

DEVELOPING GOALS

WHAT IS A GOAL?

Goals are brief statements of outcomes to be reached within 3-5 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 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 should choose to use, be sure it clearly expresses what is to be done.
- A description of what is to be done – Be clear and succinct about what you plan to do in 3-5 years. It is not necessary to go into great detail that comes with stating some objectives later.
- A 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 gifts.
- To establish neighborhood faith communities in at least 1/3 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.

Archdiocese of Omaha

Goals are developed by the PC based upon questions from parishioners, responses from 1:1 conversations, parish surveys, and any other 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?
- Which of the seven elements do we need to focus on and why?

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

Once the mission statement is written or affirmed, the PC convenes to develop the goals for the new parish.

The PC does not need to create a goal for each area of mission. A good pastoral plan has between 3-5 goals.

After drafting each goal, the PC should review the goal and ask the questions 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. These goals are then used as the basis for getting parishioners involved in the work of the parish.