined prayer life

A solid, continuous, and disciplined prayer life is the key to being an effective leader. An effective leader spends time with his Lord and Savior daily, without failing, and without excuses ever to miss the conference. This is a sacred duty: meeting with the Friend par-excellence. The effective leader knows too well that disciplined prayer is a vital part of God’s “guiding business.”

2. The effective leader has a clear mission as a Christian

Jesus had a clear mission Himself: “I have come that you may have life... and have it in abundance” (John, 10:10). He also said that with His anointing the blind could see, the deaf could hear, and slaves became free (Luke 4:18). Like Jesus, the effective leader has a passion for helping others see the light, hear the truth, and become free from the pestilence of a life without God, burdened by relativistic nonsense.

3. The effective leader sees himself or herself as God sees.

The effective leader sees himself or herself primarily as a human being created in God’s image and likeness with awesome potential to change the world now. The effective leader understands that to mean each person is a leader. Of course, he knows he is a disciple as well, but nonetheless a leader.

4. The effective leader loves to empower others

It is absolutely crucial to understand this and live by it. This practice lies at the heart of the effective leader and he knows it is not a breeze. This wise and smart practice takes love along with conscientious and tactical determination, and, with the grace and power of Almighty God, it is doable. The smart, effective, leader recognizes and lives by the tenet that leadership is about focusing ardently on the gifts and talents of others.

5. The effective leader evangelizes without fear and promotes Catholic culture with integrity. The effective leader studies, knows, analyzes, defends, and profoundly believes and promotes the Catholic faith. He knows faith is power and wisdom. He walks and actively leads others to walk in the brilliant, illuminating, exciting, smart, and effective Christian path. He studies Scriptures and is familiar with enough illustrious Church documents that clearly, skillfully, and persuasively elucidate what we believe and why we believe it.

6. The effective leader knows that a mature faith is lively, explicit, and bears fruit. The effective leader gets excited about the faith. How in the world could he not? He knows that faith means not only love but amazing power and responsibility which frees his mind and spirit. Having a lively faith is not only a feeling: it is also an extremely clever decision. Faith must be explicit because the effective leader must be able to share his magnificent Christian lifestyle not only with actions, but with words as well. Faith must also be productive and bear fruit or results.

## **COMMUNITY LIFE**

Prayer is at the foundation of our relationship with God and with one another. This personal relationship with Jesus realized in prayer; Unless the individual is connected with His presence in us no connection is possible with the members of one's family and with the members of the parish community. Hence individual prayer, family prayer and Communal prayer are necessary to create and form and develop a community in a parish.

When we pray together, God transforms us both individually and as members of the Body of Christ who are sent on mission in the world. There are many ways to pray, including liturgical prayer, silence, adoration, recited prayer, petition, etc. Prayer can be individual or together. Prayer is ongoing. As our guide and foundation, prayer inspires all we do, and we continually engage in and return to prayer even as we reach out, learn and act.

## **GOAL:**

To reach out together transformed by prayer life with encountering one another in our families and all the families of Sacred Heart Parish and beyond. To get everyone involved getting to know and listening to people of different cultures, ethnicities, abilities and faith tradition; to those whose experiences are different than our own; and to others who are working to make a difference in our community. To create a deeper awareness and realization that we are different parts of the Body of Christ to function as a community.

## **OBJECTIVES:**

1. Creating follow up teams with variety of strategies for the

\*Newly registered Families

\*Registered for Rel Ed but not active

\*Newly baptized babies' families last 8 years

\*Newly married couples last 8 years

2. Celebrating Family-Mass once a month by getting the children involved in the Sunday celebrations

3. Having "Coffee &" social after family Mass

4. Having once in two months pot luck supper, Card games

5. Training the members of different ministries to assume collective responsibility in service to the community