

ROMAN CATHOLIC DIOCESE OF MUTARE



STRATEGIC PLAN

2019-2023

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ABSTRACT

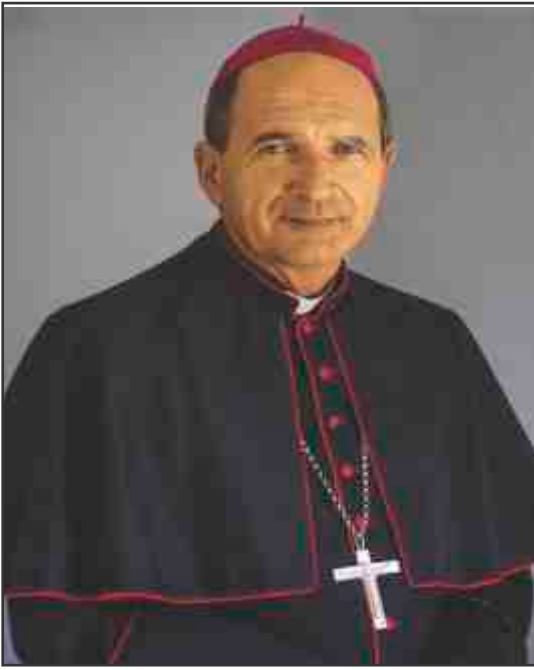
The main objective of the workshop was to develop a strategy plan for the Diocese spanning a period of 5 years.

The participants formulated a strategy plan focusing on five thematic areas namely, Pastoral and Spiritual Development, Self-reliance and Finance, Education, Health, Human and Social Development. The participants were grouped into thematic areas to allow a focused approach in discussing and strategizing on these key areas of the Diocese. Each thematic team came up with five key priorities to be achieved over a period of 3 months to 5 years (short, medium and long term).

An implementation plan was agreed upon on all the key priorities with individuals, committees and Boards tasked to ensure the successful implementation of the agreed priorities.

Finally, the participants crafted draft statements of the Vision, Mission and Values for the Diocese.





Plans and strategic plans seem to be the order of the day. Governments, businesses, even individuals try to charter a way forward that assists them to use their resources and ideas in an effective way for the purpose of achieving specific goals. The Church, as a community of the followers of Jesus of Nazareth, is also called to adopt methods and strategies from the secular world that will help it fulfil its mandate of proclaiming the Good News of Salvation to the ends of the world.

Modern communication technologies must be embraced by the Church at local and universal level in the great task of building up the kingdom of God on earth, a kingdom in which all members of society, especially the weakest and the most de-

prived members, are seen as beloved children of God, created in the very image and likeness of God.

This strategic plan for the Diocese of Mutare is our first meagre attempt to look at ourselves honestly with a view to stepping up our efforts in the evangelisation of all the people of Manicaland. Evangelisation simply means to work with the help of the Holy Spirit at spreading the joy and peace of living with Jesus, our Brother and Saviour, and the way to the Father and to eternal happiness in heaven.

Five thematic areas were chosen for reflection by representatives of the different sections of the diocese. Objectives were set for implementation during the five years of the Strategic Plan up to 31 December, 2023. Underlying this Strategic Plan is the cry of Pope Francis that we, the baptised, would become joyful proclaimers of the gospel of Christ in the actual circumstances of our lives.

For this reason, I put the challenge before all of us, that each one of us would draw at least one other person to the Catholic Church during each of the five years of the Stra-

tegic Plan. We are now the missionaries of the Church; we cannot leave this work to others. Accompanying this new missionary drive will be a totally new catechetical program in the diocese that will address the need for adequate formation in the faith of all our members, including adults who wish to enter the church.

As this plan is meant to reach the furthestmost peripheries of the Diocese we shall need to reflect more on the traditional ways of serving our Catholics in outstations from a central mission. We may need some kind of paradigm shift so that all our people can share in the full riches of our Catholic Faith.

Let us all support this Strategic Plan by our prayers and sacrifices. As the Holy Spirit empowered the first disciples to spread the Good News, may He also empower us now here in Manicaland, Zimbabwe to be His courageous proclaimers of Jesus, the Son of God and the Son of Mary, and our beloved Brother and Saviour.

+Paul Horan, O.Carm
Bishop of Mutare

CHAPTER ONE: INTRODUCTION

1.1. Introduction

The primary purpose of the workshop was to produce a strategy plan for the Diocese for the period spanning five years from 2019 to 2023. The plan was made of short term (low hanging fruit), medium and long term plans.

The workshop was facilitated by Greenfingers Consultants (Bernard Gona and Violet Mpinyuri) assisted by Mr Tinoziva Bere of Bere Brothers Legal Practitioners and Father Francis Mudungwe, Head Finance and Administration of the Diocese.

1.2. Objectives

The following were the key objectives of the 2019 strategy plan workshop:

- a. Clarify RCDOM's purpose
- b. Review where we are now
- c. Set up a clear strategic direction (Where we want to go)
- d. Develop/ define key priorities for the future
- e. Action plan to implement the key priorities
- f. Develop Vision, Mission and Values of the Diocese

1.3. Workshop expectations

At the beginning of the Workshop, the delegates were asked to state their expectations from the deliberations of the two days. The following expectations were given by the participants.

- a. Unity as one family
- b. Vision of the Diocese in the next 5 years
- c. Policy document for the Diocese
- d. Smart objectives for Diocese for next five years
- e. Priorities for the Diocese
- f. Understand our SWOT
- g. Plan of Action for the next 5 years
- h. Robust user friendly and results oriented strategy
- i. Review current state and map way for 5 years
- j. Clear structure of the diocese
- k. Visualise where we are today and tomorrow
- l. Where Diocese is going and why
- m. Realistic strategic plan
- n. Improve in our work – Continual Improvement
- o. Answer what to achieve and how do we achieve



The other complimentary tools were the SWOT analysis linked to the 7 S model. The implementation matrix was used to draw up the implementation initiatives agreed at the workshop. Breakaway sessions were used to plan, prepare and conduct presentations in plenary. Team presentations were followed by plenary discussions which allowed participants to ask questions and also seek clarification.

The delegates were strategically grouped into five (5) thematic teams to focus and to develop a strategic plan for each thematic area. The five thematic teams comprising the clergy, the religious and the lay were:

- a. Pastoral and Spiritual
- b. Self-reliance and Finance
- c. Education
- d. Health
- e. Human and Social Development

CHAPTER TWO: SITUATIONAL ANALYSIS

2.1. Introduction

The development of the 2018 strategic plan was guided by the influences of the Diocese's internal and external environment. A SWOT analysis template was designed for use by teams.

2.2. SWOT Analysis:

A SWOT Analysis is a framework that assists operations to analyse their strengths, weaknesses, opportunities and threats. The analysis became the basis for operations to analyse the gaps, formulate strategic implications and develop implementation plans. The SWOT analysis framework is shown below.

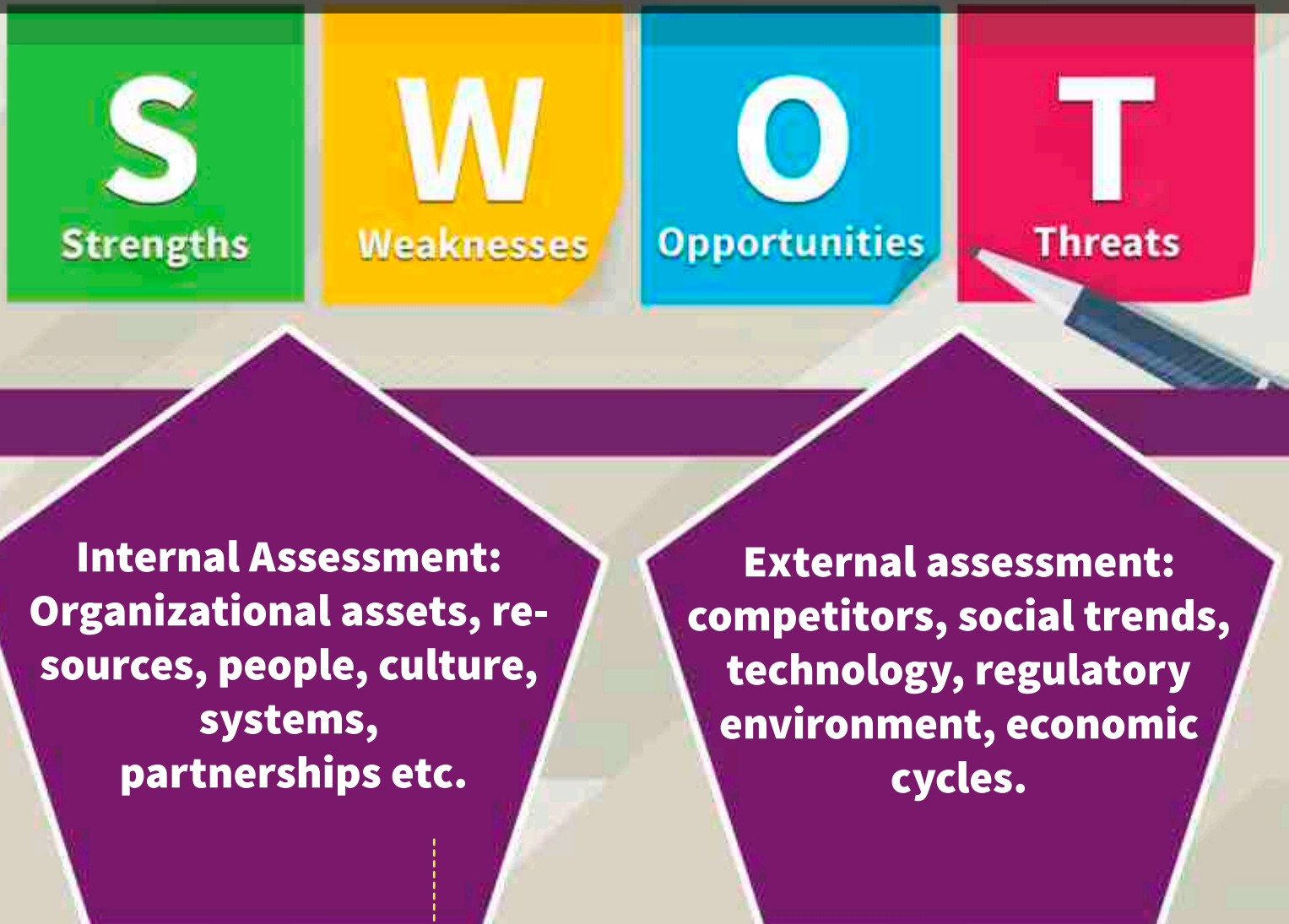


Figure 2: SWOT Analysis framework

Using the framework above, delegates, in the five thematic teams brainstormed and produced lists of strengths, weaknesses, opportunities and threats for their thematic area.

Strengths

Unity in diversity, stipulated guidelines like canon law, spiritual exercises, viable organisational system which is hierarchical

Solid infrastructure, good HR, Critical numeric strength

Catholic ethos in education institutes, our schools are known for discipline, networks of strategically positioned Catholics

Availability of medicines in our hospitals, respect for human life in our hospitals with care, love and compassion

Well-developed boards and constitutions in our human and social development side, social teaching of the church rooted in gospel values. Eucharist celebrations



Weaknesses

Limited liturgical instruments, voluntary catechist not well trained, big gap in catechesis from childhood to adulthood, limited vernacular literature, less vocations, short cuts in faith, human respect over respect for God, individualism among the clergy, ignorance

Lack of clarity on structure, dependency syndrome, lack of transparency and accountability at parish level, no viable productive projects, lack of revenue collection policies, lack of leadership in Parishes, resistance to change, crisis of faith as people do not feel obligated to support the church

High percentage of non-Catholic personnel in our schools, tender abuses in schools, no robust structures and policies to address child safeguarding in schools, inadequately resourced schools. Structures not clear and reporting lines not clear with many gaps.

Understaffing in our hospitals, lack of pastoral care for the sick in our hospitals, no training school for diocese, abuse of hospital resources by responsible authority, maternal deaths from misunderstandings from other religions

Failure to promote catholic professionals religious inclusivism at expense of Catholic faith, lack of sufficient ability to generate funds



OPPORTUNITIES

Catholic community is global and universal what lacks in one area can be sought in another, how other churches and sects succeed, use of corporate world to support evangelization, use of professionals in the secular world to achieve spiritual ends

Institutions which are ready market for projects, idle properties which can be used productively, wide base of human resources, good climate for agriculture, access to world markets using ICT, demand for new institutions.

Good relationship with ministry of Education, availability of minerals, good network of HR resources in Manicaland.

Government support of mission hospitals, own medical aid scheme, availability of implementing partners.

We have a high status advantage to be utilized, political dispensation, advertising space in Rujeko.

THREATS

Poverty, unemployment, Pentecostalism, Islam, false doctrines, false prophets, anticlericalism, political instability, materialism, disintegrated Families.

Policy inconsistencies at national level, unfavorable business environment, Cash crunch, mass exodus of parishioners to other churches, poor road network in rural parishes.

Increased cultic practices, partially defined relation between Church and ministry of education, outbreaks of Satanism, hostile SDCs staff recruitment, new curriculum, state interference into education institutions, denigration of the Church, donor influence.

Understaffing in hospitals, shortage of medicines, and medical supplies, government main funder and decides who to employ. Elections that are not free and fair, political threats.

CHAPTER THREE: STRATEGIC PLAN

3.1. Introduction

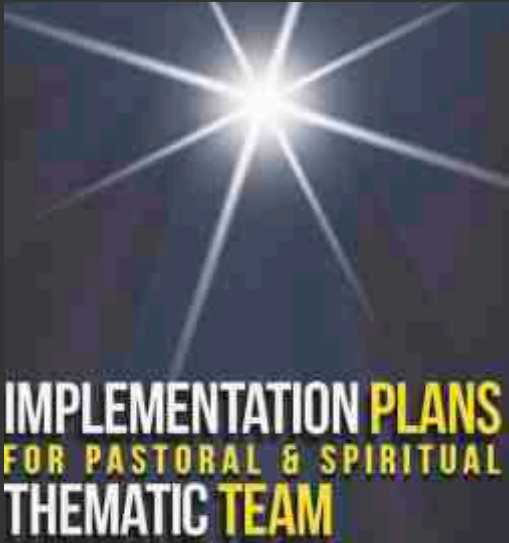
After the SWOT analysis, teams were requested to identify five key priorities to focus on for the next five years in order to meet the strategic goals proposed for the Diocese.

3.2. Key Priorities

The table below shows the key priorities to be focused on by each thematic team

Pastoral/Spiritual	Health	Education	Self-Reliance & Finance	Human and Social Development
<ol style="list-style-type: none"> Pastoral and Catechetical formation for all age groups Formation of Guild policy Introduction of a variety of musical instruments Use of all media forms to promote the gospel Welfare, capacitation of Clergy and 	<ol style="list-style-type: none"> Welfare of our mission hospitals Diocese Health Board/ Committee Clear Diocesan structures and policies on Health Training School Facility which caters for sick religious and clergy 	<ol style="list-style-type: none"> Structure and Protocol Spiritual Formation Capacity building of personnel at all levels Quality control Income generating projects Quota system and affirmative action Child protection policy 	<ol style="list-style-type: none"> Governance Structure Systems, Policies and Procedures Catechesis on self-reliance and strategies Income generating projects Human Capital Development 	<ol style="list-style-type: none"> Commissions to be housed in one place Coordination for all commissions Enhancement of Catholic ethos Website

CHAPTER 3.3



Key priority area	Objective
Pastoral and Catechetical formation for all age groups	To let our members have a good knowledge of our faith.
	Detailed policy of Catechetical formation
Formation of Guild policy	To have peace and harmony among members and between guilds
Introduction of a variety of musical instruments	To improve our liturgy by using various musical instruments
Use of all media forms to promote the gospel	To evangelise using all available social media
Welfare, capacitation of Clergy and Religious	To promote holistic lifestyles among clergy and religious

Initiatives	By who?	By when?
<ul style="list-style-type: none"> a. Formulation of a Catechesis team who will teach the Catechists including those in the outstations and sections. b. Appointment of further catechists to cater for all age groups c. Development of a Diocesan Pastoral centre d. Formulation of Christian Community prayer groups to improve one's prayer life from family level upwards 	Pastoral Director and his team	5 years
<ul style="list-style-type: none"> a. Consult the priests, religious and existing catechists b. Drafting of the policy c. Distribution of the policy d. Implementation of the policy 	Pastoral Director	1 year
<ul style="list-style-type: none"> a. Policy formulation b. Consulting other Dioceses on how to achieve unity and harmony c. Hold congresses and retreats for adults and the youth d. Encouraging the youths to wear uniforms e. Encouragement of perpetual adoration f. Training of service leaders without Priest 	Pastoral Director	1.5 years
<ul style="list-style-type: none"> a. Organise training workshops b. Fundraise to buy instruments c. To offer scholarships d. Survey to determine what is lacking in the present formation 	Pastoral Director	5 years
<ul style="list-style-type: none"> a. Create a website b. Conduct interviews on local Radio stations c. SOCCOM to have its own Twitter account d. Televise masses e. Print and circulate Diocese Magazine 	SOCCOM Director	1-5 years
<ul style="list-style-type: none"> a. Encouragement in their relationship with God through Jesus in their daily prayer commitment b. Annual retreats and workshops c. Promote reading culture, Bible & Spiritual books d. Organisation of pilgrimages with the lay faithful e. Encouraging Priests to wear their clerical attire f. Promotion of adoration in all our missions and parishes 	Bishop/ Mother Generals	Up to 5 years



Key priority area	Objective
Governance Structure	<ul style="list-style-type: none"> a. A clear organogram for the Diocese b. A clear chain of command c. Clear terms of reference for the Job Evaluation exercise for the Diocese
Systems, Policies and Procedures	<ul style="list-style-type: none"> a. To improve transparency and accountability b. To foster effectiveness and avoid role conflict c. To allow for succession and enhance compliance
Formation on self-reliance and strategies	<ul style="list-style-type: none"> a. To ensure that parishioners feel obligated to honour church dues b. To promote awareness on the financial requirements for the Diocese/parish c. To promote a sense of self-reliance from family, Small Christian Community (SCC) and parish levels
Income generating projects	<ul style="list-style-type: none"> a. To raise funds, create employment and ensure Diocese is self-reliant
	<ul style="list-style-type: none"> b. To improve the welfare of clergy and religious c. To ensure availability of pastoral resources
Human Capital Development	<ul style="list-style-type: none"> a. To grow the Diocese as Human capital base in order to support strategy implementation b. To increase human capital utilisation in order to promote efficiency and effectiveness c. Establish and recruit HR Officer

Initiatives	By who?	By when?
<ul style="list-style-type: none"> a. Consultations with Canon law, Human Resources management experts, Civil lawyers, Constitution of Mutare Diocese and other Dioceses b. Develop organisational structures for all functions of the Diocese c. Job Evaluation for all jobs d. Experts to work on the organisational structure of the Diocese 	Bere Brothers The Bishop Administrators	30 Nov 2018
<ul style="list-style-type: none"> a. Consultation with national policies, Canons and key stakeholders b. Adaption of policies to suit the Diocese c. Produce draft policies for approval and finalisation 	Bere Brothers Finance Council and responsible officials	30 June 2019
<ul style="list-style-type: none"> a. Awareness workshops from parish to Diocese level (age specific) family, SCC, parish, Denary and Diocese b. Establishment of self-reliance team in the Diocese c. Extended DPC Finance Council meetings 	Head, Finance and Administration Pastoral team Self -reliance team	30 June 2019 March 2019
<ul style="list-style-type: none"> a. Brainstorm on potential income generating projects b. Project proposal and appraisal activities 	Project Board Finance Council	30 June 2019
<ul style="list-style-type: none"> c. Selection and prioritisation of projects d. Projects implementation 		
<ul style="list-style-type: none"> a. Identify skills gaps through a Skills audit b. Build database of Diocese human resources c. Establishing staff training needs d. Motivate for the creation of the HR Officer post through profiling the role and initiating the recruitment process 	Human Resources officer - office to be established Curia	31 January 2019



IMPLEMENTATION PLANS FOR HEALTH

THEMATIC TEAM

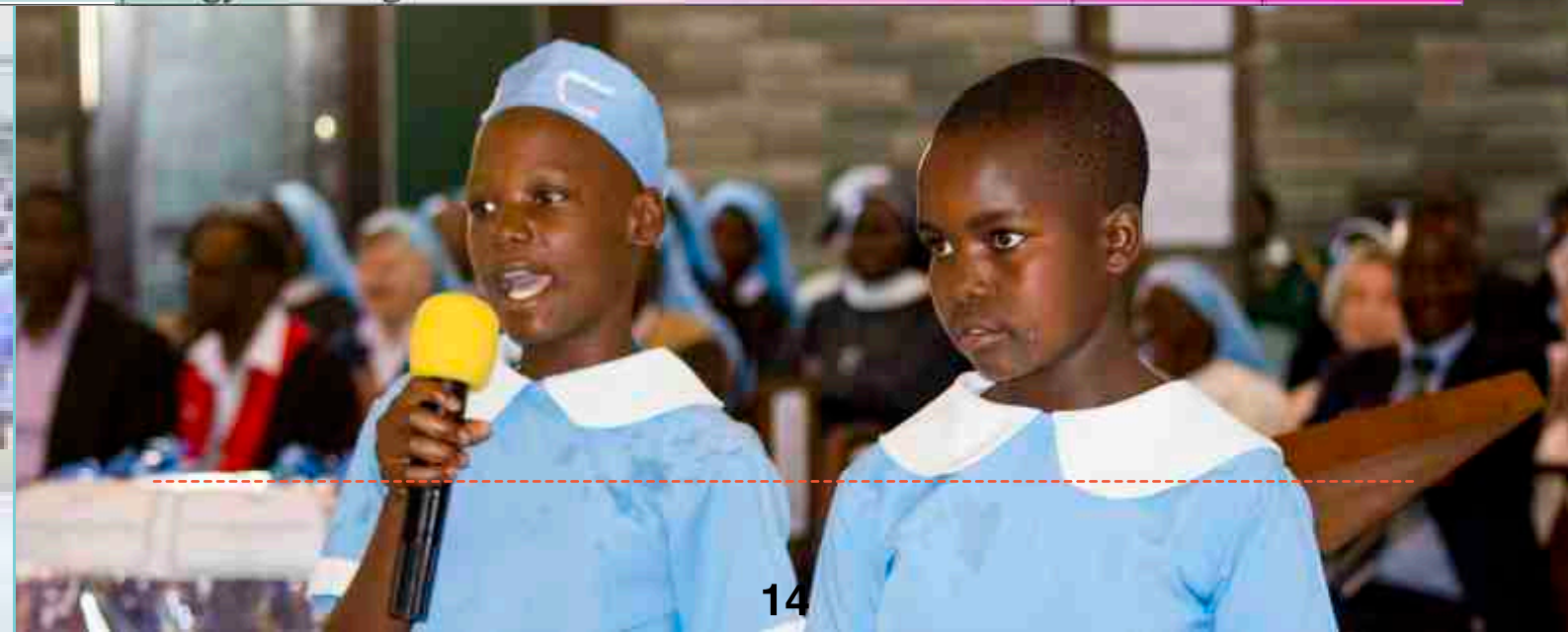


Key priority area	Objective
Welfare of our mission hospitals	To set up a fund for Mission hospitals to cater for their needs.
Diocese Health Board	To establish and implement a Diocesan Health Board to implement rules and regulations of hospitals
Clear Diocesan policy on Health	To have a clear policy on how hospitals can work with the government
Training School	To establish a training school to cater for the needs of the Diocese and beyond
Facility which caters for sick religious and clergy	Establish a facility.





Initiatives	By who?	By when?
<ul style="list-style-type: none"> a. A Diocese policy on hospital funds to be developed b. To engage the government on the need for patients to pay a nominal fee in rural areas (Revenue generation) 	Health Board	January 2019
Consultations with key stakeholders on the establishment of the Board	Curia	January 2019
Organise a dialogue with the Ministry of Health	Health Board	January 2019
a. Use of Murambinda Hospital which is now part of the Diocese	Health Board	January 2019
Improve the St Joseph's Mutare facility or some other hospital facility so that it can be a Diocese facility for clergy and religious	Health Board	2019





**IMPLEMENTATION PLANS
FOR EDUCATION
THEMATIC TEAM**



Key priority area	Objective
Structure and Protocol	To develop a comprehensive and efficient structure for the sector
Spiritual Formation	To include Catholic ethos and teachings of the Church
Capacity building of personnel at all levels	To improve and upgrade competences of human resources
Quality control	To establish, cultivate and retain quality standards in Catholic educational institutions
Income generating projects	To raise funds for infrastructural development and related programmes
Quota system and affirmative action	To create a certain percentage for Catholic students in school enrolments
Child safeguarding policy	To develop and implement a Diocese specific Child Safeguarding policy



C A T I O N

Initiatives	By who?	By when?
<ul style="list-style-type: none"> a. Formulation of clear sector policies and procedures b. Establishment of Diocese Education sector organogram c. Clear communication guidelines d. A clear Grievance handling procedure 	Education Board	31 August 2018
Use the following: Assemblies, Holy Mass, Catholic teachings lessons, celebration of Patron saint of School, recollections and retreats, Church flags, installing and erecting Catholic symbols and explaining meaning to learners.	Clergy, Sisters, Parishioners, School administration, Secretariat	31 August 2018
Workshops, refresher courses, exchange visits, Diocesan congresses, advocacy course for all administrators, regional or international exchange programmes/visits	Education Board Secretariat Heads of Schools Ministry ZCBC edu.com	31 March 2019
<ul style="list-style-type: none"> a. Visits by Secretariat and Vicar General's office. b. Monitoring and evaluation by the Secretariat c. Exchange visits d. Benchmarking and modelling 	Secretariat Heads of Schools Ministry	Ongoing
<ul style="list-style-type: none"> a. Set up uniform producing factory b. Set up stationery shop (merchandising) c. Levy system for all suppliers (commission) 	Education Board	31 March 2019
Enrol Catholics with a referral letter from Parish Priest, baptism certificate/card	Education Board	2019
<ul style="list-style-type: none"> a. Consultations with key stakeholders, the law and other relevant documents b. Formulate a draft policy for approval and 	Education Board	2019



CHAPTER 3.7

Key priority area	Objective	Initiatives	By who?	By when?
Formation of coordinating Board	To appoint a Board to lead activities	Lead Board activities	Curia	January 2019
Single centre for Commissions	Commissions to be housed in one place for coordination of all commissions	<ul style="list-style-type: none"> a. Identify a site for the centre b. Raise funds for the construction of centre c. Build a Diocese Administrative Centre 	Board	December 2018
Enhancement of Catholic ethos	To uphold Catholic faith	<ul style="list-style-type: none"> a. Establish a website with Catholic social teachings b. Train, educate raise awareness in parishes and out stations 	Board	January 2019 on going
Lead board activities	<p>Direct commissions towards implementation of diocesan policy guidelines and expectations. Human resources, Structure for reporting systems.</p> <p>Grievance handling, feedback mechanism, Safeguarding issues: Children, Women and Gender issues, Disabilities.</p>	<p>Strategic plans in line with Diocesan strategic Plan.</p>	SOCCEM & Justice and Peace	January 2019 and ongoing

ROMAN CATHOLIC DIOCESE OF MUTARE



VISION

To be a Christian community that radiates joy and life to all the people of Manicaland



MISSION

Guided by Sacred Scripture and Tradition, the Diocese exists to foster and coordinate holistic human and spiritual Development

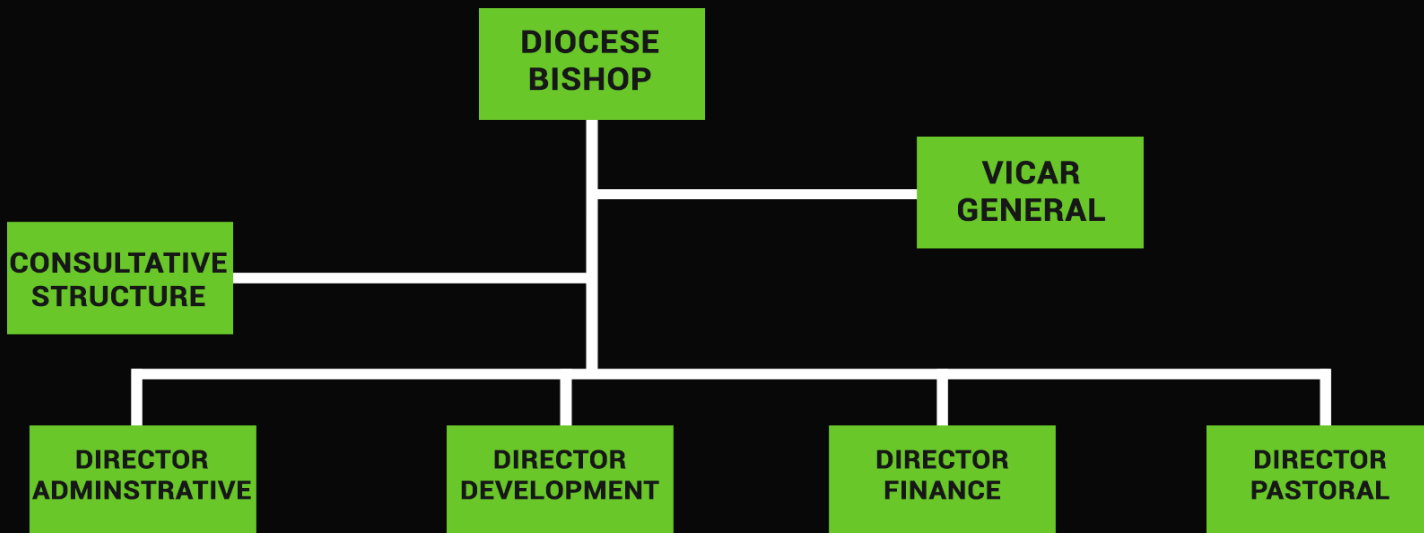


VALUES

- Mercy
- Love
- Prayerfulness
- Service
- Justice
- Devotion to Mary
- Unity
- Innovation



CURIA STRUCTURE

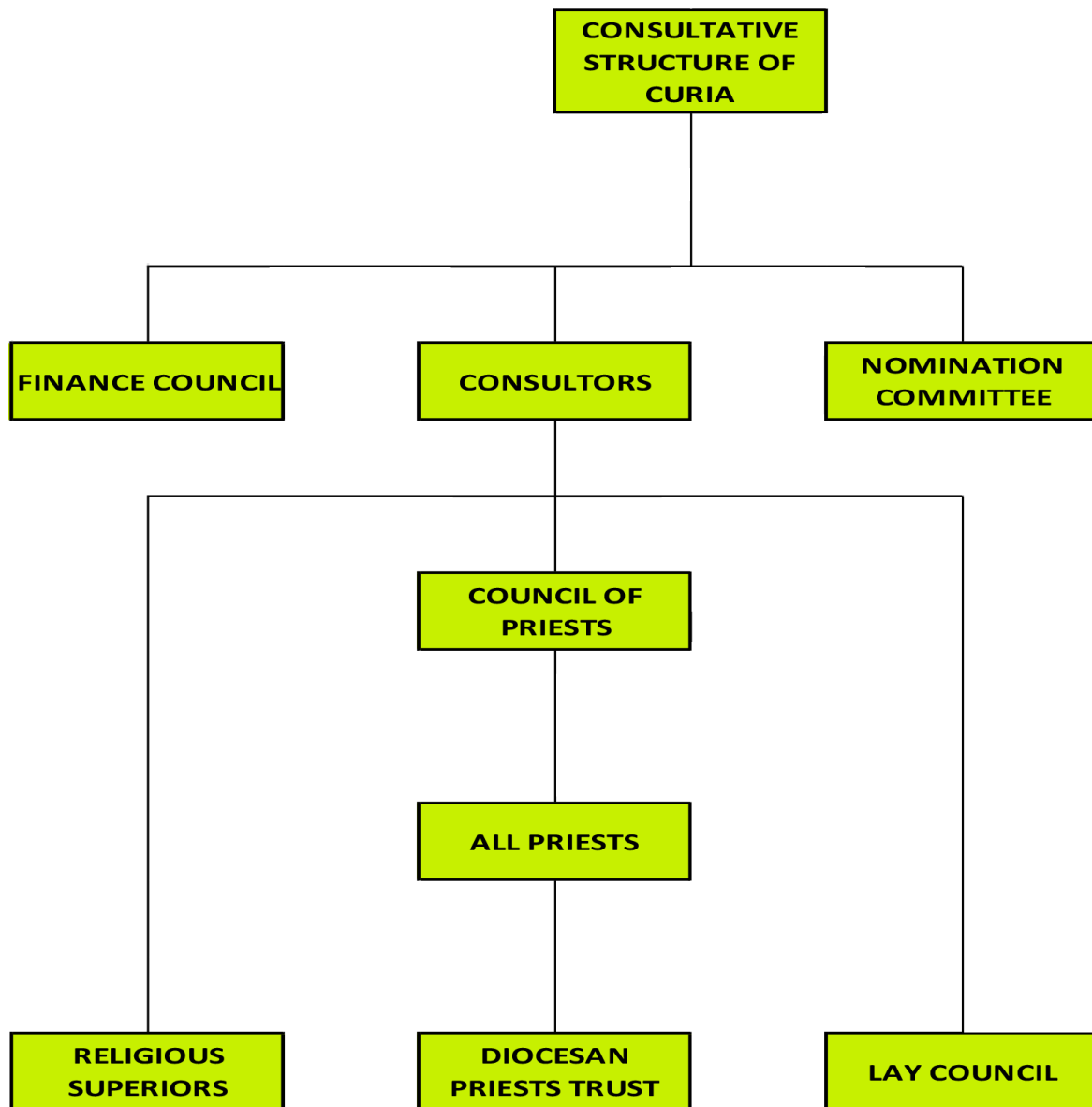


Chrism Mass

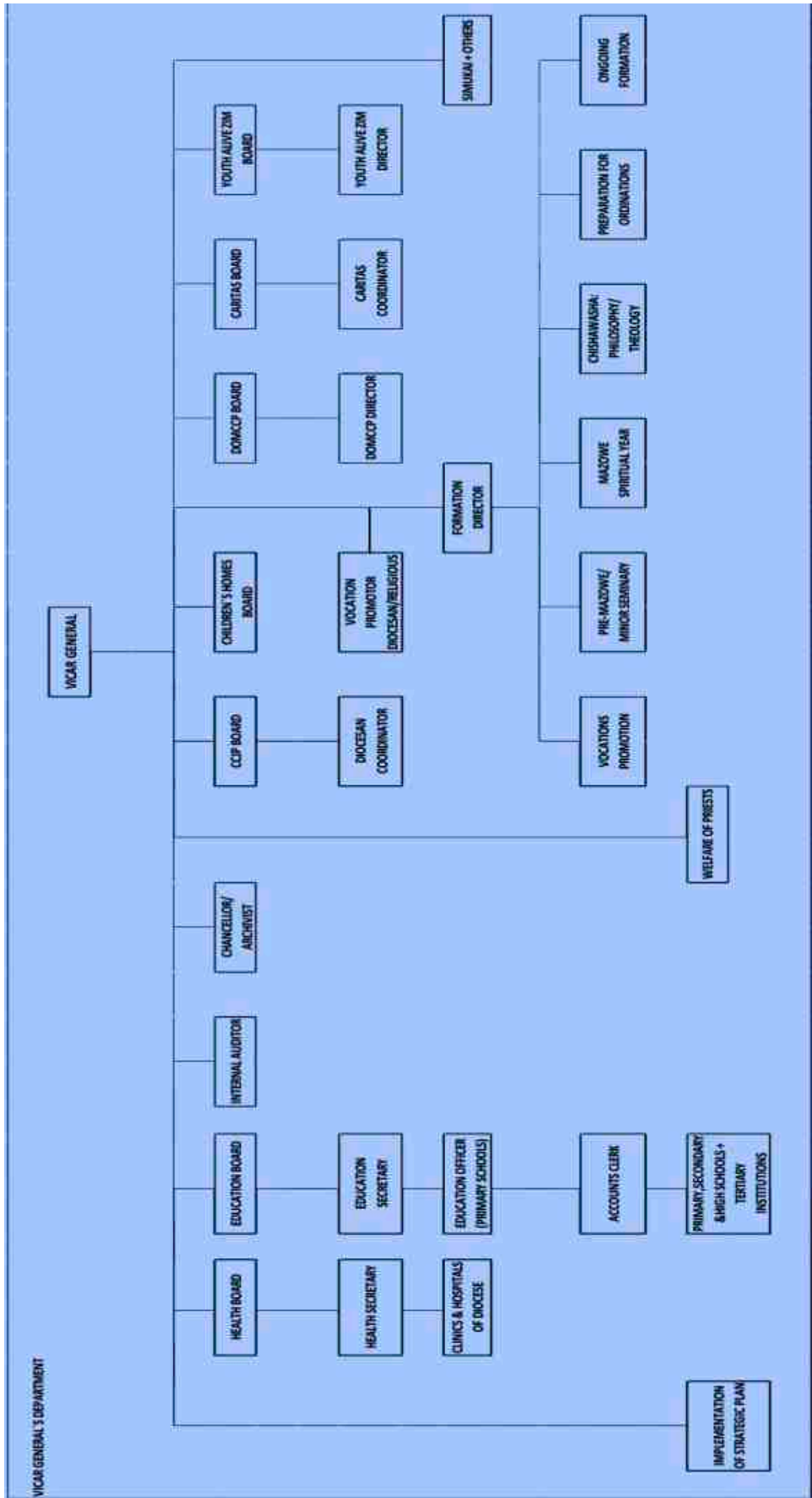
Vicar General	Administration Director	Development Director	Finance Director Can 409, (Finance officer)	Pastoral Director
<ul style="list-style-type: none"> • Deputising the Bishop • Overseeing Education and Health Secretariats • Internal audit • Custodian of strategy plan and its implementation • Formation • Priest welfare • Other commissions 	<ul style="list-style-type: none"> • Bishop's secretary • Heads Bishop's house • Head of Diocese administration • Record keeper for the Diocese • Diocese HR Management portfolio • Payrolls • Procurement • Fleet management • Asset management 	<ul style="list-style-type: none"> • Resourcing the Diocese for sustainability • Self-reliance projects coordination • Resource mobilisation • Monitoring & evaluation of projects • Procurement of capital assets and tender procedures 	<ul style="list-style-type: none"> • Management of the Budgeting process • Financial reporting • Capital expenditure • Policies and Procedures • Governance – Authority levels • Cash flow management • Management Accounting • Consolidated income statements • Consolidated budgets • Financial oversight for all commissions 	<ul style="list-style-type: none"> • Co-ordinating all diocesan pastoral events. • Formulating pastoral policies • Regularise catechetical programme at all levels • Liaise with national Pastoral office • Spiritual Director of all Guilds at Diocese level • PMS Director

Chapter 5.1

Consultative Structure



Chapter 5.2.1



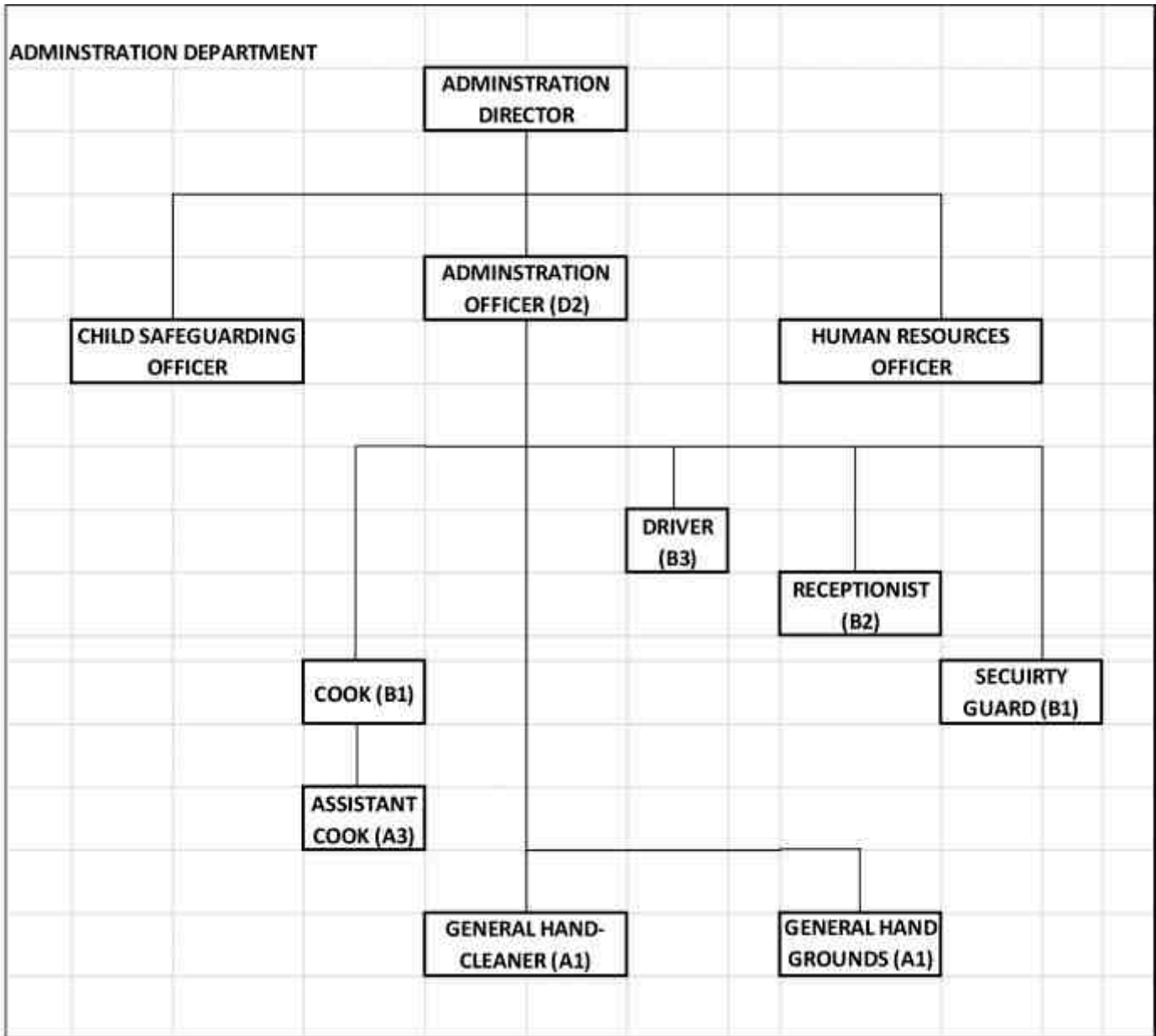
Chapter 5.2.2

Key roles and responsibilities in the Vicar General's Department

Education Secretary	Health Secretary	Heads of Commissions	Internal auditor	Chancellor/ archivist	Formation director
<p>a. Supervision of Heads and Deputy Heads of Schools</p> <p>b. Instilling Catholic Ethos in schools</p> <p>c. Liaison with Ministry of Education</p>	<p>a. Supervision of Diocesan Clinic and Hospital Heads</p>	<p>b. Efficiency and effectiveness of Human and Social commissions</p> <ul style="list-style-type: none"> o DOMCCP o CCJP o Youth Alive o Caritas o Children homes o Simukai and others 	<p>Diocese internal controls. Governance enforcements</p>	<p>a. Attends to all canonical and civil legal matters</p> <p>b. Keeps the archives of the Diocese up to date</p>	<p>Supervises all the stages of initial formation and arranges courses/worksh ops for the ongoing formation of priests</p>



Chapter 5.3

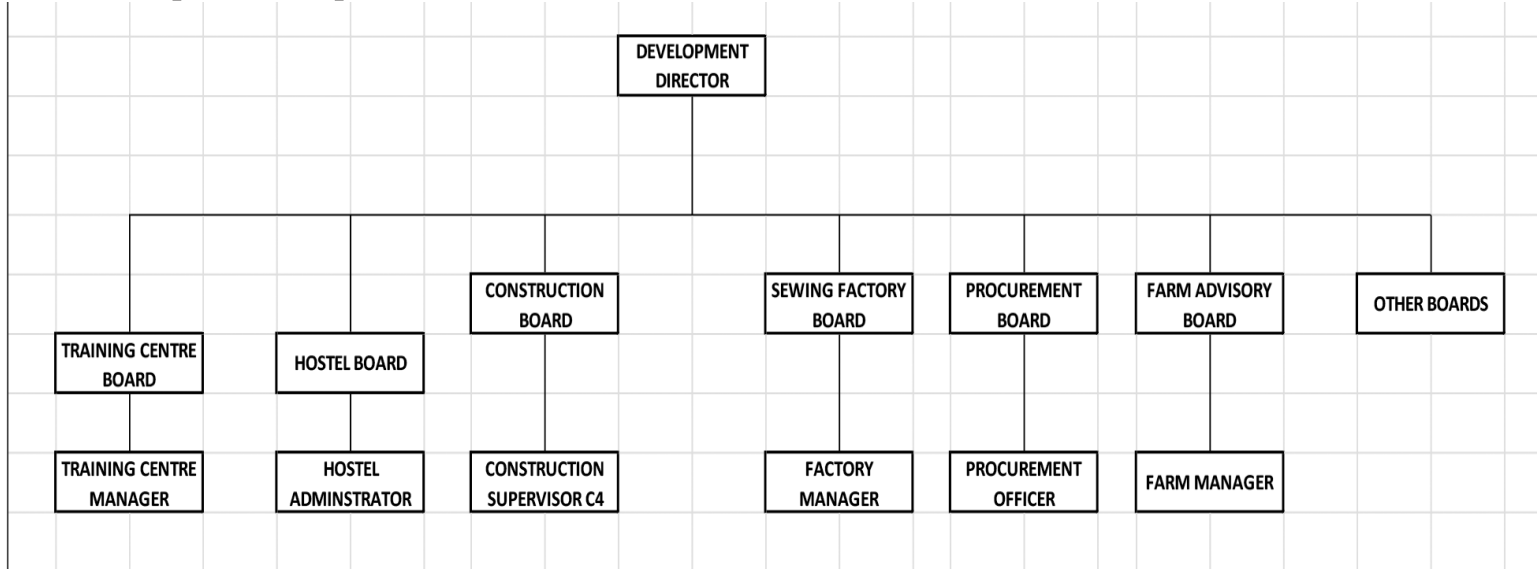


Key roles and responsibilities in the department of Administration

Administration Officer	Child Safeguarding Officer	Receptionist	Human Resources	Other positions
a. Vehicle policy administration b. Buildings c. Diocese Asset management d. HR Management e. Bishops House Administration	a. Ensures Diocese comply with Child safeguarding policy and procedures	a. Front office management b. Visitors c. Mail distribution d. Receiving telephone calls e. Secretary of the Department	Attends to contracts of all employees in the Diocese including those in our institutions	Responsible for the Bishops House ambiance, security, Preparation and serving meals

Chapter 5.4

Development Department



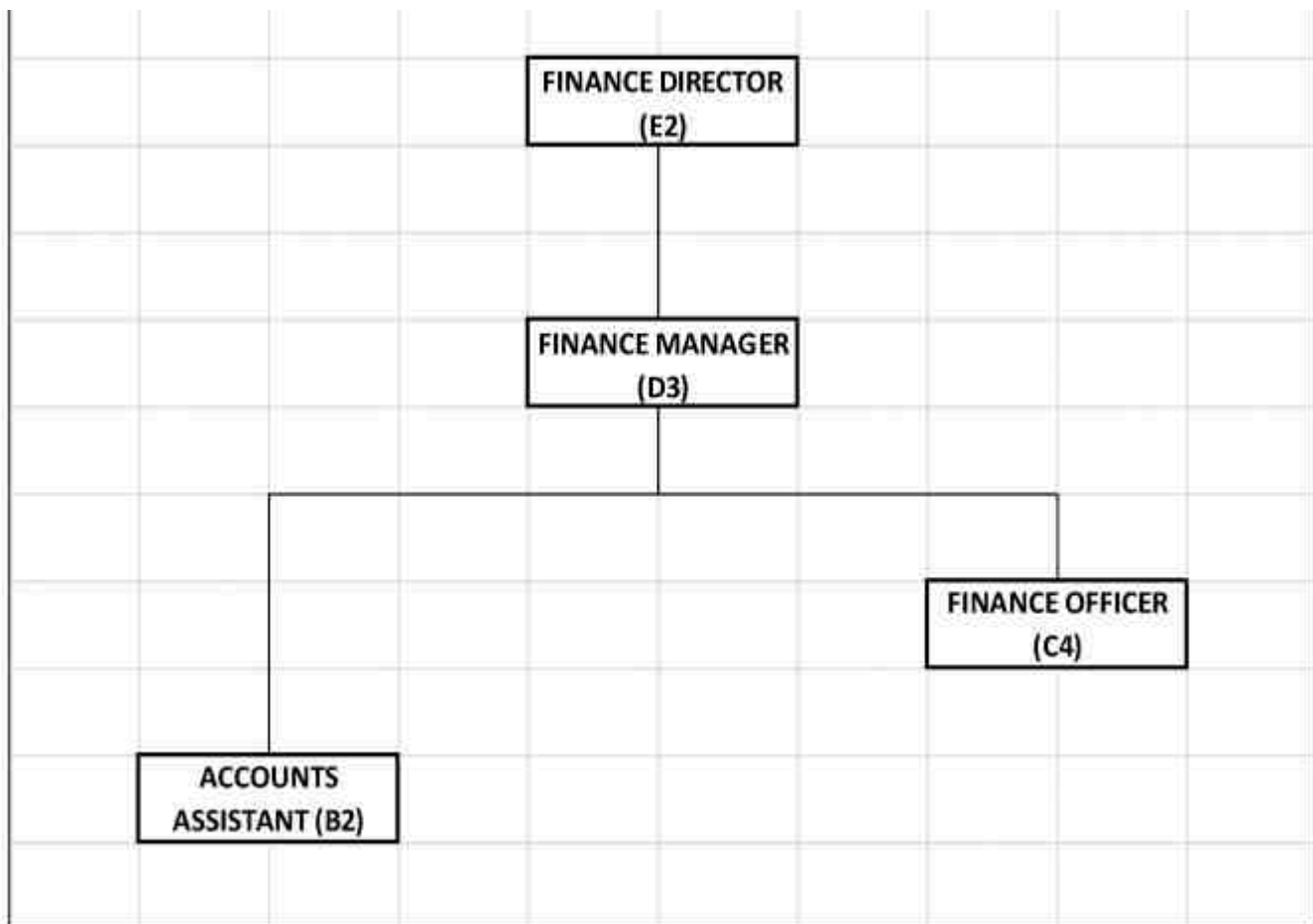
This structure is still in the formative stages and the positions will be filled as the projects evolve.

Roles and responsibilities of positions in the Development Department

Construction supervisor	Farms Manager	School Uniforms Factory Manager	Procurement Officer
Coordination and supervision of all new infrastructure projects	Coordination and management of production all farms in the Diocese	Coordination and management of production in the factory	Manages the procurement of capital goods to support self-reliance projects and other capital purchases



Chapter 5.5

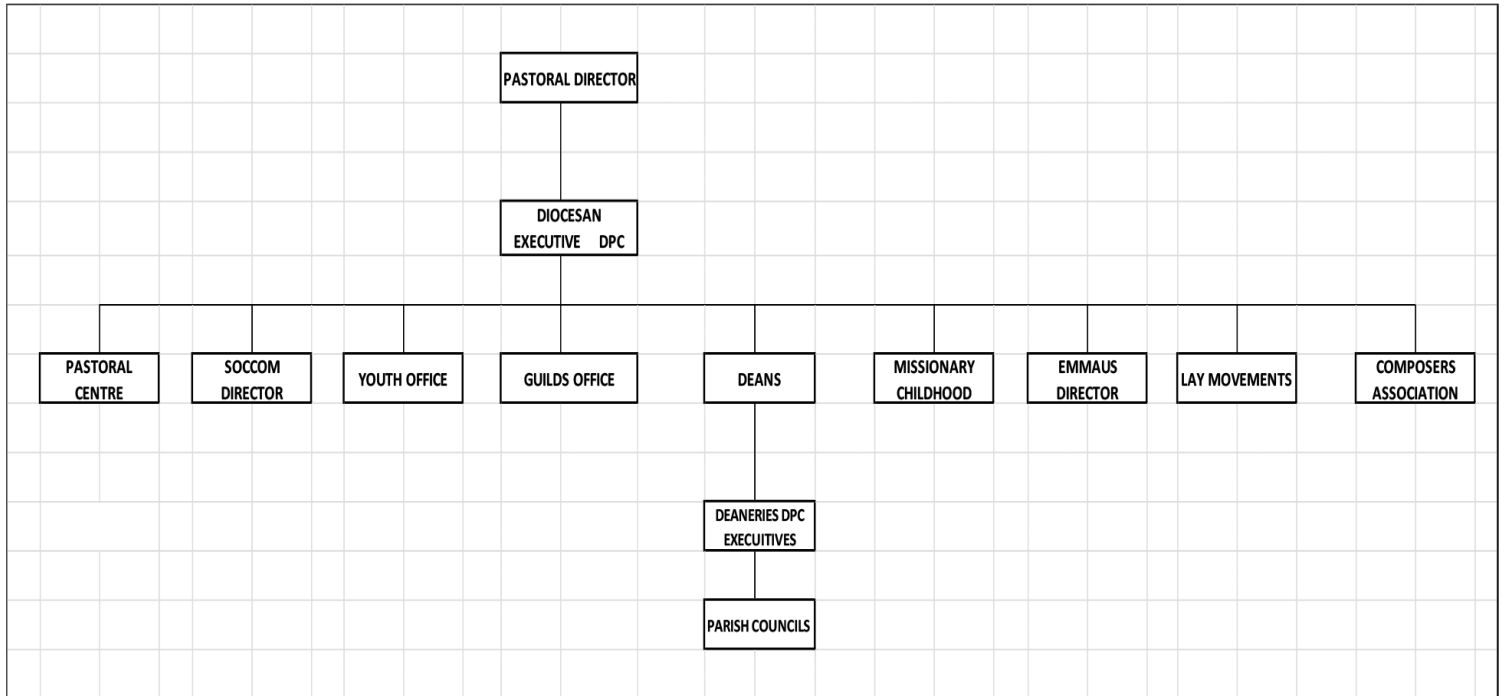


Key roles and responsibilities of the positions in the Finance Department

Finance Manager	Finance Officer	Accounts Assistant
<ul style="list-style-type: none"> a. Day to day management of the finance department b. Ensuring compliance with Policies and procedures c. Efficiency and effectiveness of the department d. Compilation of Financial and management accounting reports e. Staff supervision 	<ul style="list-style-type: none"> a. Petty cash system b. Reviewing of data captured account c. Trial Balancing 	<ul style="list-style-type: none"> a. Data capturing on line and in Pastel b. Secretarial duties of the department

Chapter 5.6.1

Pastoral Department

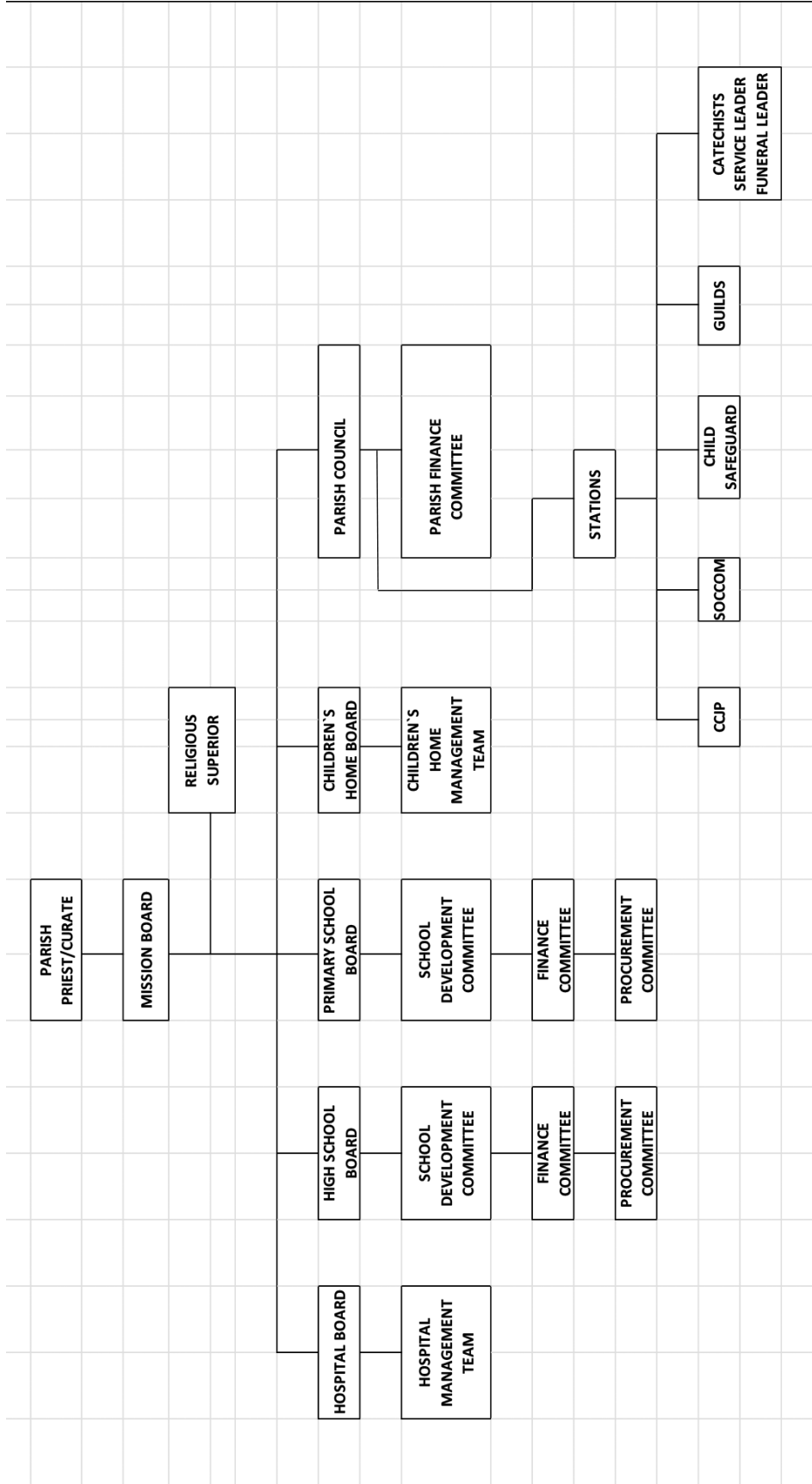


Key roles and responsibilities of the positions in the Pastoral Department

Pastoral director	Spiritual directors, Guilds, Youth, Emmaus, Composers	Deans Parish Priests, Pastoral Sisters, Lay leaders
<ul style="list-style-type: none"> a. Formulation of Pastoral Policies b. Coordinating Pastoral Events in the Diocese c. PMS Director d. Liaise with National Pastoral Office e. Head of Theological commission in the diocese f. Regularising Catechetical programmes at all levels in the Diocese 	<ul style="list-style-type: none"> a. Instilling Catholic Faith in all commissions and lay associations where they are appointed Spiritual directors b. To regularise Catholic teachings against civil and secular ideologies c. Build and instil a spirit of unity and cooperation 	<ul style="list-style-type: none"> Refer to Can 515-534 for Deans and Parish Priests To work together Ministering to people of God together with sisters and lay leaders

Chapter 5.6.2

Pastoral Department- Missions/Parishes



Chapter 6

Monitoring and Evaluation of the Strategic Plan

The monitoring and evaluation committee operates under the Vicar General. The Vicar General will be responsible for ensuring that the strategic Plan is being implemented by carrying out annual reviews and giving feedback to the Diocese



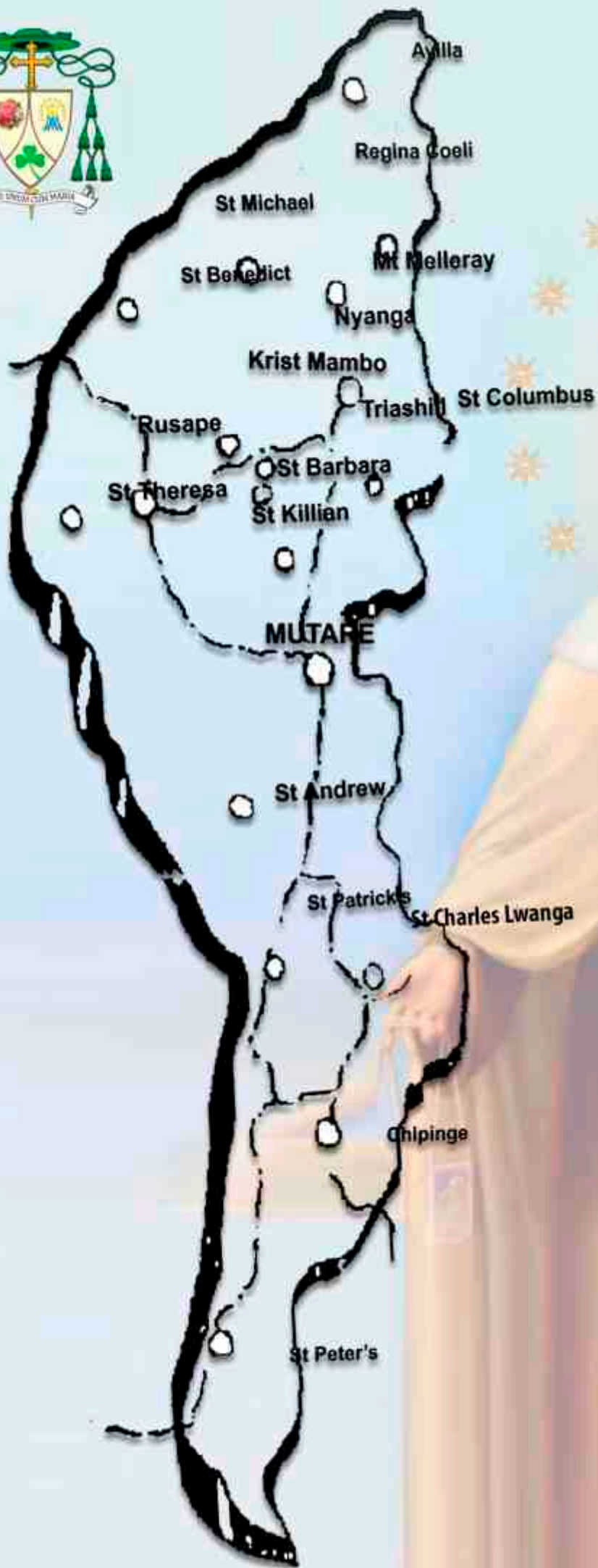
Chapter 7

Prayer for the Strategic Plan

Mwari Baba muna masimba ose ndimi chitubu chezvikomporo zose. Ndimizve munopa simba nenjere kuvana venyu kuti vagone kuita basa rekuendesha mbiri venyu kuvanhu vose. Tinoisa hurongwa hwedunhu redu hwemakore mashanu anotevera mumaoko enyu. Hapana basa renyu ratingaite imi muridzi webasa musipo.

Chiitaiwo kuti shungu nevavariro yekusvitsa Mwana wenyu Yesu Kristo kuvanhu vose vose iri muhurongwa uhwu izadzikiswe naMweya wenyu Mutsvene. Tinokumbira kuti mutigonese kuparidza umambo hwenyu pose patinoshanda, muzvikoro, muzvipatara nepose patinenge tiri nepatinofamba savana vedunhu reMutare.

Chiendesai basa renyu mberi mutibatsire kuisa pfungwa dzedu pane dzenyu dzisave pfungwa dzedu savanhu chete asi dzivhenekerwe nemi kuti tiite zvamunoda zvoga panazvose zvatinoita tichivavarira kuita kuda kwenyu. Chirambai muchikomporo dunhu redu tigoita kuda kwenyu kutsvene pane zvatinoronga pakuparidzira shoko renyu muManicaland yose. Mariya Musande mubatsiri wavatenderi mutireverereiwo. Amen.



Diocesan Feastday
16 July Our Lady of Mount Carmel