

SPIRITUAL FORMATION ACTION PLAN

Steps	Lead	Timeline	Completion Goal
Goal #1: Research Effective Spiritual Formation Programs			
1. Form Spiritual Formation Team (SFT)	SPT & SFT Co-Captains	1 month after start	Team members confirmed
2. Define key terms and success metrics for the six Spiritual Formation goals	SFT	1 month after step #1	Definitions and metrics completed
3. Review parish baseline and survey parishioners on needs and preferred learning methods	SFT	1 month after step #2	Baseline and delivery plan finalized
4. Research 2–3 best-practice examples for each program area	SFT	Concurrent with steps #2-3	Best-practice options identified
Goal #2: Develop Effective Spiritual Formation Programs			
5. Evaluate researched Spiritual Formation Program options using effectiveness metrics and parish baselines	SFT	2 months after step #4	Evaluation completed
6. Finalize all six Spiritual Formation Programs and establish monthly benchmarks	SFT	2 months after step #5	Programs and benchmarks finalized
Goal #3: Recruit and Upskill Spiritual Formation Educators and Leaders			
7. Identify and recruit Spiritual Formation Educators to teach and implement the programs	SFT	1 month after step #6	Educators recruited
8. Train Educators to implement the Spiritual Formation Programs	SFT	1 month after step #7	Educators trained
Goal #4: Implement the Spiritual Formation Program to Achieve Targets			

9. Implement the Spiritual Formation Programs across the parish	Educators	Continuously over 24 months after step #8	Programs fully launched
10. Track monthly performance benchmarks and continue parishioner follow-up	Educators	Concurrent with step #9	Monthly targets achieved
Goal #5: Spiritual Formation Program Assessment			
11. Compile qualitative and quantitative program data; assess effectiveness using step #2 criteria; identify improvements	Educators and RST	1 month after step #10	Assessments complete
12. Deliver analysis report; implement refinements to improve program effectiveness	Educators and SFT	1 month after step #11	Analysis complete; program refined