



One Parish Plan Introduction

A central part of Partners in the Gospel is the re-envisioning and restructuring of parish life for mission. This vision will come to life through the creation of a strategic pastoral plan for the parish family and will set the course for how a parish family will become one canonical parish.

Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, until the end of the age.
- Matthew 28: 19-20

The **One Parish Planning** process fosters local decision making within the context of a broader re-structuring and re-envisioning of the Catholic Church in Western Washington.

Through a series of conversations within the parish family, supplemented by work completed with consultative bodies, the strategic pastoral plan – hereafter called the **One Parish Plan** – will be generated and ready for use as parish families become one canonical parish.

Standalone parishes will also complete a One Parish Plan. These parishes will have modified requirements for their One Parish Plan, which will be described in another document.

How long are we planning?

Strategic pastoral plans unfold over time with impacts that may not be achieved for several years. While the process for creating the plan will take approximately two to three years, the plan will be focused on the five years (or so) after its approval. Developing a 5-year plan allows enough time for major initiatives to take root but is short enough to experience the fruits of the initiatives.

How will we use it?

The One Parish Plan will serve as the strategic pastoral planning tool guiding how the parish family will become one canonical parish. It outlines the key questions to determine the current state of the parish family and to begin building towards a new reality with a shared vision and the required restructuring of resources to achieve the vision. The One Parish Planning document also provides guidance (including forms and worksheets) needed to complete each stage in the process.

Additionally, parish liaisons and the Planning and Mission Effectiveness (PME) team will offer support along the way. Once the One Parish Plan is drafted, the One Parish Plan Review Committee (*discussed later in this document*) will offer input prior to final review by the Archbishop.

The One Parish Plan process focuses on four key questions, each its own guidance section, suggested timeline and resources needed for completion. The questions are:

- **Who are we?**

This question will help develop an understanding of, and an appreciation for, the history, the people, the gifts, and the ministries that have been central to parish life. This question will also help the community explore the opportunities and challenges present in the parish family *today*.

- **Who do we want to become?**

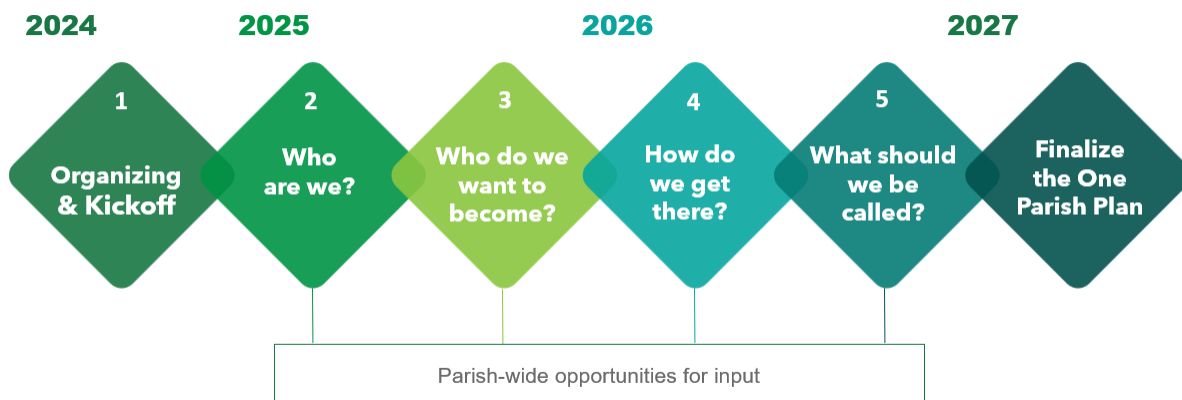
This question will identify who the parish family is today, what the parish family is doing well, how the parish family will respond to the opportunities and challenges identified, and how the Holy Spirit is calling the parishioners to serve as missionary disciples. Together the parish family, through consultations, will prayerfully listen to how the Holy Spirit is calling the parish family to live out the call of Matthew 28.

- **How do we get there?**

This question aims to take the insights about who the parish family wants to become and turn them into specific goals and initiatives for the new canonical parish. This question will also help determine resource needs, timing, anticipated outcomes and accountability for implementation of the plan.

- **What should we be called?**

This question will ask the community to determine a new name for the new canonical parish reflective of who the parish family is today and who the parish family wants to become when it is formed into one canonical parish.



A critical component of this process is prayerful consideration of these four questions and a commitment to listen well to each other, and together, to what the Holy Spirit is calling the parish family to embrace in the future. This process is rooted in discernment, which is always the work of the Holy Spirit and not the advancing of a particular agenda. This distinction will be particularly important for parish family leadership to nurture as the One Parish Planning process unfolds.

Co-responsibility and the One Parish Plan

Central to the work of coming together as one parish is embracing the co-responsibility everyone shares for the life of the Church - a responsibility rooted in our common baptism. Co-responsibility in parish life means embracing the responsibility everyone shares - clergy, volunteers, lay leaders and ministers in the mission of the Church.

Archbishop Paul D. Etienne describes co-responsibility and its roots in baptism:

"...we think about all that the Lord gives us in baptism and the dignity of what is rooted in baptism. It is that baptismal life that makes us sons and daughters of God, brothers and sisters of Christ and therefore brothers and sisters with one another.

It makes us the family of God.

The more we can prayerfully enter into these theologically grounded identities of who we are, the better capable we're going to be of embracing and shouldering this co-responsibility that all of the baptized have for the mission of the Church. "

From the beginning of this strategic pastoral planning process, Partners in the Gospel has relied on consultation and collaboration, calling leaders and the whole People of God to assume co-responsibility for the life and future of the Catholic Church in Western Washington.

In this next step in the process: the creation of the One Parish Plan - it will be crucial for clergy, lay leaders, Chancery support staff, and parishioners to work together - listening well to each other through collaboration and consultation, and together to discern where the Holy Spirit is calling everyone.

Timeline and Steps in the Process

The strategic pastoral planning process consists of 5 main parts:

1. Organizing and kickoff

Build the team and set up a work plan for the years ahead. The proposed start date for this stage is Jan-Mar 2025, with an anticipated duration of 1-3 months.

2. Who are we?

Understand and describe the parish family community, its history; its gifts and charisms; its current reality, and the people it serves. This begins with each parish in the family describing who they are, which is then compiled to define the "we" of the parish family. The proposed start date for this stage is Apr-Jun 2025, with an anticipated duration of 3-6 months.

3. Who do we want to become?

For this section, the parish family will create a vision of who they want to become together in light of their current reality and the call to become more effective missionary disciples. They will then describe initiatives that reflect how the parish family hopes to achieve this vision. The proposed start date for this stage is Oct-Dec 2025, with an anticipated duration of 6-9 months.

4. How do we get there?

In this stage, the parish family will review the resources needed to implement the initiatives described in the previous sections. The parish family will then create specific plans around resources, staffing, property and facilities. The proposed start date for this stage is Jul-Sep 2026, with an anticipated duration of 6-9 months.

5. What should we be called?

In this stage, the parish family will reflect on all the work accomplished in the previous sections with a focus on the vision for mission and the supporting action plans. Once this is reviewed, the parish family will be ready to discern potential new parish names that reflect this vision. The proposed start date for this stage is Apr-Jun 2027, with an anticipated duration of 1-3 months.

6. Assembling the report

In this stage, with the assistance of liaisons and the Chancery team, the parish family will assemble the documentation generated through the planning process to create the One Parish Plan. The proposed start date for this stage is April -June of 2027, with an anticipated duration of 1-3 months.

During each stage of this process, the parish family will engage in broad consultation, rooted in prayerful discernment. Such consultation and prayerful discernment provide the opportunity for the community to be open to the guidance of Holy Spirit in drafting the One Parish Plan. Guidance on how to engage the parish community for this consultation, as well as a process for community discernment, are provided in the detailed One Parish Planning documents.