

## Using S.M.A.R.T. goals to develop a Justice and Peace Pastoral Plan

**S**pecific

**M**easurable

**A**chievable

**R**esults-focused

**T**ime-bound

Hispanics/Latinos face a series of social justice and peace issues that impact the well-being of our community. As missionary disciples of Christ, we are called by our faith to respond to these challenges and bear witness in the world. Catholic social teaching requires us to move beyond our comfort level, go forth, and encounter those on the peripheries who are vulnerable and suffering. To help facilitate this, we must plan and invest in the formation and leadership development of Hispanic/Latino Catholics to continue actively engaging in the Church's social mission.

When faced with time constraints and limited resources, we encourage leaders to use the S.M.A.R.T. goals approach to intentionally discern and address the numerous issues and elements needed to produce successful outcomes in their justice and peace pastoral plans. Using S.M.A.R.T. goals can help you prioritize and develop focused and active concrete responses to help address the needs of your communities. Your plans should consider the dreams, gifts and talents of Hispanic/Latino Catholics and include best practices, opportunities, and pathways for future growth and development.

### **Examples of practical evangelizing initiatives:**

1. Set up a meeting between diocesan staff from the offices of Social Justice and Hispanic Ministry to form relationships, learn common interests that address the concerns of the Hispanic/Latino community, and identify areas for collaboration.
2. Create a Justice and Peace Committee in your parish or diocese for further reflection and to generate S.M.A.R.T goals that respond to the social, cultural and economic challenges Hispanic/Latinos face.
3. Identify and work with community organizations such as those funded by the bishops' Catholic Campaign for Human Development (CCHD) to influence local decision makers on issues that impact Hispanic/Latinos.
4. Create an Institute of Formation for the Church's Social Teaching that trains leaders and ministers to serve in their parishes, dioceses, and communities in the ministerial area of Justice and Peace.
5. Initiate a regional or national campaign to write letters to draw the attention of elected officials on problems affecting immigrants and calling for a resolution that respects the dignity and rights of families, especially DREAMers, and to change anti-immigrant laws that limit access to employment, quality education, and avenues to escape poverty.