



Disciple Maker Index Webinar

#3

Discerning Actions

To limit background noise, we have placed you on mute

Questions can be placed in the chat



Let us pray

Beacons of Light Prayer

*Mary, Mother of the Church and our Mother,
present our prayer of thanksgiving to your Son.
Beg from Him the graces we need to be faithful disciples
who follow Him with enthusiasm and joy.
May our witness to the love of God bear fruit in our archdiocese,
parishes, homes and hearts.
Teach us to be God's joyful witnesses,
to radiate Christ in all we do,
so that all people might know, love and follow your Son
through this life and into the next.
Amen.*



Our Objectives for this Session

1. Consider a parish planning process for moving from prioritized strengths and opportunities to action.
2. Learn how to express desired outcomes into SMART goals and increase your odds of achieving those outcomes.
3. Align your growth in within the context of *Beacons of Light*.



This DMI Webinar Series

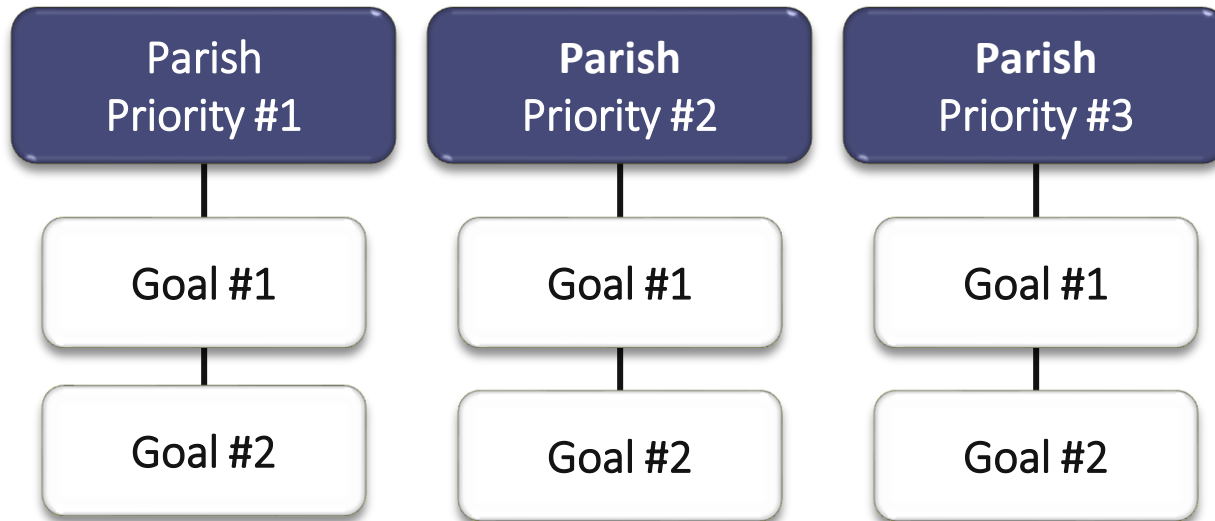


Wisdom from St. Augustine

“Safeguard order
and order
will safeguard you.”



Priorities with Aligned Goals



What is a Priority?

Priorities

- answers **WHAT** we will accomplish in the next 24-36 months

Examples

Greater Hospitality

Increased Spiritual Practices

Strengthened Missionary Impulse



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Is it a Priority?

Each priority must meet the Three criteria:

- 1. It requires cross-functional support.**
- 2. It is complex enough that it can't be delegated to one direct report.**
- 3. It is important enough to be on the Pastor's List.**

What is a Goal?

Priorities

- answers **WHAT** we will accomplish in the next 24-36 months

Goals

- Goals focus energy and activity to achieve this accomplishment

Priority: Strengthened Missionary Impulse

Goal: Increase results of “Invited someone to Mass quarterly” from 25 to 40-50 by April 1, 20XX.



Goals and Action Steps

Goals & Action steps

- Goals focus energy and activity to achieve this accomplishment
- Action Steps assure that goals are met

Turning Data into Fruitful Results



- Accessible Framework:
 - 3 priorities with 1-2 SMART Goals each and related strategies/action steps per goal
 - Implemented over the next 24-36 months
- Benefits to You and Your Community
 - Focus to use limited time and resources
 - Engage new/dormant parishioners

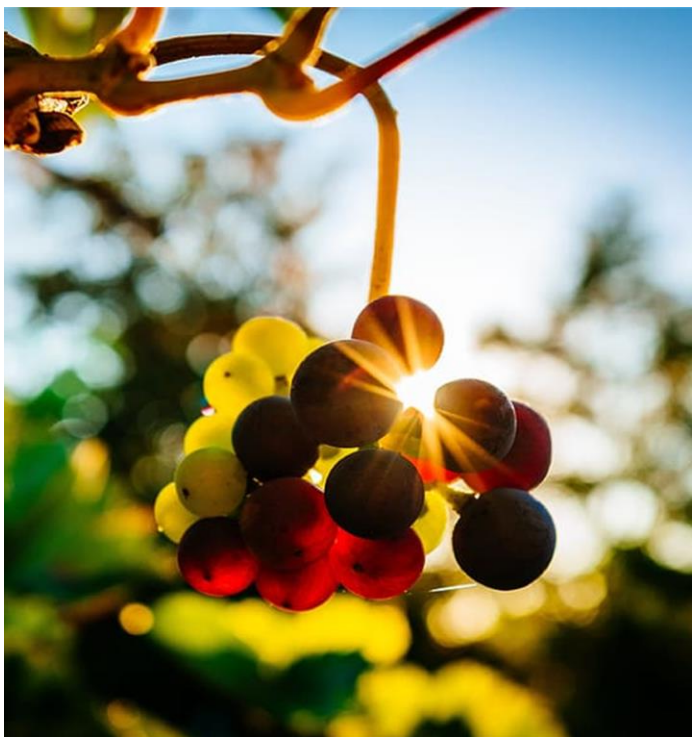
EXAMPLE: Holy Family Cathedral



Context:

- Tulsa, Oklahoma
- Large parish

Beginning with the DMI



Key Growth Opportunities:

- Hospitality (28%)
- Forms as Disciples (17%)
- Service/Support (22%/16%)



EXAMPLE: Holy Family Cathedral

Priority and Aligned Goals:

Hospitality

Increase registered households from 600 to 700-750 by May 31, 2023

Forms as Disciple

100-120 adults engaged in 2-5 prayer and faith formation activities annually by May 31, 2023

Service/Support

Annually accompany 50-60 parishioners who are sick, dying or vulnerable by May 31, 2023.



Other Priority And Goal Examples

Parish in Archdiocese of Galveston-Houston

Priority: Engaging Families

Goal: Engage an additional 100 families into new/different ministries or activities by 1/1/2023.

Parish in Diocese of Richmond, VA

Priority: Enriched Hospitality

Goal: Increase the number of strongly agree the parish is welcoming from 49% - 60% by June 1, 2025



Other Priority And Goal Examples

Parish in the Diocese of Burlington, VT

Priority: Everyday Life Fortified by Sunday Mass

Goal: 125-175 parishioners strongly agree that Mass has a positive impact on their week by May 1, 2025.

Parish in Diocese of Rockville Centre, NY

Priority: Welcoming School Families

Goal: 50-75 school families will attend 3-5 parish events per year by May 1, 2020.



SMART Goals

- From your DMI-informed strengths and opportunities, identify priorities: the most urgent needs and opportunities of the parish
- Address those priorities with SMART Goals and detailed action steps



SMART Goals: Simple Statements



- Where are you going and how will you know when we get there?
A SMART goal leaves no room for misunderstanding.
- SMART Goals are models of clarity: one sentence, easy to read and understand.
- Action steps are not included and qualifiers are limited.
- SMART Goals are stated in behavioral (doing) terms rather than as statements of attitude, thought or belief.



SMART Goals: Simple Statements



- Specific & Measurable
- Motivating
- Attainable
- Relevant
- Timebound / Trackable

SMART Goals: Simple Statements



Specific and Measurable

- *Specific* leaves no doubt about the intended outcome/achievement
- *Measurable* provides an objective target

Motivating - *The Motivation is implied* by setting a tangible achievement that connects to a larger, meaningful Vision.

Attainable - The outcome will stretch the parish but is possible through creativity, planning, shared action, assessment along the way and accountability.

Relevant - The outcome makes sense in terms of the larger Parish Goal. It cannot be left out.

Timebound / Trackable - There is a date set to reach the outcome. Mark it on the Parish Calendar



Focus on Outcome vs. Output!

OUTCOME

An end result



The hungry are served

OUTPUT

Production or product used to create end result



Training program for
soup kitchen volunteers



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Focus on Outcome vs. Output!

OUTCOME

Increase results of *“I have personally encountered Jesus Christ and am growing as a disciple”* from 60 to 80-100 May 5, 20XX.

Increase strongly agrees for *“the parish helps me connect with a Catholic community by making me feel welcome and accepted”* from 120 to 200-220 November 30, 20XX.

Increase results of *“Invited someone to Mass quarterly”* from 25 to 40-50 by April 1, 20XX.

OUTPUT







Create a new series to foster a personal relationship with Jesus by May 5, 20XX.

Offer 3-4 new social activities by November 30, 20XX

Offer 2-3 new series on deepening understanding of the Mass by April 1, 20XX

Is it SMART?



Help people grow in knowing Jesus by March X, XXXX

- Specific & Measurable 
- Motivating 
- Attainable 
- Relevant 
- Timebound / Trackable  



Is it SMART?





Increase the number of parishioners who strongly agree that “I have personally encountered Jesus Christ and am growing as a disciple” from 75 to 125-175 by March X, XXXX

- Specific & Measurable 
- Motivating 
- Attainable 
- Relevant 
- Timebound / Trackable 



Is it SMART?

***Help parishioners benefit from attending Mass
by March X, XXXX***

- Specific & Measurable 
- Motivating 
- Attainable 
- Relevant 
- Timebound / Trackable  



Is it SMART?

Increase the number of parishioners who strongly agree that Mass helps them grow spiritually from 35 to 75-100 by March X, XXXX

- Specific & Measurable 
- Motivating 
- Attainable 
- Relevant 
- Timebound / Trackable 



Questions or Other Ideas???

Use the Q/A **function** to ask your questions



Contact Information

- Questions about how to access or interpret data, contact Kate Sell at ksell@catholicleaders.org
- Questions about how to access the portal or other technical questions, contact Eileen O'Dea Latini at eodealatini@catholicleaders.org



Thank You!

You were made by God for this moment –
thank you for your leadership and for
being pioneers!



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29



ASANTE SANA



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