

MISSIONARY LEADER *Update*

Archdiocese of Milwaukee

Office of Missionary Planning & Leadership

The *Update* is designed to inspire, inform, engage, and empower leaders in the Archdiocese of Milwaukee so that they are equipped for data-informed mission-driven planning and leadership.

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Missionary Planning in Management: Strategic Planning

Developing a Strategic Plan

Have you ever wondered why should I consider developing a missionary strategic plan for our parish? Well, your parish, like any other organization benefits from clear decision-making that is focused on your parish's missionary long-term success. Attached, is a link to understanding the components to a strategic plan and the reason why it is critical to your parish's vibrancy.

Planning is the part of management concerned with creating procedures, rules and guidelines for achieving a stated objective. Planning is carried out at both the macro and micro level. Managers need to create broad objectives and mission statements as well as look after the day to day running of the company.

Below, is one plan in management and how it can be used within an organizational framework:

I. Strategic Plan

A strategic plan is a high-level overview of the entire business, its vision, objectives, and value. This plan is the foundational basis of the organization, and will dictate decisions in the long-term. The scope of the plan can be two, three, five, or even ten years.

Managers at every level will turn to the strategic plan to guide their decisions. It will also influence the culture within an organization and how it interacts with customers and the media. Thus, the strategic plan must be forward looking, robust but flexible, with a keen focus on accommodating future growth.

The crucial components of a strategic plan are:

1. Vision

Where does the organization want to be five years from now? How does it want to influence the world?

These are some of the questions you must ask when you delineate your organization's vision. It's okay if this vision is grandiose and idealistic. If there is any room to wax poetic within a plan, it is here. Holding ambitions to "make a dent in the Universe" (Apple/Steve Jobs) is acceptable, as is a more realistic vision to create the most "customer-centric company on Earth" (Amazon).

2. Mission

The mission statement is a more realistic overview of the company's aim and ambitions. Why does the company exist? What does it aim to achieve through its existence? A clothing company might want to "bring high street fashion to the masses," while a non-profit might want to "eradicate polio."

3. Values

"Inspire. Go above and beyond. Innovate. Exude passion. Stay humble. Make it fun"

Each organization has its own values. These values will guide managers and influence the kind of employees you hire. There is no template to follow when jotting down the values. You can write a 1,000 page essay, or something as simple as Google's "Don't be Evil" - it's all up to you.

As you can see, there are really no rules to writing the perfect strategic plan. This is an open-ended, living document that grows with the organization. You can write whatever you want in it, as long as it dictates the future of your organization.

(Read the full article on Planning in Management: Strategic, Tactical, and Operational Plans)



Answering the Call to Lead: Pastoral Council 101

Summer starts a new year for Pastoral Councils! New members may be starting their three-year terms, or maybe you are welcoming some members back from a break during COVID. As your newly-formed Council begins meeting, it's a great time to review the purpose and mission of a Pastoral Council, including the roles and responsibilities of each member.

The Council shares in the pastoral mission of Jesus and the Church by developing Catholic identity, promoting evangelization, and fostering stewardship. It should strive to build a

community of disciples who recognize their baptismal calls to lives of holiness, witness, and service.

The scope of work of the Council is *consultative* to the Pastor/Administrator/Parish Director, with a responsibility of supporting the pastor, who has ultimate responsibility and authority for the parish, and helping ensure the pastor's success in pastoring the parish.

A vibrant and well-run Council leads to a more vibrant parish. As you welcome your new members and select officers during the annual transition meeting, take time to review these questions with all Council members:

1. Does your Council have clear and strong leadership, sufficient members, a regular meeting schedule, and a consistent communication strategy to advise the parish of initiatives?
2. Does your Council have the required commissions as outlined in the Pastoral Council Norms (Worship, Formation, Human Concerns, Stewardship, and School), and do the commissions have clear leadership and a liaison to the Council for regular communication and updates?

3. Will Council members be held accountable for attending meetings and participating in stewardship initiatives, ministry activity, and commission/committee service?
4. Will your Council develop a compelling vision for its work in the parish and engage in planning for mission that fosters spiritual growth and a relationship with Jesus at your parish?
5. Has your Council designated two members to attend each deanery assembly as representatives of the Pastoral Council and parish?
6. Has Council leadership trained all members so that each member understands the overall parish vision, their responsibilities, and how their contributions on council help carry out the vision at your parish?
7. Do all Council members have a copy of the Parish Councils Manual?

Resources for training your Council members and on-boarding new members can be found on the [Missionary Planning and Leadership webpage](#), in addition to various chapters in the [Councils Manual](#).

Registration for a Parish Councils Training Orientation session is now open! Various days, times and locations are offered - the content presented will be the same at each location. Participants only need to register for one session. Although this training orientation is presented for new members, any council member wanting to participate may attend.

[Click here to register](#)



Planning Tools: Cultural Snapshot Inventory

(Part Six in a Series)

The Office of Missionary Planning and Leadership supports parish leaders in the missionary development and growth of your parish with our **Planning Toolbox**.

This month we want you to be aware of a tool called **Cultural Snapshot Inventory**. This is a survey tool designed to look at the overall culture of your parish in reference to five (5) key paradigms. This tool is best used with key leaders who understand and interface with the internal workings of the parish. A trainer from our office will then assist you in identifying opportunities for growth.

If you want more information on how the **Cultural Snapshot Inventory** can be useful within your parish or have any questions regarding Parish Planning, please contact Michael Laird, Associate Director of Missionary Planning at lairdm@archmil.org or 414-758-2216.

(This series began in October 2021 and is featured in previous *Missionary Leader Update newsletters*.)



2022 MissionInsite Data Updates Coming

This summer, MissionInsite incorporated data updates from Synergos and Epsilon into its data charts and projections. These two data sources drive the information in the demographic reports available to all our parishes. The updates project information out to 2032. The new Epsilon data also updates the address lists available through MissionInsite.

Data from MissionInsite, a demographic tool provided to our parishes at no cost, helps create a picture of our communities and parishes – where they've been, where they are, and where they're going. Application of this data can give your parish team direction in your data-informed mission-driven planning process.

If you would like to register to use MissionInsite at your parish, contact Rosalita Villa at villar@archmil.org.



GalileeU – Upcoming Session for Parish Leaders

Uncover your gifts, given by the Holy Spirit, and discover that they are important clues to the particular mission God has for you. These gifts, called charisms, enable you to be a channel of God's love, truth, beauty, mercy, healing, and provision for others.

Consider attending this Called & Gifted Discernment Process:

Called & Gifted Workshop

Saturday, September 17, 9 am-3:30 pm at Christ King Parish, Wauwatosa

The workshop is designed to help you discern the presence of charisms in your life.

Visit the [GalileeU webpage](#) for more information and registration links. Invite your fellow parish leaders!



Time to Update Your Lists

The My Archmil Names database is a tool used by ministry offices in the Archdiocesan Central Offices to disseminate important information to parishes. Correct information in the database is important and helps our office ministries to better connect, assist and minister to the needs of individual parishes. If you are not an authorized My Archmil user, please connect with a person within your parish office authorized to make those changes. A parish staff member, such as a Secretary/Administrative Assistant may be able to help by making needed changes within the My Archmil Names database. Updates are needed for Parish Staff, Pastoral and Finance Council Members, Trustees and Deanery members. Please have the authorized user contact, Rosalita Villa at villar@archmil.org if they have any questions on how to use the My Archmil Names database.

Please remember to send Rosalita updated lists of names for Pastoral and Finance Council Members and Deanery Reps so we can keep your parish files up to date.

Leading Like Jesus

The Use of Spiritual Gifts – Rosalita Villa

Now there are varieties of gifts, but the same Spirit. And there are varieties of ministries, and the same Lord. There are varieties of effects, but the same God who works all things in all persons. But to each one is given the manifestation of the Spirit for the common good... But one and the same Spirit works all these things, distributing to each one individually just as He wills.

For just as the body is one and yet has many parts, and all the parts of the body, though they are many, are one body...- 1Corinthians 12:4-7, 11-13

1. Do you recognize the variety of gifts that members bring to your group?

2. Do you nurture and help people to grow in using their gifts?
3. Is your group a safe place for people to feel comfortable sharing their gifts?
4. Do you encourage members to be open to the gifts newer members may bring to your group?

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