

## Pastoral Council FY05 Goals and Objectives

**Council Role:** Discuss, discern, decide, articulate and communicate WHERE we see our parish going, and express this direction as long-term goal(s).

**Goal:** To strengthen the parish ministries leadership infrastructure and foster an environment where pastoral planning is collaborative and integrated amongst the parish ministries.

### Objectives:

1. Continue the annual parish pastoral planning goals and objectives.
2. Continue the Leadership Ministries meeting on the same evening of every month.
3. Provide the Pastoral Council with formation training on the statutes and directives for Pastoral Councils.
4. Conduct a yearly review and communicate the organizational structure showing the collegial and hierarchical levels of accountability and responsibility.
5. Review current policies to ensure alignment with the community philosophy that we espouse.
6. Finalize and share the parish census results to accurately determine the number of families, parishioner demographics and utilize for faith formation planning.
7. Oversee the implementation of a charter for each key ministry, and share accordingly among leaders.
8. Review and make appropriate changes to the Pastoral Council Charter.

**Goal:** To establish on-going opportunities for dialogue with our parish community, assessing their needs, and providing appropriate responses from the various parish ministries.

### Objectives:

1. Remind the parish of various methods of communication (i.e. Voice Box, Bulletin, Pulpit, Parish Hall meetings, monthly newsletter, web site, etc).
2. Plan and conduct meetings that offer our parishioners an opportunity to learn more about our activities and express their opinions on how we can strengthen our Holy Family community.
3. Implement upcoming Sunday Readings into meetings etc. Also use web site.

**Goal:** Evaluate and offer opportunities to reach out into our community and convert individuals to the Gospel.

### Objectives:

1. Formally introduce and promote the Welcoming Catholics Home Program into our community.
2. Determine the frequency (2X/year) and timing of these sessions and seek out 1-2 others who may assist in this program.

**Goal:** To become active participants in the support, development and assessment of the parish office staff so that parish ministries are supported in an effective and efficient manner.

### Objectives:

1. Ensure that job descriptions and individual responsibilities are articulated and in place for each staff member.
2. Conduct benchmarking on the appropriate structure, staff size, and pay for jobs as compared to parishes of comparable size and budget.
3. Ensure that office staff is appropriately developed through training opportunities.
4. Ensure that office staff performance evaluations are conducted with feedback from the key ministry leaders.
5. Make available information to youth about programs. Target older teens and young adults.

**Goal:** To develop a framework for evaluation of the Parish goals and objectives.

### Objectives:

1. Determine a method to routinely assess the parish progress against annual goals and objectives.
2. Ensure that our parish financial situation is communicated to the parishioners in an effective manner.