



**PLANS OF HOPE**  
HOUMA-THIBODAUX PARISH PLANNING

**RESOURCE D**



**Sample goal with building blocks**

**ADULT FORMATION GOAL**

By July 1, 2021 (##) parishioners will be involved in ongoing discipleship formation.\*  
\* RECOMMENDING 12% OF TOTAL WEEKEND MASS ATTENDANCE FIGURE

**BY JULY 1, 2019**  
(##) parishioners  
in ongoing  
discipleship formation\*  
\* RECOMMENDING 4%  
OF TOTAL WEEKEND  
MASS ATTENDANCE FIGURE

**BY JULY 1, 2020**  
(##) parishioners  
in ongoing  
discipleship formation\*  
\* RECOMMENDING 8%  
OF TOTAL WEEKEND  
MASS ATTENDANCE FIGURE

**BY JULY 1, 2021**  
(##) parishioners  
in ongoing  
discipleship formation\*  
\* RECOMMENDING 12%  
OF TOTAL WEEKEND  
MASS ATTENDANCE FIGURE

**ASSESS  
AND  
PRUNE**

**ADULT  
FORMATION  
TEAM**

**ADMIN  
AND  
STAFFING**

**CAST  
THE  
VISION**

**FORM  
SMALL  
GROUPS**

**ASSESS  
& TRAIN  
MENTORS**

**ONGOING  
LISTENING  
TO PARISH**





# PLANS OF HOPE

HOUMA-THIBODAUX PARISH PLANNING

## RESOURCE E



### Sample goal with some things to think about

#### ADULT FORMATION GOAL NO. 1

- By July 1, 2021 (##) parishioners will be involved in ongoing discipleship formation.\*  
\* Recommending 12% of total weekend Mass attendance figure

#### MAPPING OUT A PLAN TO GET US THERE

##### *Year by year benchmarks for small group participation*

1. By July 1, 2019 (##) parishioners will be involved in ongoing discipleship formation\*  
\* Recommending 4% of total weekend Mass attendance figure
2. By July 1, 2020 (##) parishioners will be involved in ongoing discipleship formation\*  
\* Recommending 8% of total weekend Mass attendance figure
3. By July 1, 2021 (##) parishioners will be involved in ongoing discipleship formation\*  
\* Recommending 12% of total weekend Mass attendance figure

##### *Assessment and pruning*

4. Use the diocesan assessment tool entitled “*Evaluating existing adult formation ministries*” (Resource 1) to evaluate adult formation ministries, assessing whether they are facilitating movement through the Formation Life Cycle, as well as how they most naturally assist in developing small groups.
5. Use the diocesan assessment tool entitled “*Evaluating existing ministries through the lens of the formation life cycle*” (Resource 2) to evaluate all other existing ministries, assessing whether they are facilitating one or more aspects of the Formation Life Cycle.
6. Evaluate whether the parish needs to hire a paid staff member to oversee adult formation and provide ongoing support to small groups.\*  
\* Remember, consult with Diocesan Office of Human Resources before we begin. They can be of great assistance.
7. Eliminate non-essential ministries that either do not support the Formation Life Cycle or that do not directly enhance the ordinary function of the parish.

##### *Adult Formation Team*

8. Establish an Adult Formation Team. They eventually complete semester one of *Art of Living* entitled *Made for More*, and are known as the first generation small groups.

*Administration and organization*

9. Form all parish staff, active ministry leaders, and consultative ministries to understand the need to “bear fruit”, the *Nine Dimensions of a Mature Missionary Disciple* and the Formation Life Cycle.
10. Dedicate intentional conversation at all staff and planning meetings focusing on adult formation and parishioner movement through the Formation Life Cycle. Specifically learn how to better notice and assess the visible “fruit” as seen in the *Nine Dimensions of a Mature Missionary Disciple*.
11. Form all “Entry Level” ministries to understand the principle of movement, illustrating how their “Entry Level” ministry is aimed at leading parishioners into small groups.

*Communication campaign*

12. Create and initiate a communications campaign utilizing homilies, bulletin, and other forms of communication (website, social media, etc.), as well as parishioner testimonies, to cast vision of small group and adult formation.

*Small groups*

13. Complete a grassroots invitation plan where all those in first generation small groups recruit parishioners into new 6-8 person small group, here known as second generation small groups. These second generation small groups complete semester one of *Art of Living* entitled *Made for More*.
14. Once second generation small groups complete semester one of *Art of Living* entitled *Made for More*, complete assessment of whether *any* members of second generation small groups are able to start their own small groups. If so, these new small groups are referred to as third generation small groups.
15. Complete recruiting and formation of small group leadership so as to enroll and establish third generation small groups for any parishioner who wants to participate.

*Mentoring*

16. Identify, and recruit if necessary, qualified parishioners who may be candidates to receive 1:1 or 1:3 discipleship formation.
17. Working with our diocesan liaison, create a leadership growth plan in which at least one or two small group members eventually transition into 1:1 or 1:3 discipleship formation.

*Ongoing assessment*

18. Host annual listening sessions to stay attentive to needs of parishioners.
19. In response to listening sessions add additional small groups to respond to the variety of needs. (For example: on-campus groups, family-based groups, couples groups, etc.)



# PLANS OF HOPE

HOUMA-THIBODAUX PARISH PLANNING

## RESOURCE F



### Sample goal with timeline

#### ADULT FORMATION GOAL NO. 1

- By July 1, 2021 (##) parishioners will be involved in ongoing discipleship formation.\*  
\* Recommending 12% of total weekend Mass attendance figure

#### MAPPING OUT A PLAN TO GET US THERE

*Year by year benchmarks for small group participation*

1. By July 1, 2019 (##) parishioners will be involved in ongoing discipleship formation\*  
\* Recommending 4% of total weekend Mass attendance figure
2. By July 1, 2020 (##) parishioners will be involved in ongoing discipleship formation\*  
\* Recommending 8% of total weekend Mass attendance figure
3. By July 1, 2021 (##) parishioners will be involved in ongoing discipleship formation\*  
\* Recommending 12% of total weekend Mass attendance figure

*Getting started. The fall of 2018. Complete before January 1, 2019.*

4. Establish an Adult Formation Team.
5. All members of Adult Formation Team participate in semester one of *Art of Living* entitled *Made for More*, known as first generation small groups
6. Use the diocesan assessment tool entitled “*Evaluating existing adult formation ministries*” (Resource 1) to evaluate adult formation ministries, assessing whether they are facilitating movement through the Formation Life Cycle, as well as how they most naturally assist in developing small groups.
7. Use the diocesan assessment tool entitled “*Evaluating existing ministries through the lens of the formation life cycle*” (Resource 2) to evaluate all other existing ministries, assessing whether they are facilitating one or more aspects of the Formation Life Cycle.
8. Evaluate whether the parish needs to hire a paid staff member to oversee adult formation and provide ongoing support to small groups.\*  
\* Remember, consult with Diocesan Office of Human Resources before we begin. They can be of great assistance.

9. Form all parish staff, active ministry leaders, and consultative ministries to understand the need to “bear fruit”, the *Nine Dimensions of a Mature Missionary Disciple* and the Formation Life Cycle.
10. Create a grassroots invitation plan where all those in first generation small groups recruit parishioners into new 6-8 person small groups, here known as second generation small groups.

*First half of 2019. Complete before July 1, 2019.*

11. Complete a grassroots invitation plan where all those in first generation small groups recruit parishioners into new 6-8 person small group, here known as second generation small groups.
12. Second generation small groups complete semester one of *Art of Living* entitled *Made for More*.
13. Dedicate intentional conversation at all staff and planning meetings focusing on adult formation and parishioner movement through the Formation Life Cycle. Specifically learn how to better notice and assess the visible “fruit” as seen in the *Nine Dimensions of a Mature Missionary Disciple*.
14. Form all “Entry Level” ministries to understand the principle of movement, illustrating how their “Entry Level” ministry is aimed at leading parishioners into small groups.
15. Use the diocesan assessment tool entitled “*Evaluating the Parish Calendar*” (Resource 4) to evaluate the parish calendar, assessing “Entry Level” events and the intentionality of movement and follow up.
16. Working with our diocesan liaison, draft a one-year parish calendar designed to strategically host “Entry Level” events and “move” parishioners from “Entry Level” events into small groups. Include in the one-year parish calendar “Entry Level” events specifically designed to facilitate the “encounter” and “conversion” illustrated in the Formation Life Cycle. (For example: mission trip, retreat, etc. For reference, see “*Example calendar for adult formation*” Resource 6)
17. Working with our diocesan liaison, create a plan for transitioning participants of “Entry Level” events into small groups.
18. Begin the process of eliminating non-essential ministries that either do not support the Formation Life Cycle or that do not directly enhance the ordinary function of the parish.
19. Once second generation small groups complete semester one of *Art of Living* entitled *Made for More*, complete an assessment of whether *any* members of second generation small groups are able to start their own small groups. If so, these new small groups are referred to as third generation small groups.
20. Identify, and recruit if necessary, additional small group leaders who could leave additional third generation small groups.
21. Working with our diocesan liaison, create a communications campaign utilizing homilies, bulletin, and other forms of communication (website, social media, etc.), as well as parishioner testimonies, to cast vision of small group and adult formation.

*Second half of 2019. Complete before January 1, 2020.*

22. Initiate a communications campaign utilizing homilies, bulletin, and other forms of communication (website, social media, etc.), as well as parishioner testimonies, to cast vision of small group and adult formation.
23. Complete recruiting and formation of small leadership so as to enroll and establish third generation small groups for any parishioner who wants to participate.
24. Dedicate intentional conversation at all staff and planning meetings focusing on adult formation and parishioner movement through the Formation Life Cycle and assessment of visible “fruit” as seen in the *Nine Dimensions of a Mature Missionary Disciple*.
25. Complete the process of eliminating non-essential ministries that either do not support the Formation Life Cycle or that do not directly enhance the ordinary function of the parish.
26. Working with our diocesan liaison, create a leadership growth plan in which at least one or two small group members eventually transition into becoming a small group leader or host.
27. Working with our diocesan liaison, create an “on boarding” process for those seeking to become new members of the parish. Calendar these “on boarding” sessions at strategic times of the year so that they either feed small group enrollment or participation in “Entry Level” events specifically designed to facilitate the “encounter” and “conversion” illustrated in the Formation Life Cycle. (For example: mission trip, retreat, etc.)

*Looking ahead. Don't forget about ...*

28. Identify, and recruit if necessary, qualified parishioners who may be candidates to receive 1:1 or 1:3 discipleship formation.
29. Working with our diocesan liaison, create a leadership growth plan in which at least one or two small group members eventually transition into 1:1 or 1:3 discipleship formation.
30. Host annual listening sessions to stay attentive to needs of parishioners.
31. In response to listening sessions add additional small groups to respond to the variety of needs. (For example: on-campus groups, family-based groups, couples groups, etc.)