



STRATEGIC PLAN 2021-2026

RAMÓN PANÉ FOUNDATION



*Fundación
Ramón Pané*

PRESENTATION

The Ramón Pané Foundation was established on December 12, 1994, when the Church celebrated the V Centenary of the arrival of the first Evangelizer of America. This Foundation is a Private Association of the Faithful in the Archdiocese of Tegucigalpa, Honduras. Ramón Pané (January 6, 1494), considered the First Evangelizer in America, motivated us to establish this Foundation. The founding act is signed in the Offices of the Department of Catechesis of CELAM with the Secretary General of that Institution, today Cardinal Raymundo Damasceno Asís, present as a witness.

Its main objective was the training of pastoral agents of the Catholic Church where necessary. Especially in terms of the New Evangelization and its Catholic biblical spirituality.

The Ramón Pané Foundation found a unique direction in training the methodology of Lectio Divina, as the oldest method of reading and praying with the Bible. Our projects and programs have all that background.

Today we are a Public Association of the Faithful, following Canon Law recognized by several Dioceses. We have our headquarters in Miami, Florida, as a "NON-PROFIT ASSOCIATION" in the United States.

Having completed 25 years of founding, we have thought of revising our history to focus on the needs we see of the Catholic Church today. For this, the Catholic University of Honduras, under the leadership of the Rector Dr. Elio Alvarenga, appointed Dr. Jorge Abraham Arita León, who for months met with our team to lead us in a masterly way to reach this Strategic Plan 2021 – 2016. We sincerely thank Dr. Arita for his patience and direction.

We believe putting our objectives into practice will bring a new look to the Foundation. We have reconsidered.

Hno. Ricardo Grzona, frp

MIAMI, FL. U.S.A.

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CREDITS:

This document containing the Strategic Plan of the Ramón Pané Foundation is the result of teamwork and participatory work by:

- ❑ Br. Ricardo Grzona, frp, Executive Presidente.**
- ❑ Sr.. María Elena Larrea, osf, Secretary and Coordinator for Training and Formation.**
- ❑ Hugo Flores Arcega, Treasurer and Coordinator of Digital Strategy and Programs.**
- ❑ Dr. Jorge Abraham Arita León, International Consultant.**

INTRODUCTION

Today all organizations must carry out strategic planning, because regardless of what they have as objectives, administrative sciences teach us that without planning, there is a risk of falling into monotony without realizing the importance of being up to date in the services that are required, for this reason, the Ramón Pané Foundation has requested this service from the Catholic University of Honduras. Dr. Jorge Abraham Arita León was appointed to direct us in the design of this Strategic Plan, which was elaborated during nine months with an intense work rhythm.

The process that has led us to this Strategic Planning has helped us to know our environment and above all to know more deeply the needs that the Church has so that the Ramón Pané Foundation and those of us who work for it can offer services that we have reorganized. Also, by restructuring all the processes, we have adapted to the new forms of work and service, and thus be able to achieve the objectives and goals as a result of this analysis work.

With this work we hope that the results of the service that our Ramón Pané Foundation carries out for the Church will be multiplied. May those people whom we impact in their lives and in their evangelizing work be with a new missionary impulse. It is possible that due to the style of work, it is not possible to accurately measure the changes in the people or institutions in which we serve. However, we believe in the new ardor with which we undertake this task, in the new methodologies that we are willing to implement and in the new expressions and uses of the different communication tools in which we are working, so that we can reach more people with the Message of the Good News.

The Ramón Pané Foundation responded in 1994 to a call from the Church to form and train leaders: Evangelizers, Missionaries, Catechists, Teachers, Parents, Youth Leaders, etc. Giving an answer when it was needed, with the tools that were available. Now, with this new strategic plan, we believe that we will be able to reach more people with the Good News of Our Lord Jesus Christ as requested by the Church in its Bimillennial Tradition.

This document has been organized into five chapters, which are briefly explained below.

The Background that is detailed in Chapter 1, presents the Ramón Pané Foundation in all aspects of the first 26 years, from its beginnings and are summarized from the technical, administrative and legal part, in this way those interested will be able to know the trajectory that has been followed through these years.

As every person or Institution needs to be clear about the point they want to reach in life, in this way in Chapter 2, the vision, mission, objectives, values, principles, quality policy are defined, showing the rethinking that has been carried out. , with a new concept of the aforementioned concepts and that are the ones that will guide the work in these coming years.

Chapter 3 describes the services, projects and programs that the Ramón Pané Foundation has developed during these 26 years, demonstrating the impact that the Foundation has had in different countries, groups, movements, as well as showing the evolution that has followed

To take into account the environment in which the Foundation is immersed when carrying out its mission, an analysis of the environment has been carried out, considering the main political, economic, social, cultural and technological factors. Likewise, the performance of the Foundation has been evaluated through an internal analysis, taking into account the elements or variables that determine the internal way of working and its organizational culture, all of which is developed in Chapter 4.

Finally, in Chapter 5, and based on the external and internal Diagnosis of the foundation, the essential part of this Plan is determined; Main Strategy, strategic objectives, development strategies and institutional policies, which mark the starting point so that the foundation can design its Tactical Plans and Annual Operational Plans in the future.

The second part of this process, and with the purpose of making the Strategic Plan operational, is the follow-up to phase 2, which is the preparation of the Tactical Plan, and Phase 3, the design of the Annual Operating Plans, all based on the Strategic Plan.

STRATEGIC PLAN

Our Strategic Plan 2021 – 2026 focuses on rethinking the course of the Ramón Pané Foundation, given the new needs that are emerging in humanity and how we can give concrete answers to the great questions.

Our vision and mission start from being Catholic Christians convinced of the values that spring from the Gospel as a new expression.

Languages and language expressions of people change, and therefore it is necessary to adapt to cultural ways in which the message can be better understood.

Through this new strategic Plan, the institutional philosophy has been investigated in our origin, reconstructing the concept of mission, vision, values, principles, and policies, adapting them to our times, always following the clear line of service to the Catholic Church and from her to other institutions.

We considered where we are now and looked at our social, political, and technological challenges we will use as well as practical tools; another aspect was to see the cultural, economic, and religious situation at a national and international level and us.

We looked and determined the opportunities and threats we were facing and how we could get affected internally and looked at the Organization and its future.

Based on the panorama and the Global Pandemic, we started working and developed new goals and strategies for the next five years.

These are the main bases for this new Strategic Plan 2021 -2026.



INSTITUTIONAL PHILOSOPHY



We looked at our previous Plan, and our institution and philosophy are getting re-evaluated. Once we started looking at our goals and challenges in the short and long term to ensure the future of the Organization.

The Ramón Pané Foundation bases its raison d'être within the framework of the Catholic Church based on the following:

Vision

"To be a Catholic Christian organization dedicated to the formation of integral biblical spirituality identifying its leaders with evangelizing passion, to generate processes and projects of social change through education and formation, with worldwide impact through alliances with Civil Society and other organizations."*

**(When reading the Bible influences any aspect of personal and community life to make adaptations in their value systems and virtues)*

Mission

"We are an organization that forms servant leaders marked by the integral evangelizing passion, starting from the current socio-cultural context. Through traditional methods and Information and Communication Technologies, New Evangelization required achieving a more just world, taking as a model and processing the first evangelizer Ramón Pané."

Values

1. **Love** - The basis of Christianity, a love for all without exceptions.
2. **Commitment** - To work to make a better world
3. **Faith** - Based on Jesus Christ's teachings and the biblical message of Catholic tradition leading to conversion.
4. **Fraternity** - A brotherhood that leads us to a common goal where we all help each other.
5. **Loyalty** - To God, the Catholic Church, its principles, and the FRP.
6. **Solidarity** - We accompany people who need it most, from training to basic needs.
7. **Truth** - *Objective and Revealed through the Holy Scriptures.*



Principles

The following will be the basic guidelines for the construction of an organization based on the Catholic Faith:

1. We are grounded in the Catholic Reading of the Bible (Tradition and Magisterium) and the Social Doctrine of the Church for an integral formation of the human person.
2. We promote the Reading of the Bible carried out in Community and interpreted for life, forming missionary disciples.
3. We train leaders who promote an impact on the lives of others, on the different strata or social and cultural levels surrounding them.
4. We use Information and Communication Technologies for the transmission of the Gospel.
5. We support art in all its expressions for evangelizing use, especially young people, so their talents put them at the service of the Good News.
6. We create spaces for reflection from biblical spirituality.





Quality Policy

"We are a fraternity of evangelizers and missionaries committed to solid and quality Catholic Christian formation. Forming agents of the New Evangelization, thus being able to transmit the message as faithful to Christianity, following our Institutional Philosophy, and impacting the world today with the values of the Gospel."

STRATEGY AND OBJECTIVES

Main Strategy

Strengthen formation and training programs for Christian leaders and their communities, achieving sustainable development of the foundation.

Strategic Objectives

The objectives, in general, are the values and the purposes or goals of an organization expressed in the expectations. The formal objectives are part of the Foundation's mission and determine the type of strategy, processes and structure that the Foundation will adopt.

The following are the strategic objectives of the Foundation:

1. Offer updated education and training programs according to the needs of community leaders, using state-of-the-art technology and seeking high levels of quality.

2. Achieve Sustainable Development based on the new Institutional Philosophy and the Main Strategy of the Strategic Plan.

3. Establish agreements with institutions that facilitate their programs to improve the quality and expansion of the foundation's services.

4. Establish cooperative relationships with other Catholic non-profit organizations and others that help social welfare.

STRATEGIC GOALS



Each of the four strategic objectives has its own spirit: its own call to make the Ramón Pané Foundation an Institution that promotes discipleship and mission. The goals and activities operationalize the objectives both in spirit and in action.

The Strategic Plan requires us to do two things:

- (1) Work collaboratively through managers and associate members and
- (2) Ensure that our work supports strategic priorities with the best possible quality.

What is described is not an illustrative list of the breadth and depth of the Ramón Pané Foundation's commitment to the Strategic Plan to serve the Catholic Church.

To obtain a complete vision of the activities of the Ramón Pané Foundation, consult the action plans.

OBJETIVE 1

Offer updated education and training programs according to the needs of community leaders, using state-of-the-art technology and seeking high levels of quality.

“Each Christian and every community must discern the path that the Lord points out, but all of us are asked to obey his call to go forth from our own comfort zone in order to reach all the “peripheries” in need of the light of the Gospel”.

Pope Francis, Evangelii Gaudium, núm. 20

“The Church which “goes forth” is a community of missionary disciples who take the first step, who are involved and supportive, who bear fruit and rejoice. An evangelizing community knows that the Lord has taken the initiative, he has loved us first, and therefore we can move forward, boldly take the initiative, go out to others, seek those who have fallen away, stand at the crossroads and welcome the outcast. Such a community has an endless desire to show mercy, the fruit of its own experience of the power of the Father’s infinite mercy. ¡Let us try a little harder to take the first step ! and to become «involved»”.

Pope Francis, Evangelii Gaudium, núm. 24

Education, training and training leads to the integral development of people, thereby understanding the contexts and to have more objective points of opinion that help them transmit them to others, so it is important that the teaching of the Gospel makes clear the values under which we follow God

To directly support this objective, 10 planned Strategic Goals are included in the Action Plan

OBJETIVE 2

Achieve Sustainable Development based on the new Institutional Philosophy and the Main Strategy of the Strategic Plan.

“If, the Church opens its windows to global realities (sign of the times); For this, throughout history, she has prophetically opted for the "social encyclicals", magisterial documents that guide the best approaches to confront social realities through the eyes of faith, action and conviction. But, due to certain dynamics, it has not always been able to fully position itself as an institution. Yes, there are people, organizations and personalities of the church that consider this “social call of the spirit” much more seriously.

THE “SOCIAL SPIRIT” OF POPE FRANCIS

The moral dimension of the economy shows that economic efficiency and the promotion of human development in solidarity are not two separate or alternative aims but one indivisible goal. Morality, which is a necessary part of economic life, is neither opposed to it nor neutral: if it is inspired by justice and solidarity, it represents a factor of social efficiency within the economy itself. The production of goods is a duty to be undertaken in an efficient manner, otherwise resources are wasted. On the other hand, it would not be acceptable to achieve economic growth at the expense of human beings, entire populations or social groups, condemning them to indigence ...

OBJETIVE 2

**Achieve Sustainable
Development based on the
new Institutional
Philosophy and
the Main Strategy of the
Strategic Plan.**

The growth of wealth, seen in the availability of goods and services, and the moral demands of an equitable distribution of these must inspire man and society as a whole to practise the essential virtue of solidarity,[694] in order to combat, in a spirit of justice and charity, those “structures of sin” [695] where ever they may be found and which generate and perpetuate poverty, underdevelopment and degradation. These structures are built and strengthened by numerous concrete acts of human selfishness.

(Compendium of the Social Doctrine of the Church 332)

The sphere of politics too, just like that of the economy, must be in a position to extend its range of action beyond national boundaries, quickly taking on an operative worldwide dimension which alone will permit it to direct the processes now underway not only according to economic parameters but also according to moral criteria. The basic goal is to guide economic processes by ensuring that the dignity of man and his complete development as a person are respected, in the context of the common good.[762] Taking on this task entails the responsibility of accelerating the consolidation of existing institutions and the creation of new entities responsible for this.[763] Economic development, in fact, will be lasting only to the extent that it takes place within a clear and defined normative context and within a broad plan for the moral, civil and cultural growth of the entire human family.

(Compendium of the Social Doctrine of the Church 372)

A background collage of various religious figures, including popes and bishops, in various poses and settings. The figures are rendered in a faded, artistic style, with some appearing more prominent than others. The overall tone is historical and spiritual.

OBJETIVE 2

Achieve Sustainable Development based on the new Institutional Philosophy and the Main Strategy of the Strategic Plan.

The full development of the Institutions has its strengths in the alliances with other Institutions in such a way that one complements the other and we achieve a common goal, likewise it is vital that the Ramón Pané Foundation with the resources and capacities it has and offers, and based on these, develop the strategy where everything and everyone is involved to achieve the effective goal of self-sustainability

To directly support this objective, 3 Strategic Goals are included in the Plan of Action

OBJETIVE 3

Establish agreements with institutions that facilitate their programs to improve the quality and expansion of the Foundation's services.

“The message of the Church's social doctrine regarding solidarity clearly shows that there exists an intimate bond between solidarity and the common good, between solidarity and the universal destination of goods, between solidarity and equality among men and peoples, between solidarity and peace in the world[420]. The term “solidarity”, widely used by the Magisterium[421], expresses in summary fashion the need to recognize in the composite ties that unite men and social groups among themselves, the space given to human freedom for common growth in which all share and in which they participate. The commitment to this goal is translated into the positive contribution of seeing that nothing is lacking in the common cause and also of seeking points of possible agreement where attitudes of separation and fragmentation prevail. It translates into the willingness to give oneself for the good of one's neighbour, beyond any individual or particular interest”

(Compendium of the Social Doctrine of the Church 194)

The continuity in the programs and projects helps us to comply with our Institutional Philosophy and that of our partners; There are other organizations with which we share many things in common, particularly in technology and the arts, and with which alliances can be developed for mutual benefit and, above all, for the benefit of our target audience.

To directly support this objective, 4 Strategic Goals are included in the Plan of Action

OBJETIVE 4

Establish cooperative relationships with other Catholic non-profit organizations and others that help social welfare.

“The Church's social doctrine must be the basis of an intense and constant work of formation, especially of the lay faithful. Such a formation should take into account their obligations in civil society. “It belongs to the layman, without waiting passively for orders and directives, to take the initiative freely and to infuse a Christian spirit into the mentality, customs, laws and structures of the community in which they live”[1129]. The first level of the formation of lay Christians should be to help them to become capable of meeting their daily activities effectively in the cultural, social, economic and political spheres and to develop in them a sense of duty that is at the service of the common good[1130]. A second level concerns the formation of a political conscience in order to prepare lay Christians to exercise political power. “Those with a talent for the difficult yet noble art of politics, or whose talents in this matter can be developed, should prepare themselves for it, and forgetting their own convenience and material interests, they should engage in political activity”

(Compendium of the Social Doctrine of the Church 531)

The Ramón Pané Foundation puts its charism in the spirituality of Lectio Divina, which takes us from reading the Holy Scriptures to concrete action, which inspires us to act and impact the social and integral development of people, for this reason we wish collaborate with organizations that allow us to put our gifts into action and also in another sense seek alliances with organizations that help us carry out our social action.

To directly support this objective, 2 Strategic Goals are included in the Plan of Action



INSTITUTIONAL POLICIES

The policies define the limits or boundaries of action for all members of the Foundation, as well as the volunteers who provide their services with dedication and will, the following are the institutional policies:

- 1) All activities, alliances, contacts, agreements, contracts will be carried out with those entities that are in tune with the Institutional Philosophy of the Ramón Pané Foundation. Se apoyarán proyectos de formación y capacitación cristiana católica integral.
- 2) Motivate and promote an impact on the lives of other people, in different strata or social and cultural levels to achieve a better world.
- 3) Promote the use of technology, art and innovative strategies for the transmission of the Gospel.
- 4) Every person who provides their services to the Ramón Pané Foundation must know and be clear about the Institutional Philosophy.
- 5) All the services, products and co-editions of the Ramón Pané Foundation must be within the framework of the Institutional Philosophy.

IMPLEMENTATION OF THE STRATEGIC PLAN

For the execution of the Strategic Plan, an Action Plan and Annual Operative Plans are designed, planning tools that make its operation viable.

Action and Annual Operating Plan

This is the first stage in the process, for the implementation of this Plan it will be necessary to design the first Action Plan or Medium Term Plan, for which a 3-year Planning horizon has been established (2021 – 2023). On the other hand, the process of preparing Annual Operating Plans will begin, the first being for the year 2021.

Plan Evaluation

The strategic plan will be evaluated annually, this evaluation will consist of analyzing the degree of compliance with the Institutional Philosophy, as the fundamental basis of a review of a comprehensive evaluation, the objectives, strategies, goals and management indicators will also be reviewed. All of the above will be verified that they have been executed within the framework of institutional policies.

A monitoring and follow-up system must be designed to make the control stage functional and thus ensure favorable results for the Foundation.



CONCLUSIONS

We thank God for having called us 26 years ago to set up this structure of service to the Church. We believe we have done what we understood was important according to our vision.

Now, with this work directed by Dr. Jorge Abraham Arita León, for the board of directors of the Ramón Pané Foundation, we believe that we can be clearer on the vocation that the Lord calls us to serve as a bridge between the Evangelization projects of the Church, collaborating with new tools and serving as a bridge between the Good News and the people who need to know Jesus Christ.

Administratively, the Ramón Pané Foundation will have clearer concepts to be able to apply them to the corresponding areas



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God naboria daca
I am a servant of God

www.fundacionpane.org

