



DIOCESE OF MAITLAND-NEWCASTLE

Annual Stewardship Plan Template

Moving Forward Together

ANNUAL STEWARDSHIP PLAN 2010

The key strategic areas or **Five Foundations** reflect the strategic priorities to be addressed over the next 5 years. The diocesan annual plan addresses the five priority areas for action as identified in the Diocesan Stewardship Plan 2010-2014 Moving Forward Together.

Strategic Intent Statements

Strategic Intent statements are aspirational. They define what outcomes the Diocese/Parish is striving to achieve in the five key areas

Signs of Progress

Signs of progress are statements of outcome.

These statements bring sharp focus to where the parish/diocese intends to be by the end of the year.

Key Question:

If you were successful in implementing this particular strategic intent, what would progress look like?

Signs of Progress or (Key Performance Indicators) are:

- Reflective of the Diocese's Mission
- High impact, whole Diocese /whole Parish (ie, are for whole Diocese/Parish improvement)
- Fundamental to the Diocese/ Parish's achievements
- Are written explicitly for Foundation Areas and Strategic Intent Statements
- Achievable and measurable
- Able to be validated with evidence
- May include targets
- Reviewed and revised annually
- Generally written in the past tense

Strategies

Key improvement strategies are actions that the Parish/ Diocese will use to achieve its strategic intent and signs of success.

Strategies are:

- As specific as they need to be to ensure there is no misunderstanding
- Fundamental to the Diocese/Parish's achievements as measured against its Key Performance Indicators
- Clearly linked to the Diocese/Parish's signs of progress and strategic intent
- Comprehensive (addresses all the issues) and appropriate (makes sense in terms of the Diocese/Parish's purpose, values and environmental context).
- Feasible (can be developed with the Diocese/Parish's resources) and sustainable
- Can be operationalised and measured (that is, broken down into smaller actions).
- Reviewed and revised annually or more often as required – may continue across two or more Annual Plans
- Easily understood and able to be articulated in simple terms to the Diocese/Parish community.
- Identified so that data, achievement milestones and other evidence of achievement can be collected and reported on regularly.
- Accepted by wider Diocese/Parish community as appropriate
- Often beginning with a verb

Timeline

Is there a particular timeframe for the implementation of strategies or action steps?

Person with oversight

Assign Responsibility for oversight of implementation.

Resources

What human and financial resources are required to implement these strategies? Is there any budget required? From where will the funding come?

PROFILE

For Parish Annual Plan only

Diocesan Vision *“To hear God’s people and empower them to participate fully in Christ’s mission.”*

Vision and Mission Statement

REMOVE EXPLANATORY TEXT AND REPLACE WITH PARISH VISION AND MISSION)

Stewardship planning needs to be anchored in the parish’s fundamental reason for existence – its purpose or mission.

A statement of purpose or vision or mission answers the basic questions of ‘*What are we here for?*’ and ‘*What is the parish’s fundamental reason for being?*’
Statements of purpose or mission are:

- shared and owned by the parish community
- appropriate to the needs of the local community
- well articulated and easily understood by the parish.

The statement of purpose is used in planning discussions and acts as a reality check to ensure that the strategic intent, signs of progress and key improvement strategies clearly work towards the parish’s purpose.

Parish Profile

REMOVE EXPLANATORY TEXT AND REPLACE WITH LOCAL CONTEXT INFORMATION

Stewardship planning recognises that each parish operates within its own unique environment. Analysis of a parish’s environmental context answers the question ‘*What are the influences that will impact on our parish into the future?*’ This section describes the physical and environmental context of the parish and the demographic and social characteristics that help define the parish community. An important part of stewardship planning is considering the impact of current and emerging environmental factors on the outcomes the parish wants to achieve and the strategies the parish intends to use to implement these outcomes. An environmental analysis can be used to:

- capitalise on the parish’s internal strengths to take advantage of opportunities
- capitalise on the parish’s internal strengths to minimise external challenges or risks
- align with local needs and diocesan priorities.

2010 Annual Diocese/Parish Plan: Identity and Community

FOUNDATION	STRATEGIC INTENT	SIGNS OF PROGRESS	STRATEGIES	TIMELINE	OVERSIGHT	RESOURCES
IDENTITY & COMMUNITY	1.1 Build dynamic faith communities	IC1 A clear Catholic identity & distinctiveness for the Diocese, its parishes and agencies that all can articulate and communicate				
		IC2 Strong relationships with the youth of the Diocese				
		IC3 Respond to issues relating to geographical remoteness				
		IC4 Improved outcomes in the next National Church Life Survey (NCLS)				
	1.2 Build Strong Relationships	IC5 Enhanced relationships between Chancery, Parishes, Religious Congregations and Agencies				
		IC6 Establish effective, dynamic communication structures				

2010 Annual Diocese Plan: Worship and Prayer

FOUNDATION	STRATEGIC INTENT	SIGNS OF PROGRESS	STRATEGIES	TIMELINE	OVERSIGHT	RESOURCES
WORSHIP & PRAYER	2.1 Enhance the quality of worship and prayer in parishes	WP1 A deeper understanding of what it means to be a Eucharistic Community				
		WP2 A rich spirituality and prayer life in the community of faith that is our diocese				
		WP3 A range of opportunities for the development of prayer, spirituality and devotion				
		WP4 New ways to educate clergy and lay people about liturgy to enhance the quality of worship and prayer				
		WP5 Engage young people in the prayer life of the church				

2010 Annual Diocese/Parish Plan: Formation and Education

FOUNDATION	STRATEGIC INTENT	SIGNS OF PROGRESS	STRATEGIES	TIMELINE	OVERSIGHT	RESOURCES
FORMATION & EDUCATION	3.1 Provide opportunities for education and formation	FE1 Provision of education and formation for pastoral ministry				
		FE2 Provision of formation for youth to lead and work with other youth				
		FE3 Provision of professional development to achieve best practice in a range of business areas				
		FE4 Development of inter-agency professional development programs				
	3.2 Facilitate learning about the Church of the Future	FE5 New ways to educate leaders in the area of pastoral leadership				

2010 Annual Diocese/Parish Plan: Mission and Outreach

FOUNDATION	STRATEGIC INTENT	SIGNS OF PROGRESS	STRATEGIES	TIMELINE	OVERSIGHT	RESOURCES
MISSION & OUTREACH	4.1 Being an innovative and relevant church in our region	MO1 To be more evangelising				
		MO2 To develop people's sense of being missionary				
		MO3 To reach out to the poor and marginalized				
		MO4 Enhanced engagement with youth				
		MO5 A public position on key issues of our times				
		MO6 A close look at our culture, especially our youth culture				

2010 Annual Diocese/Parish Plan: Leadership and Structure

FOUNDATION	STRATEGIC INTENT	SIGNS OF PROGRESS	STRATEGIES	TIMELINE	OVERSIGHT	RESOURCES
LEADERSHIP & STRUCTURE	5.1 Develop collaborative processes for diocesan structures	LS1 A flexible, collaborative and sustainable deanery model for the diocese.				
		LS2 Develop a discernment process for the selection of deans				
		LS3 Enhance our deanery framework				
	5.2 Explore new collaborative models of parish and parish leadership	LS4 A new flexible, collaborative and sustainable models of Parish				
		LS5 Recruitment, support and nurturing of parish leaders				
		LS6 Support to parishes and facilitate parish planning processes based on the Diocesan Pastoral Plan				
	5.3 Share leadership of Diocese in new collaborative ways	LS7 Clearly articulated diocesan governance & leadership responsibilities of agency and diocesan leaders and clergy				
		LS8 Sharing of skills of different sections of the diocese				

FOUNDATION	STRATEGIC INTENT	SIGNS OF PROGRESS	STRATEGIES	TIMELINE	OVERSIGHT	RESOURCES
	5.4: Have an agreed effective change management process within the Diocese	LS9 Change managed effectively				
	5.5: Implement standardised systems where appropriate	LS10 Systems developed to enhance parish operations				
		LS11 Work collaboratively in Information and Communication Technology (ICT)				
	5.6: Manage resources effectively & achieve financial sustainability	LS12 Enhanced management of resources of the Chancery and diocesan agencies				
		LS13 Co-ordinated inter-agency formation and professional development opportunities				
		LS14 Enhanced inter-agency communications				
		LS15 Promote sharing of human resources				
		LS16 Parishes and regions to enhance management of their resources				