

ENGAGING WITH GOAL ACTIONS

At our last Diocesan Strategic Planning Group meeting, we talked about how to encourage people in our diocese to think about the actions for each of the goals in the Diocesan Strategic Plan. In the Plan, there are nine goals. For each very broad 'goal' area, there are 'strategic initiatives.' These are numbered under each goal. Each strategic initiative provides broad guidance about something specific, that when achieved, will help to meet the goal. Each strategic initiative is further broken down into 'actions.' Each of these actions is quite specific, and contributes directly to the strategic initiative it sits under. Breaking things down in this way helps us to identify the steps we need to take to achieve our goals.

In our diocese, we are already taking some actions that are helping us to meet our goals. In essence, our Strategic Plan is already a living document, and we are already living and working within it.

There are some new actions in the Plan too. Some of these have been listed for each of the goals in our Strategic Plan. What is needed now, is for all of us to get to the detail of what needs to be done. Everyone will have different ideas and it will be good to share these. Hopefully, the questions below might help us to identify the 'who,' 'what,' and 'how' detail of what needs to be done to meet the actions for this year, and move us further along to achieving the goals.

Questions are not provided for all actions – just for *one* action under *one* strategic initiative under each goal. The questions are there simply to help us understand what we might do to achieve the action – they are just a prompt – so please remember to look at all actions under each strategic initiative! There are very many more questions that could be asked and as we engage with each of the goals, it would be good to think of additional questions.

Goal 1: BRINGING JOY AND HOPE

Strategic Initiative 1.1: Support our people as they identify their spiritual and pastoral gifts to become missionary disciples

Action: Establish a broader team of key people to support the implementation of this goal

Who needs to be involved? Do you have ideas about who would be good to recommend? Do you think you might be one of those people?

What roles do they need to play in the team?

How could the team be led?

How often should the team meet? ?

How will they let everyone know what they are doing?

Do they need to come from across the diocese?

Goal 2: LIFE GIVING PARISHES

Strategic Initiative 2.1: Develop and implement a flexible and effective Parish Leadership framework which is viable and sustainable

Action: Develop criteria to assist the Bishop in the placement of parish priests, considering the needs of the local community and the presence of Diocesan services

What kind of things would the Bishop need to look at?

Who needs to be involved in helping the Bishop?

What aspects of communities need to be considered? For example, how remote; how far is that community from another community? What capability exists in that community?

How do we spread the resources fairly?

Goal 3: THE GOOD NEWS

Strategic Initiative 3.1: Develop and implement a communication plan that clearly articulates our Catholic contribution to individual lives and community wellbeing

Action: Develop a Diocesan Facebook profile and explore other social media opportunities

What types of social media would suit our diocese?

Who has skills in this area? Is there someone already who might lead this?

How should we establish this?

Who will manage the social media content? Does it need to be approved? Who by?

Who are we trying to reach with the Facebook page and other social media?

How do we find out who uses the different types of social media? For example, do young people have a particular preference? Do older people? Do you?

Goal 4: LEADERSHIP

Strategic Initiative 4.1: Develop and implement an integrated governance framework to manage our strategic direction.

Action: Develop a revised whole of Diocesan Organisation Governance Structure

What are the different agencies and groups in our diocese? How do we currently manage the diocese?

What would a 'good' governance framework look like? How can we check?

How could we map what currently exists?

Who is responsible for which parts?

Who currently works in a leadership position?

Thinking about our parishes, our agencies, our services, our finances, our leadership, how are the various parts of our diocese linked?

Is there someone who might be a natural lead for this action? What can I contribute?

Goal 5: WORKING TOGETHER

Strategic Initiative 5.1: Develop and implement formal and informal collaborations between our agencies to share and improve expertise, effectiveness, efficiencies, resources, outcomes and innovations

Action: Identify the Diocese's 'circle of influence' and update the inventory of agencies and services, and facilitate core agencies and religious congregations to identify their potential to share and collaborate with each other

What services and agencies exist in our diocese?

What do they provide?

Do they overlap? If so, do they know they overlap?

Do they share resources? Could they share resources? How?
How do our agencies work within our parishes? Do they share resources? For example, does Centacare work with St Vincent De Paul? Do parishes draw on the resources of Centacare Catholic?
Are there ways we could work better together? How might this help our diocese?
Can you think of someone who would be a natural lead for this action? What can I offer?

Goal 6: STRONG AND SUSTAINABLE

6.1 Strategic Initiative: Use best practice systems and approaches to achieve high quality outcomes in all areas of our work

Action: Establish systems to support the financial literacy and stewardship responsibilities of parish leaders

Does each parish do finances differently? Why?
What training is required in each parish? How could the diocese provide this?
Is there a 'finance system' that could be used by each parish to make the task easier? How could we find out about this? Who would be best to lead this work? Is there someone with skills in the diocese who could provide training in financial management?
What do we mean by stewardship? How does that look in each parish?
Is there someone you can think of who would be a natural lead for this action? What can I offer?

Goal 7: PARTNERSHIPS

7.1 Strategic Initiative: Develop a comprehensive regional engagement framework and communication plan focused on shared goals and mutual benefit

Action: Identify social justice actions at all levels (schools, parishes, vicariates, agencies, ecumenical and interfaith partners) to provide education and develop responses to local and global issues

What do I know about what is happening in my parish/ school / vicariate/ agency / around social justice? What groups exist?
What about other Christian churches? What do I know about what they are doing? How can we find out? How can we collect and collate this information? Who needs to be involved?
Who has connections in this area? Could we do this by parish and then aggregate the information?
Is there someone you can think of who would be a natural lead for this action? What can I offer?

Goal 8: CARING FOR EARTH

8.1 Strategic Initiative: Develop a formal framework and outcome measures to guide the Diocese's connection to all creation and our role in the care of God's earth.

Action: Develop a system to ensure Diocesan promotion, celebration and participation in key ecological calendar of events [e.g. World Environment Day, Clean Up Australia Day, Season of Creation]

How do we identify the events with which we want to connect and celebrate? Who could find this information?

Where could we find examples of how others have done this framework development?

What might celebrations look like? How do we involve the whole diocese? Can you think of a natural lead for this action? What skills and talents might you be able to offer?

Goal 9: ADAPTIVE AND IMAGINATIVE

9.1 Strategic Initiative: Undertake scheduled environment scans to proactively manage opportunities and challenges

Action: The Bishop's Assistant to have a key role in: strategy implementation and the ongoing monitoring of implementation targets and progress; providing support, liaison, communication, and integrating Diocesan change management strategies.

In our diocese, what might an 'environmental scan' look like? How do we involve all parts of the diocese?

How often should we undertake an environmental scan? Annually? Every two years?

What opportunities for change can I identify?

What things have emerged as a result of the pandemic that we can learn from? Are there adaptations that we have made that we want to keep? The Bishop's Assistant has a lead role in this action, what support might he need? What can I offer?