

STRATEGIC OBJECTIVES AND TASKS

See page 10 for interpretation of initials and notes

STRATEGIC OBJECTIVE	AMPLIFICATION	#	TASKS	LEAD (SUPPORT)	BY DATE	RA G	PI
Prayer for the mission	Ensure there is an underpinning of prayer in the Parish.		Small team, asking for prayer across all groups and individuals (plan available).	Liz D (Liz S MMcE Liza N)	End May and ongoing		
G. GENERAL/UNDERPINNING							
G1. To communicate the Mission (bringing people closer to Jesus Christ in hope and joy) & the Vision (2 way)	Priority to parish understanding, then external	G1.1	Establish a communications strategy and plan.	MR	Dec 19		
		G1.2	Set up new website/ways of using social media.	MR	Sept 19		
		G1.3	Consistently use homilies, Peterpost and all comms tools to promulgate the vision.	MH (MR)	Ongoing		
		G1.4	Communicate vision and receive feedback from 4 churches/ worshipping community groups through post-mass meetings with Fr Mark.	MH (MR)	Sep 19		
		G1.5	Receive feedback from Neighbourhood Groups & Prayer Groups (? Ask Pastoral workers to do this?).	Sandra D	Apr 20		
		G1.6	Receive feedback from parish Ministry leaders.	Volunteer Ministry Leader	Apr 20		
G2. To communicate how we plan to achieve the Vision	Understanding the DR process.	G2.1	Complete the 5 year strategic planning grid, then develop grid into a 3 Year Strategic Plan in line with the 'game plan' (DR Workbook p 164/5).	Liz S (MG)	Sep 19		
		G2.2	Complete the Parish Plan for 2019/20	Liz S	Sep 19		
		G2.3	Complete the Parish Plan for 2020/21	Liz S	Aug 20		
		G2.4	Establish a process for obtaining buy-in to the 5 Year planning grid and 19/20 Parish Plan by SLT and ESG	MH (MG)	July 19		
		G2.5	Communicate to parish by same means as in G1. Ask for feedback.	MR	Aug 20		

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G3. To communicate parish Core Values (2 way)	ESG agree core values; Address in Parish Communications Plan to cover Leadership Summits, Staff Meetings and Homilies	G3.1	ESG agree parish Core Values	ME (ESG)	Dec 2019		
		G3.2	Establish a process for obtaining buy-in from the SLT, ESG and paid staff to achieve consensus	ME	Apr 2019		
		G3.3	Establish and execute a plan for achieving buy-in to the Core Values in the parish [via Ministry leaders?]	ME (MR)	Jun 20		
G6. To enable the parish to implement the Vision.	Primarily through an expanding, diverse Alpha, and Lay Director of Evangelisation	G6.1	Bid for Living our Faith for Director posts (<i>this will be a contribution for three years, parish matches funding</i>).	MH (Liz S)	Completed	G	
		G6.2	Establish one or two new and diverse Alphas.	MH	Autumn 2019		
		G6.3	Create a list of Parish Ministries, names of leaders/contact info. Place on website.	MR (SLT)	Autumn 2019		
		G6.4	Communicate who is 'running the show', ie SLT, ESG and their roles, plus who are responsible for key tasks. Within G2.5	MR (SLT)	Autumn 2019		
G7. To achieve funding for a "3 year start-up"	2 employed lay Directors in 19/20, then further Directors	G7.1	See E1.2 and 1.2 below. Fundraising efforts in 2019/20 for further Lay Directors and related expenses	MH (SLT)	Aug 2020		

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G9. To achieve our vision for children and young people (aged 0-25)	To articulate a vision for children and youth ministry and to develop a 5 year strategic plan and associated action plans in alignment with that vision. Across all Systems.	G 9.1	Establish a team of Sandra D, Jo D, Rosanne W, supported by MR to articulate a vision for children’s and youth ministry which is seamless across all transitions and into adulthood, is in alignment with our parish vision and is healthy across all 5 systems.	MH	Aug 19		
G10. To strengthen co-ordination, within the 4 churches’ Worshipping Communities, of all activities to achieve the vision in accordance with principles of solidarity and subsidiarity	Appoint Worshipping Community Co-ordinators with guidance on their responsibilities and support in place. St Peter’s Worshipping Community Co-ordinator to oversee the different masses	G 10.1	Appoint 4 Worshipping Group Co-ordinators	GD	Dec 19		

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E. EVANGELISATION - <i>We create a culture in which people of all walks of life are invited to come to the feet of Jesus, be filled with God's Love, and share that joy with others</i>							
E1. To become a more evangelising parish	i) To achieve the heart of the vision: to bring people closer to Jesus Christ in hope and joy.	E1.1	Bid for Living our Faith funds for Director posts (parish matches three year funding gift).	MH (Liz S)	Completed	G	
		E1.2	Seek funding from the Parish.	MH	Summer 2019		
		E1.3	Establish recruitment process for lay Directors	MH	Autumn 2019		
		E1.4	Develop Alpha: Increase the number of people attending Alpha as guests. Ensure sufficient team members in Alpha, book venues and advertise.	MH (Liz E)	Aug 20		*
	(ii) Develop a culture of invitation.	E1.5	Build a culture of invitation; encourage Alpha pipeline to broaden invitations.	SLT member tbc (SLT)	ongoing		*
		E1.6	Intentionally increase the diversity of Alpha guests across demographic.	Dir of Ev	Aug 2020		*
	(iii) Pre-evangelisation.	E1.7	Encourage events such as St Stephens's 50 th celebrations, annual Parish Party, clergy Jubilees, ordinations etc. to bring the Parish together and create opportunities to bring others along.	SLT	ongoing		

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E2. To create parish lay leadership for evangelisation, and other parish leadership.	Good leadership in all aspects of the parish is a critical success factor	E2.1	Appoint the Director of Evangelisation and Leadership (Dir of Ev)	MH	Autumn 19		
		E2.2	Continue leadership formation for ESG/SLT.	MH (MG)	on-going		*
		E2.3	Dir of Ev to create a ministry leaders' leadership development plan for implementation in 2020/21. Through "doing/mentoring".	DofEv	Summer 2020		
		E2.4	SLT members ensure that all key leads (staff, ministry leads,) know who is supporting them.	SLT members (Dir of Ev)	Dec 2019		
		E2.5	SLT members hold 1-1's with appropriate staff and Ministry Leads, and team meetings across the leadership of the Parish.	SLT members (Dir of Ev)	Dec 2019		

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W. WORSHIP - <i>We provide room for everyone to be drawn into the heart of our beautiful, inspiring and life-changing worship together</i>							
To become a more welcoming parish (weekend experience) See M1 for welcoming in parish daily life	Development of Welcoming Programme	W1.1	Find sufficient resources for Director of Worship (Dir of W). See G7.1	MH	Aug 20		
		W1.2	Appoint a Director of Worship and the weekend experience (Dir of W)	MH	Autumn 20		
	New formal welcomers encouraged to do Alpha to understand the needs of parish	W1.3	Appoint a lead for Welcome Ministry (volunteer) with support from SLT member.	MH (SLT)	Dec 19		
		W1.4	Develop welcome and hospitality plans for the weekend experience, beginning with the 10.30 St Peters Mass.	Lead for Welcoming	Apr 20		*
		W1.5	Continue with offering of more varied music at Masses. Through Sunday 6pm experience, Schola and 8am plainchant.	MH (Dir of Music?)	ongoing		*
		W1.6	Introduce a limited number of "school led" Sunday masses.	MH (School Head)	From Autumn 19		

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<p>DISCIPLESHIP - <i>Our parish is a community of communities who desire to sit at the feet of Christ, thirsting for the water of life. Each disciple makes their own personal commitment to deepening, enriching and growing in their knowledge and love of God</i></p>							
<p>D1. To help more parishioners to grow as intentional disciples of Jesus Christ</p>	<p>Research and begin to develop family-centred faith formation for primary aged children and their families. Consider processes for sacramental preparation based on readiness rather than age. Develop pre-evangelisation courses/opportunities/ventures. Develop follow-up formation opportunities after Alpha. Seize opportunities offered by Diocesan, national and seasonal opportunities.</p>	D1.1	Appoint a Discipleship Lead (volunteer)	MH (SLT)	Dec 19		
		D1.2	Encourage all to Called and Gifted programme (especially Alpha graduates)	Liza N plus 2	Nov 19		*
		D1.3	Develop formation plan based on Alpha and post Alpha to increase the number of parishioners who are active followers of Christ with the confidence to express their faith to others	Volunteer lead.	Aug 20		*
		D1.4	Engage with National/Diocese-led materials provided to increase lay engagement	Vol Lead	Jul 20		*
		D1.5	Engage in <i>Year of the Bible, The God who speaks.</i>	MH	Begins Autumn 19		
		D1.6	Provide opportunity for Advent and Lent groups (2 or 3 Large ones).	Vol Lead	Advent 19		*
		D1.7	Begin research in the following: - Family centred faith formation. - Processes for sacramental preparation. - Follow up Alpha, discipleship formation.	Vol Lead	August 20		

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C. CHRISTIAN COMMUNITY - Our parish offers an environment of living communion and participation in which all our members are aware of their responsibility to and for each other. Everyone's name and story is known and each person is loved and supported on their pilgrimage of faith

C1. Form medium size parish groups where Alpha graduates experience ongoing hospitality, communion and friendship, with further sharing of their faith. (Community Opportunity)	To evolve from current Neighbourhood and other parish groups. But not until further work on realistic achievement of Connect groups. Then SD to propose a pilot with strong alpha links.	C1.1	Identify gifts and opportunities from the Alpha pipeline of people to become group leaders. (Use Called and Gifted as a method to discern charisms).	Dir of Ev	Aug 20		
		C1.2	Investigate how best to establish Connect groups in our parish context. SD propose a pilot with strong Alpha links.	Dir of Ev & SD	Aug 20		*
		C1.3	Appoint a lead, train leaders, run a pilot for Connect Groups.	Dir of Ev (SD)	Aug 20		

M. MINISTRY – All our parishioners discern how best they can love as Christ loves and serve as Christ serves. Our parishioners recognise Christ in the lost, poor and needy and overcome all obstacles in bringing them to the feet of Christ

To become more welcoming in parish daily life (Ministry Strength) See W1 for welcoming at weekend masses	To become more welcoming in all aspects of parish life (See W1 for Worship)	M1.1	Appoint a volunteer Lead for the Parish Welcome ministry for daily life.). See W1.2	MH	Dec 19		
		M1.2	Develop a hospitality plan for parish daily life.	D of Ev	Dec 19		*
		M1.3	Use the Welcome ministry as a springboard for other ministries	Lead for Welcoming	Aug 20		*
		M1.4	Encourage Alpha “graduates” to engage in the Welcome ministry when leaving the Alpha pipeline	Liz E	Aug 20		

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M2. Strengthen Ministry Leadership in the parish	Identify new Ministry Leaders through the Alpha pipeline and by engagement. Coaching and support to existing and new Ministry Leaders. Director of Evangelisation leads on leadership development	M2.1	Succession Plan for Ministry Leaders	Dir of Ev	Dec 19		
		M2.2	Identify new Ministry Leaders	Dir of Ev	Apr 20		
		M2.3	Coaching and support to existing and new Ministry Leaders	Dir of Ev	Aug 20		

Abbreviations:

ESG	MG Mike Gretton	RE Richard Eastham	Liz S(linn)	Dir of Ev Director of Evangelisation and Leadership			
AS Agnes Sitjar	MH Fr Mark Hogan	WR Wojtek Rakowitz	Liza N(ahajski)				
BM Beccy Maeso	[Marina H(umphrey)]	Others	Rosanne W(alker)	Dir of W Director of Worship & Weekend Experience			
GD Gerard Dailly	MMcE Martin McElroy	Liz D(arlison)	Sandra D(rowser)				
ME Mike Elks	MR Moira Redmond	Liz E(astham)	WCC	Worshipping Community Co-ordinator			

Notes:

1. The Red/Amber/Green (RAG) column will be used to monitor progress in achieving the Tasks
2. Tasks for which Performance Indexes are required (when the outcome is not self-evident) are marked with a *. Definition of these PIs is being carried out by designated people.