



## One Parish Planning for Standalone Parishes Operated by non-diocesan Priests

“Together, pastors, staff and lay leaders are to collaborate and prayerfully consider the best utilization of their resources for the purposes of mission.”

~Archbishop Paul D. Etienne

Archbishop Etienne is inviting standalone parishes to complete a One Parish Plan as an opportunity to engage in strategic pastoral planning within the broader context of re-envisioning and revitalizing the Church in Western Washington. In this spirit of synodality, all the baptized are invited to participate, to listen, to share and to reimagine parish life.

An important element of Partners in the Gospel is the unity across all parishes to re-evaluate their evangelization efforts and stewardship of resources. Although there may not be canonical changes to standalone parishes, each is invited into the Partners in the Gospel process to respond to the “signs of the times” in light of the Gospel.

Standalone parishes that are operated by non-diocesan priests (called simply “standalone parishes” here) are required to complete only certain portions the One Parish Plan, including two parish-wide consultative events. Standalone parishes operated by diocesan priests will be expected to complete the entire One Parish Plan process excluding the “What will we be called?” section, which is not relevant.

Each standalone parish has a liaison who will accompany the parish through the process. Please see the individual elements of the plan, which will be mandatory for standalone parishes, below, with guidance provided around who is involved in each step.

### Process Overview

#### Organizing & kickoff - [click here for resources](#)

(Possible start: Jan - Mar 2025, Anticipated duration: 1-3 months)

To build a proper foundation for the work, the “Organizing and Kickoff” section is necessary to complete in full. A key element for multi-parish families is the formation of a Parish Family Advisory Council (PFAC), which will become a single pastoral council once parish families are one canonical parish. For standalone parishes, the pastoral council will function as the PFAC. If a parish does not have a functioning pastoral council today, the first task will be to form one and get to know one another before starting the work.

The required steps in this section are:

- The **pastor** and **his consultative bodies** familiarize themselves with the One Parish Plan process, determine a work schedule, and identify needed external support.

## Who are we? [Click here for resources](#)

(Possible start: Apr - Jun 2025, Anticipated duration: 3-6 months)

In the “Who Are We?” section, the key questions for community discernment are:

- Who do we serve?
- What opportunities/challenges exist for us?
- What are our gifts?

These questions can be asked in one consultative session or in a number of sessions. The input should be reviewed and synthesized by the Pastoral Council, then reported out to the parish. **The requirement** for standalone parishes **is to host at least one consultative** event during this section.

- Hold a **community consultative event** to ask the questions, “Who do we serve and what opportunities/challenges exist for us?”
- Complete the “What opportunities/challenges exist for us?” worksheet.
- Review and provide synthesis of the input back to the parish community.

## Who do we want to become?

(Possible start: Oct - Dec 2025, Anticipated duration: 6-9 months)

The work required during the “Who Do We Want to Become?” phase will vary depending on whether a parish already has a vision statement with supporting initiatives. A parish can choose to host a listening session around the question: “Who do we want to become?” to inform a new vision statement and supporting initiatives. Listening to the community (and through discernment with the Holy Spirit), the pastor, staff, and pastoral council will then create, revise or affirm a vision statement.

The other option is for the pastor and consultative bodies of the standalone parish to take up this visioning and initiative work directly. They will be responsible for identifying new efforts, eliminating efforts that are not bearing fruit, and re-energizing effective ministries to establish a final set of initiatives (new and old).

- The **pastor** and **his consultative bodies** review the “Who do we serve and what opportunities/challenges exist for us?” discussions.
- The **pastor** and **his consultative bodies** create a parish vision statement (if one does not already exist) and a set of proposed initiatives for improving evangelization and financial stability.

## How do we get there?

(Possible start: Jul - Sep 2026, Anticipated duration: 6-9 months)

In the “How Do We Get There?” phase, the strategic planning comes to its final stage as the pastor, staff and pastoral council complete an impact analysis on the final set of initiatives. These initiatives, as well as the vision statement, will be presented to the parish community for feedback in the **second required community consultative event**. The community’s feedback will then be used to make any adjustments to the plan.

- The **pastor** and **his consultative bodies** hold one or more working session to prioritize and analyze initiatives. Then determine potential impacts of each initiative.
- The pastor will then host a **community consultative event** to receive feedback on the initiatives.
- The pastor and consultative bodies review initiatives as needed and provide finalized report back to the community.

### Assembling the report

(Possible start: Apr - Jun 2027, Anticipated duration: 1-3 months)

Standalone parishes will need to assemble the outcomes of their two required consultative events, their finalized vision statement and initiatives into the final One Parish Plan. Full guidance on what to provide and in what format is forthcoming. The final stage of review for these will be a conversation between the pastor and the archbishop.

- The **pastor** and **his consultative bodies** pull together the final documents into a single plan.

### Review process

(Possible start: July 2027, Anticipated duration: 3-6 months)

The final One Parish Plan will be submitted to the One Parish Plan Review Committee for feedback.

- The **pastor** and **his consultative bodies** receive feedback and direction on submitted reports from the One Parish Plan Review Committee.
- The **pastor** and **his consultative bodies** make adjustments to the plan as needed.
- The final One Parish Plan is then submitted to the archbishop.

## Summary

While the full One Parish Planning process may not be relevant for all standalone parishes, many elements are important as everyone works to re-envision parish life. Standalone parishes will be expected to complete at least two consultative events – one in the “Who are we?” section and one in the “How do we get there?” section.

Each standalone parish will have a meeting with Archbishop Etienne to present and discuss the One Parish Plan, which outlines how the parish will evangelize and steward resources.

Standalone parishes are encouraged to engage in as much of the One Parish Planning process as is relevant for the parish. However, proof of the two required consultative events, a finalized vision and set of supporting initiatives will be expected for the One Parish Plan to be considered complete.