



CENTRE FOR MISSIONARY LEADERSHIP

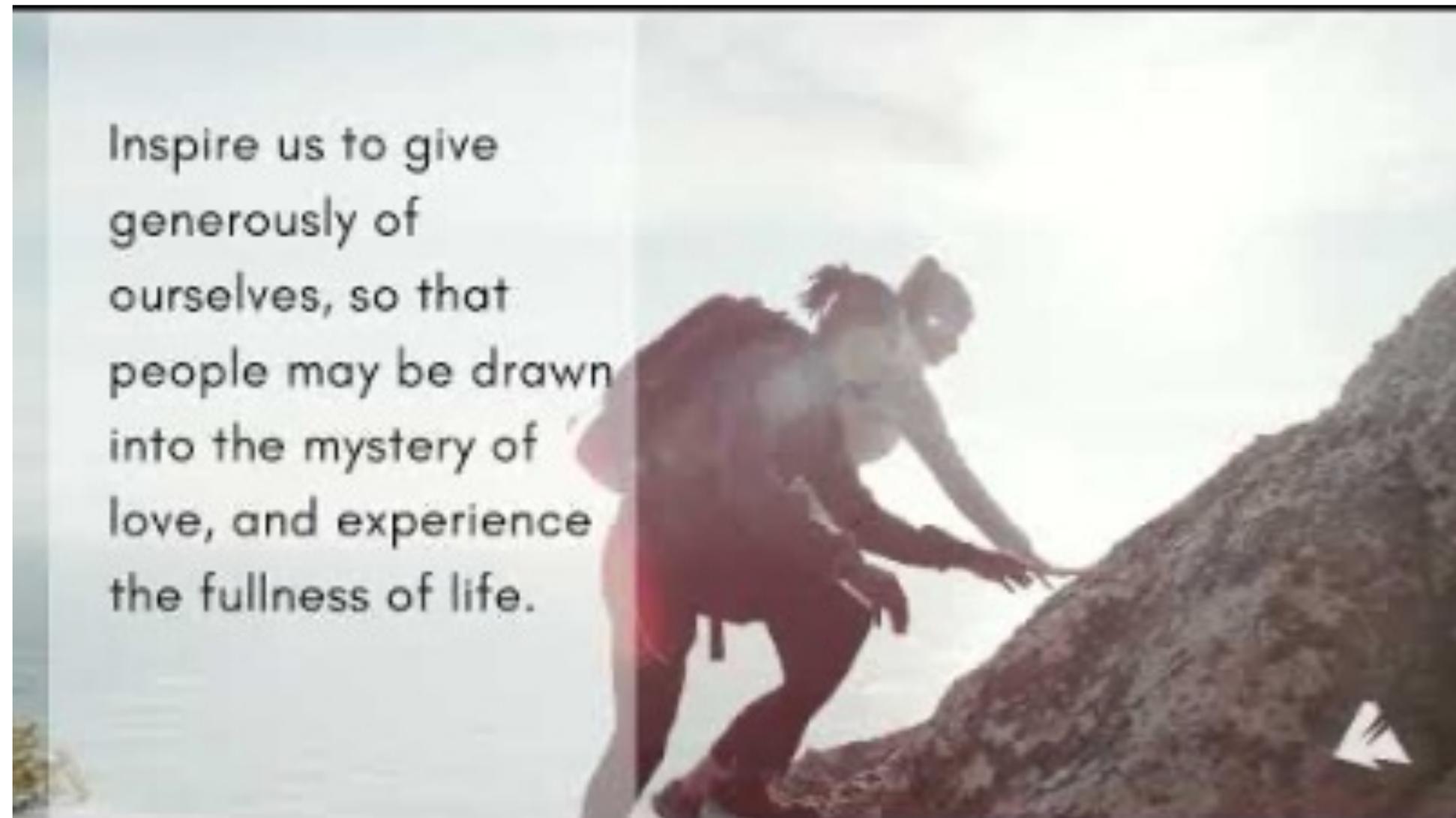
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A work of the Missionaries of God's Love

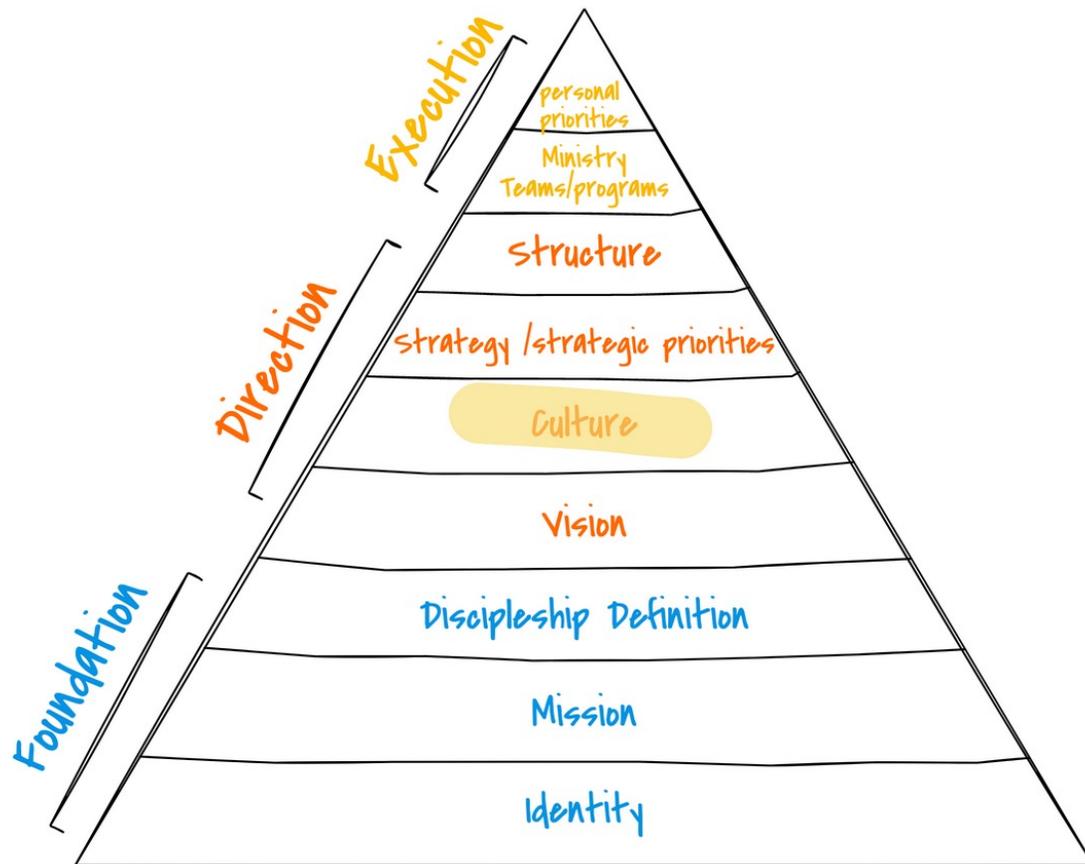
# Strategy and Structure

Missionary Leadership: Theory and Praxis Lecture 8

Inspire us to give  
generously of  
ourselves, so that  
people may be drawn  
into the mystery of  
love, and experience  
the fullness of life.



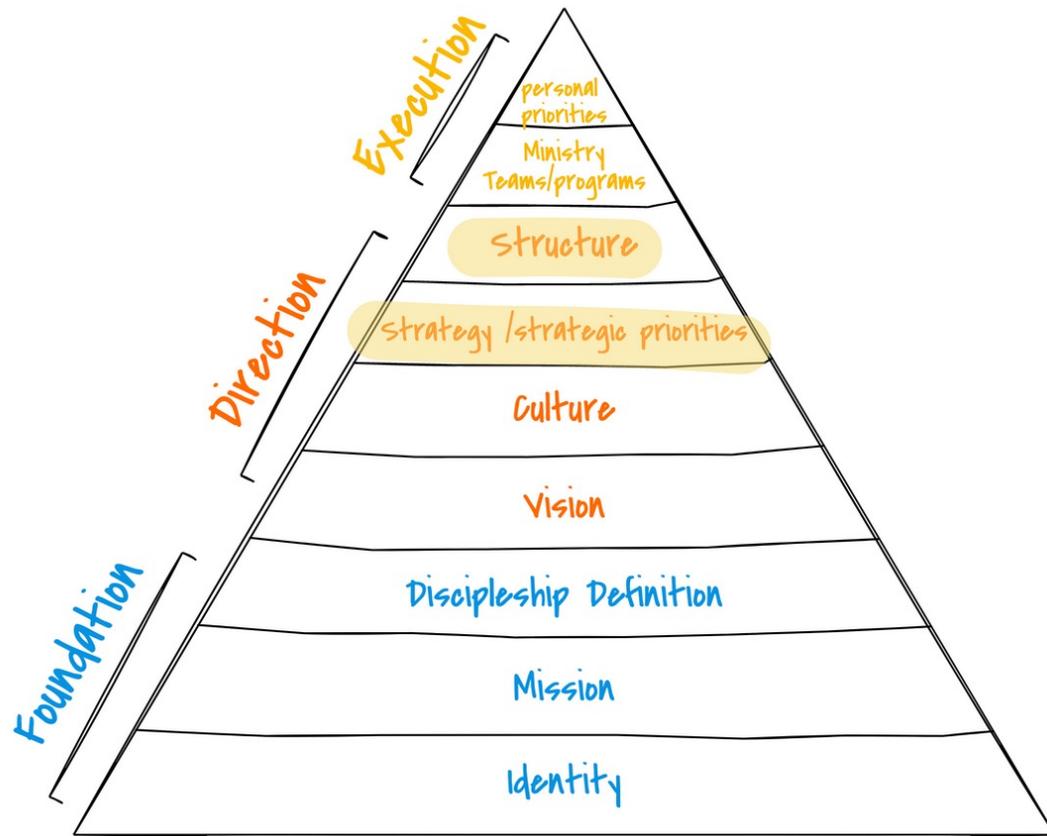
# Re-cap of Last Week



- Culture is reflected in what is truly valued
- How does the parish spend its time/money?
- Mallon's 10 "values"
- Language, symbols, stories, rituals are culture shaping
- Values to shape behaviours
- Operationalizing values



# Strategy:



- Answers the question “how will we accomplish our goals/realize our vision
- Need a strategy for the whole parish
- With discipleship at its heart
- So – the process of evangelization (AG/RCIA) should be at the center of the strategy



# From the process of evangelisation to a discipleship pathway (or 'model')

- Discipleship pathway has to incorporate the elements of your discipleship definition
- How are you helping people to incorporate the practices of discipleship so that the fruit of the Spirit (Gal 5:22) emerges in their lives?
  - Prayer
  - Eucharist
  - Live faith in community
  - Serve
  - Share their faith
  - Outreach to poor and marginalized
  - Trust in God's providence and are generous with their gifts
  - Know and love their Catholic faith
  - Pursuing the life of virtue



# DR 'Game plan'



# THE GAME PLAN





# St Benedict's Game plan 2.0





**ST DECLAN'S**  
— CATHOLIC CHURCH —

-  INVITATION
-  ALPHA
-  LIFE GROUPS
-  FORMATION

-  WORSHIP
-  OUTREACH
-  MINISTRY



# From the Vision (where) to a Strategy (how)

## **Vision**

- Mission
- Community
- Ministry
- Formation
- Worship
- Admin

## **Traditional Approach: create a strategic plan**

- Identify goals under these 6 headings
- Then decide who will do it
- By when



# The problem(s) with a strategic plan

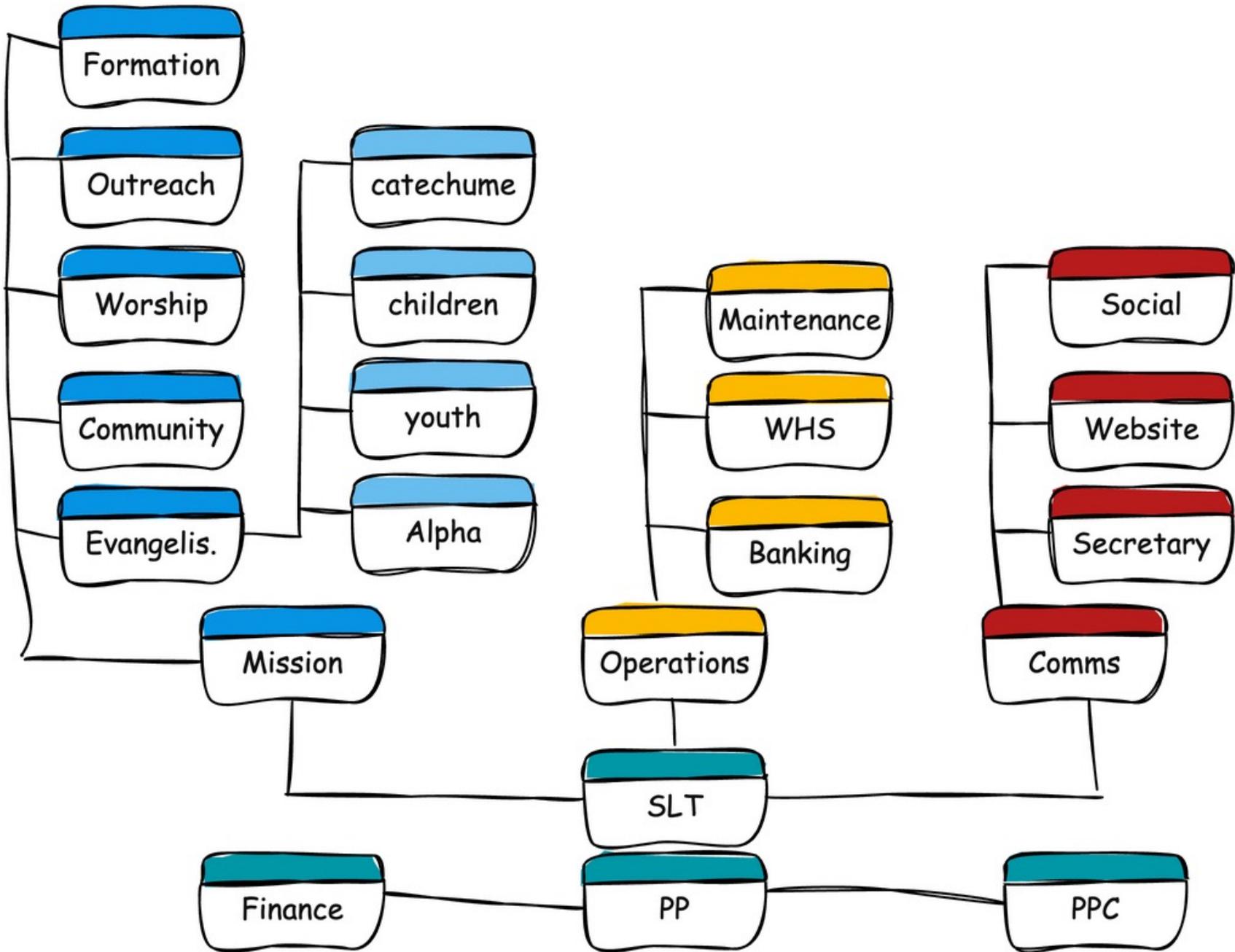
- Unexpected things (both external and internal) derail detailed long-term plans (deflating and then abandoned)
- Even more significant: navigate the whirlwind (Business as Usual in a parish requires a great deal of energy)
- So instead of a plan – establish one Wildly Important Goal (WIG) that will have the most benefit over the next twelve months
- Describe the goal as: From X to Y by when
  - E.g. from 10 to 50 guests at Alpha by December 1 2023
- Determine lead measures as well as lag measures
  - E.g. number of registrations on November 30 is a lag measure
  - Number of invitations people made between now and November 29 is a lead measure
- Make the goal measurable



# Strategy Determines Structure

- How you structure the parish is determined by the strategy you have
- E.g. Cannot hope for evangelization if there is no structures that support evangelization – e.g. no Alpha coordinator or team
- Create an organizational chart





# Youth Ministry:

- Needs a discipleship pathway – same or different to rest of parish?
- Needs a vision (so six elements or dimensions apply, but needs in relation to the parish and include elements that are part of the parish. E.g. worship and outreach)
- Can have its own wildly important goal
- Needs a structure



# Family Educator:

- Needs a discipleship pathway – starts in the school, links to parish pathway
- Needs to think about six dimensions of vision, but in relation to school and parish, and including elements that are part of the parish (bridge analogy)
- Can have your own wildly important goal

