

Leadership, Mission, and the Post-2020 Plan

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Leaders Aligned to Mission

In last month's Parish Leader Update, I introduced you to the new name and new focus for the Office of Missionary Planning and Leadership. I explained the mission-centric nature of Jesus and His Church, and how our leadership needs to be aligned to the Church's singular mission of making disciples. If you did not read the November Update, I strongly encourage you to do so.

As promised in the last issue, I want to use this December Update to give you an introduction into how we are approaching the formulation of a post-2020 plan for the archdiocese. In order to do that, let me supply you with a little background and context.

Setting Planning as a Strategic Priority

About a year ago, Archbishop ListECKI and his Executive Committee identified "Archdiocesan Planning" as the next strategic priority for our organizational focus. To move that priority forward, a large cross-functional team was assembled to identify and develop the building blocks for approaching a planning strategy. The task of this group was to identify a "plan to plan" if you will.

Once those essential building blocks were clear, the actual task of formulating a post-2020 plan was passed on to a smaller strategic group. This smaller group is now meeting every other week to articulate a new ten-year direction. What is notable about this smaller group is that it is made up of people directly tied to key planning constituencies, namely, missionary planning, priest placement, Catholic schools, lay leadership, and the future young adult Church.

Planning Team Vision and Process

The first task of the planning small group was to articulate a clear vision and process for their work. That working document is now largely complete and includes these key interrelated components: a clear statement of the group's task, eight guiding principles for deliberation and decision, a planning process in three clear steps, and the data-points required to pursue a "data informed-mission driven" approach. I will discuss all of this in more detail in future Leadership Updates, especially the "Guiding Principles" which are at the heart of the group's work.

Planning and the "Called for More" Opportunity

While all of this strategic work on planning was unfolding, the archdiocese was approached with a unique opportunity. The Catholic Leadership Institute invited us to be one of four Catholic dioceses in the country to participate in their Lily Grant funded pilot, "Called for More." Called for More offers us new resources for missionary planning in three distinct ways.

First, it helps each priest, administrator, and parish director identify his/her leadership style and work with a coach-mentor to build a personal leadership growth plan. Second, it gives each parish a Catholic identity snapshot, giving leaders a baseline against which to do strategic missionary planning. Finally, in light of these first two items, Called for More will help us to better match specific leaders to specific parishes in the priest/parish director placement process.