

# A STRATEGIC PLAN FOR CMG (2013 -2017)

## PREAMBLE

- WE, the Members of the “ CMG Think Tank and Development Committee” were tasked by the Chairman of the Catholic Men’s Guild of Kampala Archdiocese as per the issued Terms of Reference dated 18<sup>th</sup> April, 2012 , to help the Catholic Men;s Guild (CMG) of Kampala Archdiocese refocus on its aspirations so as to attain maximum output of the set guild’s objectives. We are glad to present the report on the following:-
- Theme
- Mission
- Vision
- Motto
- Philosophy
- Core Values
- Objectives
- SWOT analysis of CMG
- Strategic Plan.

**Theme:** Let us continue being united in Christ as we emulate our Patron Saint Joseph Mukasa Balikuddembe holistically.

**Mission:** To empower the catholic man holistically to embrace among others: spiritual, cultural, political and social- economic aspects of life.

**Vision:** To be the most relevant association that can enable the Catholic man to be responsible of his responsibilities.

**Motto:** “WITNESS TO CHRIST LIGHT TO THE WORLD”

**Philosophy:** “Happy Family, Happy and prosperous Church”

**Core values:** Acquaintance, Love, Spirit of unity and Cooperation.

## **OBJECTIVES:**

### ➤ **General**

To instill the spirit of the need to acquire a deeper insight in Holy Scriptures and the social teaching of the Catholic Church

### **Specific**

- i. To deepen an understanding of Catholicism among the Catholic men.
- ii. To realize and visualize the responsibility of a catholic man in the family, the church and the country.
- iii. To stabilize families and build them on the basis of catholic teaching (Vat. 11 Laity no 11)
- iv. To strive to be responsible and answerable for the education of children at home, in schools and elsewhere according to the teachings of the church (Vat. 11 Laity no. 12 & 30, canon 226)
- v. To prepare the children for Holy marriages (Matrimony) according to the teachings of the Catholic Church.
- vi. To encourage the children in serving the church in priesthood, religious orders, as catechists and as school teachers.
- vii. To strive for peace and justice among the members and in the country in general.
- viii. To attain social, economic, political and cultural development.
- ix. To have a common stand on matters affecting the church and national issues.

# SWOT ANALYSIS OF CMG

## STRENGTH

- CMG has a SACCO which can attract the Catholic men into its membership for social economic transformation of the members.
- Holding together of the existing members and enabling them to remain committed to the CMG aspirations in accordance with the teachings of the Catholic church
- CMG is a brain Child of Kampala Arch Diocese, therefore, the involvement of the Catholic Church leaders in the mobilization of more members joining the Guild.
- Aiding the members of CMG with various skills through seminars and conferences for spiritual and social economic benefits.
- Support from the religious leaders given that the unity between Priests, Religious and the Christians, in general, is not merely optional but a necessity as the Holy trinity works.

## WEAKNESSES

- Many of the men are generally poor that the current economic conditions can't enable them to initiate development projects though they have the will.
- Poor culture of some members not attending meetings to be helped or to help the Association generate development ideas.
- Failure to bring on board more youth for future strength and survival - yet these youth form the majority of the Catholic Population.
- Failure of the CMG leaders at different levels to perform in the positions they were elected.
- Failure of men to understand their natural and civil roles and responsibilities e.g. in maintaining peace spiritually, socially, economically and politically.
- Lack of interest by the men for knowledge about the various government and Arch-diocesan programs that benefit them.
- Failure of men to prepare their children to satisfactorily live a Catholic life e.g. catholic marital status or vocations.

## **OPPORTUNITIES**

- The Catholic Church is comprised of men of different caliber and occupations therefore; they can help to support the association spiritually professionally and materially.
- Encouraging the recruitment of more youth who form the majority of the catholic population to enable the association remains a “Going Concern” i.e. to survive in future.
- An opportunity to expand the association into other Dioceses
- Sharing ideas and experience with the Catholic women’s guild for purpose of integral development.
- Identifying scholarships for the members or their children’s education locally and internationally.
- Identifying job opportunities for members of CMG basing on their professions or Businesses.
- The CMG SACCO, through loans, will strengthen men’s ability in social development.
- Encouraging members who have civil aspirations and potential to use programs in place in fostering CMG values for support to position of responsibility.
- Encouraging the CWG members to join the Association, since the women population is higher than that of men demographically.
- An opportunity for CMG SACCO individual members encouraging their own family members to enroll in the CMG SACCO.
- Exposing of the CMG beyond the boundaries through its website
- Bringing men together and benefit from the endowed talents of each other and use it to unlock their limiting challenges in society.

## **THREATS**

- Different social categories of the Catholic men i.e. high, middle and lower classes that hinder free mixing of the members in the Association for pursuing and attaining the common goals of the Association.
- High unemployment rate in the country which has also affected the Catholics making them unproductive and without means though they have the will.
- Inadequate deep understanding of the Catholic Church teachings that promote spiritual and social developments of the faithful.
- Mushrooming religious sects which attract the faithful from the catholic church due to inadequate/poor grasping of the catholic catechism.
- Poor reading culture of the faithful which limit them to explore more about their religion beyond early taught catechism for deeper insight hence, lack of information to teach/ explain to their children or any believer from other sects when questioned or challenged about Catholicism.

## CATHOLIC MEN'S GUILD STRATEGIC PLAN 2013-2016

OBJECTIVE	FOCUS ACTIVITIES OR AREAS	TARGET GROUP	IMPLEMENTERS/ CHANNELS	INDICATORS
1. To strengthen the Catholic man in active Catechism and Bible study	<ul style="list-style-type: none"> <li>• Holding of sensitization workshops</li> <li>• Liturgical participations.</li> <li>• Inter-Parish visits for familiarization.</li> <li>• Writing CMG articles in Catholic News reports and Sunday bulletins.</li> </ul>	<ul style="list-style-type: none"> <li>• Youth at the Parishes</li> <li>• Catholic men in all Parishes</li> <li>• Parents</li> <li>• Married couples</li> </ul>	<ul style="list-style-type: none"> <li>• Priests</li> <li>• Tubayambe Love sharing Ministries (TLSM)</li> <li>• CMG facilitators</li> <li>• Radio or TV programs</li> </ul>	<ul style="list-style-type: none"> <li>• Men leading liturgical services in the Parishes or occasions.</li> <li>• Increase of enrolment in the CMG membership</li> <li>• Visible active participation of the Christians in church activities.</li> <li>• Evident spirit of the ownership of the church by the catholic men</li> </ul>
2. To establish a knights movement of St. Joseph Mukasa Balikuddembe (Patron saint of Men's guild)	<ul style="list-style-type: none"> <li>• Holding sensitization workshops on knight movement</li> <li>• Holding periodical Retreats to focus on Uganda Martyrs.</li> <li>• Fundraising drives to maintain or set up memorial shrines of Uganda Martyrs.</li> </ul>	<ul style="list-style-type: none"> <li>• CMG Members</li> <li>• Uganda Martyrs followers.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership of the Knights Movement.</li> <li>• Priests</li> <li>• Catechists</li> </ul>	<ul style="list-style-type: none"> <li>• Increased self reliance and the spirit of generosity</li> <li>• Increase in the enrolment of the knights members</li> <li>• Increased love and devotion to Uganda Martyrs by the Faithfull.</li> </ul>
3. To establish a Data Bank of the catholic men's guild members.	<ul style="list-style-type: none"> <li>• Personal details e.g. phones, email addresses, marital status, age No. of children etc</li> <li>• Qualifications and occupations</li> </ul>	<ul style="list-style-type: none"> <li>• All members</li> <li>• Students</li> </ul>	<ul style="list-style-type: none"> <li>• CMG Secretariat</li> </ul>	<ul style="list-style-type: none"> <li>• Aailed data on opportunities given to the members and their children as a result of the shared information.</li> </ul>
4. To establish viable CMG projects in each Parish.	<ul style="list-style-type: none"> <li>• Agro-processing</li> <li>• Small scale factories</li> <li>• Growing of particular crops that are on</li> </ul>	<ul style="list-style-type: none"> <li>• Parishioners</li> </ul>	<ul style="list-style-type: none"> <li>• CMG Development Committee</li> <li>• CMG</li> </ul>	<ul style="list-style-type: none"> <li>• CMG Project contributing to the Parish income</li> </ul>

	market.		members	
5. To encourage men's participation in the development of the Catholic church	<p>Workshops on the:-</p> <ul style="list-style-type: none"> <li>• Social teachings of the church</li> <li>• Family life Education</li> <li>• Self reliance skills</li> <li>• Leadership skills</li> <li>• The role of man in owning and protecting the church.</li> </ul>	<ul style="list-style-type: none"> <li>• Parish Leaders</li> <li>• Parents</li> <li>• Teachers of the Parish</li> <li>• Community Leaders</li> <li>• Married couples</li> <li>• Youth &amp; children</li> </ul>	<ul style="list-style-type: none"> <li>• Priests</li> <li>• TLSM</li> <li>• CMG Facilitators</li> <li>• Other relevant NGOS</li> </ul>	<ul style="list-style-type: none"> <li>• Evident spirit of Ownership of the Church by the Parishioners.</li> <li>• Fulfilling Individual calls</li> <li>• Developed and accountable Leaders</li> <li>• Increase in the number of children joining Religious Vocations</li> <li>• Men coming out with a common stand on matters affecting the church and national issues.</li> </ul>
6. To Ensure the Coordination of the CMG from the small Christian Community level to the Arch Diocesan level.	<ul style="list-style-type: none"> <li>• Filling of Vacant posts</li> <li>• Involving of all stake holders in the Association activities</li> <li>• Workshops on Capacity building</li> <li>• Inter –Council visits</li> <li>• Pilgrimages</li> <li>• Retreats</li> </ul>	<ul style="list-style-type: none"> <li>• Men</li> <li>• Parish Priests</li> <li>• Catechists</li> <li>• Chairmen Parish councils</li> <li>• Youth leaders</li> <li>• CWG Leaders</li> </ul>	<ul style="list-style-type: none"> <li>• Pastoral Cordinator</li> <li>• Archdiocese Sabakristu</li> <li>• Priests</li> <li>• CMG Executive</li> <li>• Catechists</li> <li>• Chairmen of Parishes and Deaneries</li> </ul>	<ul style="list-style-type: none"> <li>• Active involvement of the Catholic man in Church activities</li> <li>• Exposure to Different Christian Communities</li> <li>• Organised CMG days celebrated at all levels.</li> </ul>

<p>7.To establish and harmonize the Association's standing orders.</p>	<ul style="list-style-type: none"> <li>• Review of the existing policies.</li> <li>• Establishing Standing orders.</li> <li>• Implementation of the Arch- Diocesan 5 years Strategy on Peace Justice and reconciliation.</li> <li>• Active participation of the catholic men in the positions of responsibility i.e. encouraging and supporting men to vie for elective positions.</li> <li>• In consultation with the church Leadership, to identify and lobby for change of any particular existing Legislation that weakens the foundation of the church core values and government policies that are repressive to the Church.</li> </ul>	<ul style="list-style-type: none"> <li>• All Catholic men above 18 years.</li> <li>• The clergy</li> <li>• Local Leadership</li> <li>• Legislators</li> <li>• Civil Society Organisation leaders.</li> </ul>	<ul style="list-style-type: none"> <li>• CMG Patron</li> <li>• CMG Chaplain</li> <li>• Priests</li> <li>• Men</li> <li>• GMG Executive</li> <li>• Local Leaders</li> <li>• Relevant NGO'S and CSO's.</li> </ul>	<ul style="list-style-type: none"> <li>• Catholic men involvement in Positions of responsibility</li> <li>• Visible Checks and balances on some policies</li> <li>• Awareness of the problems and consequences of domestic violence</li> <li>• Awareness of the problems and consequence of Riotism</li> <li>• Reduction of Stigma in Families Reports by CMG executive of all levels.</li> </ul>
<p>8. To establish CMG social Schemes. i.e Non- Capital benefits</p>	<ul style="list-style-type: none"> <li>• Identifying charitable or Social schemes e. g Sickness, Death, Wedding, Graduation etc</li> <li>• Establishing social support on housing</li> </ul>	<ul style="list-style-type: none"> <li>• CMG Members</li> </ul>	<ul style="list-style-type: none"> <li>• CMG Executive</li> <li>• Deanery and Parish leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Social development of the CMG members</li> <li>• Moral and Social support to members Enhancing</li> </ul>

	<p>schemes</p> <ul style="list-style-type: none"> <li>Members establishing the Necessary standards or norms to govern these Schemes.</li> </ul>			<p>the participation</p> <ul style="list-style-type: none"> <li>Visible participation of Men in acts of charity.</li> <li>Data of members benefiting from the available schemes.</li> </ul>
9. To establish developmental projects	<ul style="list-style-type: none"> <li>Each parish indentifying a viable project to undertake.</li> <li>Writing proposals</li> <li>Establishing of Diocesan Development projects</li> </ul>	<ul style="list-style-type: none"> <li>Parishes</li> <li>Diocese</li> <li>CMG Leadership at all levels</li> </ul>	<ul style="list-style-type: none"> <li>Priests</li> <li>SACCO Development Committee.</li> <li>CMG Leadership at all levels</li> <li>CMG support staff.</li> </ul>	<ul style="list-style-type: none"> <li>Economic Development of the Diocese, Parish and the community</li> <li>Exposure of the CMG beyond the Boundaries.</li> </ul>
10. To Publicize the CMG business programs in all Parishes and to the small Christian Communities	<ul style="list-style-type: none"> <li>Issuing Periodic brochures</li> <li>Writing Articles in the Catholic News reports and Sunday bulletins.</li> <li>Establishing a CMG business information desk per Parish</li> </ul>	<ul style="list-style-type: none"> <li>Parishes</li> <li>Men</li> <li>Youth</li> <li>Women</li> </ul>	<ul style="list-style-type: none"> <li>CMG Business program Executives at all levels.</li> <li>CMG Support staff</li> </ul>	<ul style="list-style-type: none"> <li>CMG business Expansion</li> <li>Development of Saving culture by the members</li> <li>Economic Development of CMG members.</li> <li>Enthusiasm by the Catholic men in the quantity and quality of articles publicized.</li> </ul>
11. To build CMG web site	<ul style="list-style-type: none"> <li>Exposing the CMG to the outside World. and sharing the word of God and other beneficial information</li> </ul>	<ul style="list-style-type: none"> <li>All stake holders.</li> </ul>	<ul style="list-style-type: none"> <li>CMG secretariat</li> </ul>	<ul style="list-style-type: none"> <li>Exposure of the CMG beyond the boundaries.</li> <li>Shared information</li> </ul>



## CONCLUDING REMARKS

As the CMG Think Tank and Development Committee, it is our sincere desire and hope that:

1. This work will stimulate and encourage members' interest for participation and involvement in implementation of proposed developmental strategies.
2. Members will adopt and treat this work as their own efforts and further measures calling for devotion and dedication to achieve objectives outline in the CMG constitution, namely, Acquaintance, Love, and Spirit of unity and Cooperation; in all "TO BE WITNESSES TO CHRIST, LIGHT OF THE WORLD."
3. The social teachings of the Catholic Church promote and encourages both spiritual and social-economic progress for development of the faithful (Christians). Lets us remember, you cannot give what you don't have.
4. Finally, there will be a major change of attitude and new look towards CMG, mainly, her aspiration and expectations in building a strong organization in the Archdiocese of Kampala, Uganda as a nation and beyond.

Prepared by

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Basehenya Deo  
**(Chairman Cmg Think Tank)**

Mange A James  
**(Sec. Cmg Think Tank)**

## ***Appendix i***

### **Committee members**

- |                              |                 |
|------------------------------|-----------------|
| 1. Mr.Basehenya Deo          | - Chairman      |
| 2. Mr. Ssozi Edward          | - Vice chairman |
| 3. Mr. Mange A James         | - Secretary     |
| 4. Mr.Kagoro                 | - member        |
| 5. Mr. Tukube Francis Xavier | - Member        |