

# **IMPLEMENTATION AND REVIEW**



**of the  
Parish Mission  
and  
Pastoral Plan**

# Implementing the Mission and Pastoral Plan

## 6 THINGS building on the contents of Scenario 3 pp.3-6

**1. Leadership** – nothing intentional will happen unless it is led. Leadership is the gift that opens the way for all other gifts in the parish.

- a. **Pastor** is the key canonically designated leader of the whole parish. His visible, consistent and persistent support of the Plan and the parishioners who have an active leading role within it, is vital.

However, the Pastor cannot do everything and does not have all the gifts (or time) needed. A key responsibility for him as overall parish leader is to find and call forth those who have gifts necessary to lead in different aspects of the Plan, then support them.

- b. **Parish Councils:** the Pastoral and Finance Councils have important respective roles in enabling the Plan, and also in identifying and encouraging parishioners to lead according to their gifts. Individual members of the PPC and PFC may take on implementation leadership in particular aspects of the Plan.

- c. **Leader in a Goal/Objective/Task or Project + support:** A parishioner who takes on a leadership role needs not only the support of the Pastor and Parish Councils but the close on-the-ground support of at least one other person, preferably a small group. A good leader will find their own project support person/group. They also need practical support (e.g., funding, materials, parish communication channels ... ) to carry out the role.

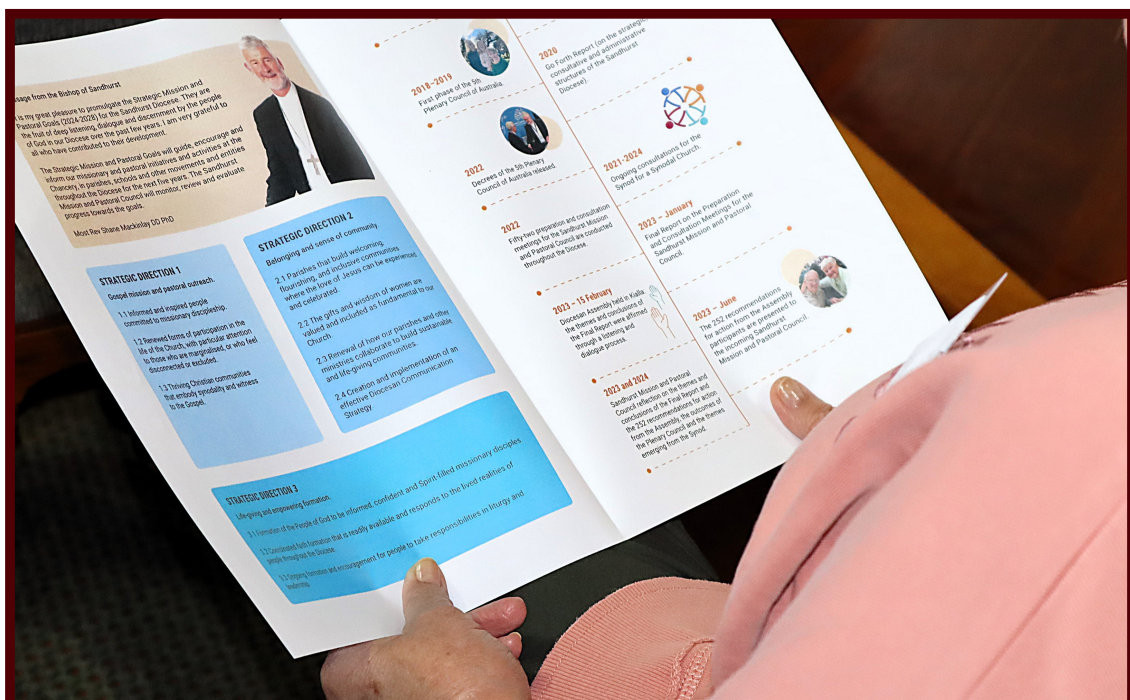
**2. Low control, high accountability** for leaders. Give them authorisation to do the job and let them get to it. Don't micro-manage them but require the coordination and communication connections outlined below. It's also the Pastor's role to ensure that a parish or ministry 'gatekeeper' does not block an implementation Plan leader from doing their job and to address it early if it happens.

**3. Coordination and communication** is the glue that holds a busy parish in balance. The Plan leaders must stay connected with the Pastor, PPC and parish office so that actions can be rolled out in a coordinated and consistently communicated way. Speak with one voice, one vision.



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- 4. Pathways for Parishioners:** Make it as easy as possible for general parishioners to participate in Plan implementation by providing a range of opportunities for involvement – from simple ‘entry-level’ tasks to more involved tasks such as coordinating an event or some part of it. Parishioners are more likely to ‘dip their toe in the water’ if the task is organised, makes sense and they ‘buy’ the Picture and Purpose associated with the Goal. See Scenario 3 p.6 for unpacking parish communal identity as an Outpost of the Great Co-mission, wherein everyone has a role in communally discerned mission plans.
- 5. Outcomes:** Keep an eye on the Picture and Purpose outlined for the Plan Goals. These describe the outcome being worked towards over time. It’s easy to get lost in the busyness and details of activities and lose the outcome ‘compass’.
- 6. Celebrate Plan milestones:** It’s important to acknowledge and celebrate successes, people’s efforts, key dates, and personal journeys.



# Accountability, Monitoring Review

## Accountability

- a. Differentiated co-responsibility:** This foundational principle means that everyone in the parish has an accountability for their part in making the parish an Outpost of Jesus' Great Commission. Pope Benedict XVI taught that every baptised Catholic is 'co-responsible' for the mission of the Church. Pope Francis reiterated this principle many times, and the documentation around the Synod for a Synodal Church used the term 'differentiated co-responsibility' to acknowledge that the responsibility of individuals, though shaped by role, gifts, capacity, circumstances ..., is real co-responsibility nevertheless.
- b. In the parish** this means that everyone has a responsibility and role in implementing the Mission and Pastoral Plan, not just the Pastor or project leaders or interested parishioners or 'overly religious people' ... This is the significance of PART in the 5P planning model. See Scenario 3 p.6.
- c. Leaders have a particular co-responsibility** for leading implementation of the Parish Mission and Pastoral Plan. The Pastor/s, PPC and Goal/Project leaders provide accountability in two main ways: monitoring progress discussions through the period of implementation, and a summative review at the completion of a designated time period.

# Monitoring

- a. **Set up a regular time** for touching base between the Pastor/PPC and the Goal/project implementation leader/s.
- b. **Check on further support and action** that may be needed.
- c. **Discuss difficulties** that may need addressing and decide on action. Opposition does not necessarily mean you are doing the wrong things – it could mean you are attempting the right things; mission-focused action or change will always meet resistance.
- d. **Make course adjustments** as needed in keeping with the thrust of the Plan.



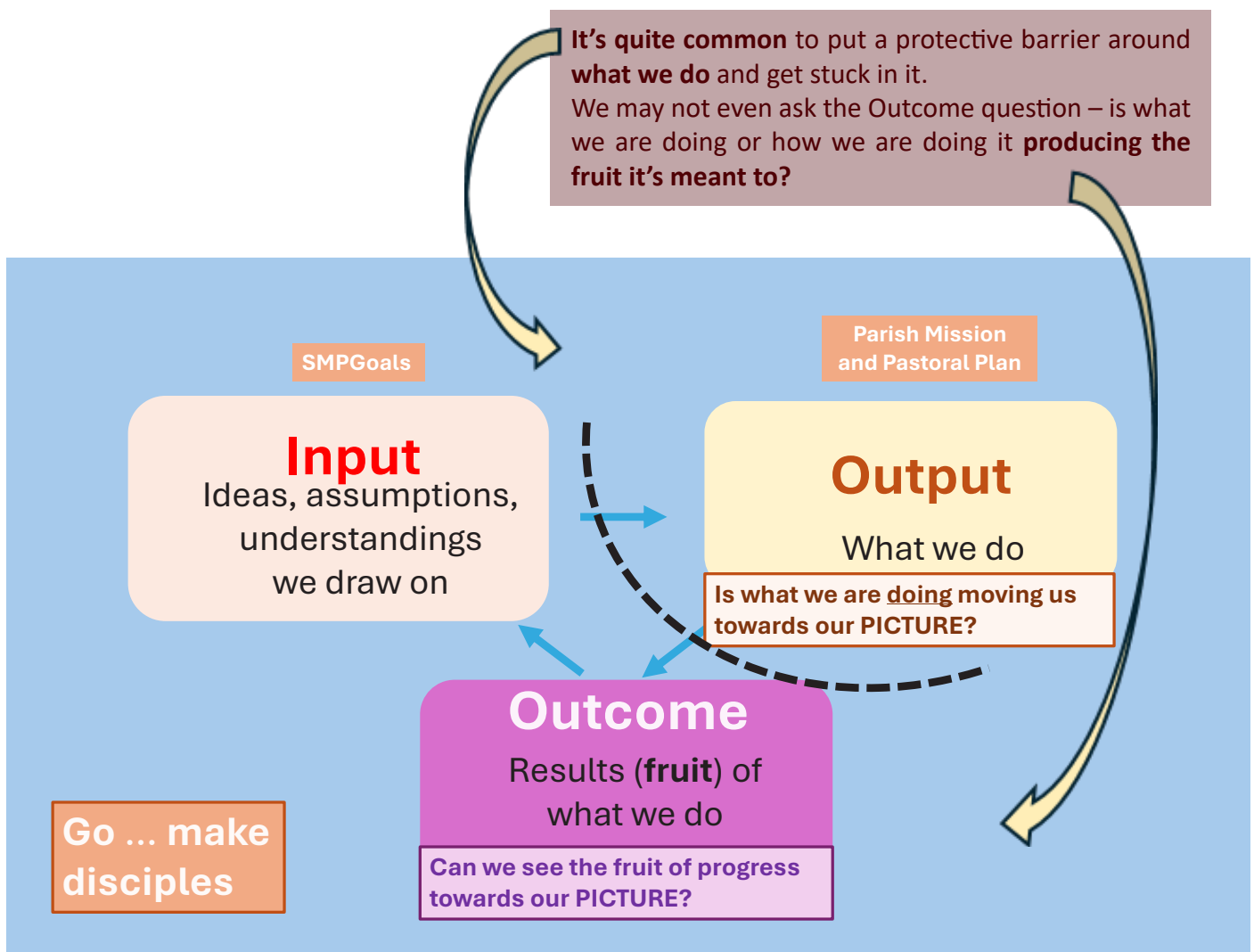
# Review

- a. **Hold a Plan implementation review process** according to the timeframe nominated in the Plan.
- b. **Compile a Report on implementation** over the specified timeframe. Include sections about what seemed to work well, what did not work so well, what some of the causal factors for both were, and some recommendations for going forward.
- c. **Share the Report with parish leaders, ministers and parishioners.** Invite all into a Conversation in the Spirit about Plan implementation.
- d. **Develop the Mission and Pastoral Plan** for the next phase of implementation ... look to other SMPGoals that we may be ready to pursue.
- e. **Consult the Parish** about the next version of the Plan and finalise. Pastor takes the decision and promulgates.



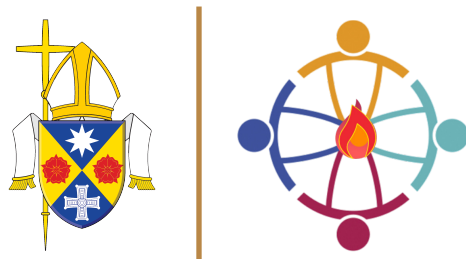
# Implementation and Review

**When considering** what did or did not work in Plan implementation the following graphic may assist the reflection.



**What might we need to adjust** to get a more fruitful Outcome, closer to the PICTURE described in our Plan?  
**This would be a good Question for a Conversation in the Spirit.**





CATHOLIC DIOCESE OF SANDHURST