

Laudato Si' Planning Guide

Welcome to the Laudato Si' Action Platform journey! Thank you for your commitment to developing or strengthening a Laudato Si' Plan for your enterprise. You give hope to all those who look for signs of change, as we build a better future together. Whether you are beginning your journey towards integral ecology or have been on it for some time, these next steps in your path are cause for celebration. *Laudato si'!*

Table of Contents

Summary 1

The Context 2

- About Laudato Si' 2
- About the Laudato Si' Action Platform 2
- About the Laudato Si' Goals 3

About the Laudato Si' Planning Guide 4

- How This Guide Was Developed 4
- The Invitation to You 4
- Overview of Suggested Phases 5

Suggested Phase I: Reflect 6

- About Reflection 6
- First Annual Self-Assessment 7
- Reflecting on the Laudato Si' Goals 8
 - A Shared Reflection 9
 - Practical Suggestions for Creating Your Reflection Document or Video 10
- A Focus on Processes 11
 - Suggested Components of a Decision-Making Process 12
 - Stakeholders 14
 - Overcoming Hurdles 14
- Conclusion to Suggested Reflection Phase 14

Suggested Phase II: Act 15

- About Action 15
- Choosing the Actions That Are Right for You 15
- Actions and Objectives 16
- Completing Your Actions 17
- Practical Suggestions for Creating Your Plan 18
- Conclusion to Suggested Action Phase 20

Suggested Phase III: Evaluate 20

- About Evaluation 20
- Annual Self-Assessment 20
- Reflecting On Your Results 21
- Developing an Updated Annual Laudato Si' Plan 22
- Your Calendar 23
- Conclusion to Suggested Evaluation Phase 23

Summary

Together, we are walking the road to integral ecology, which is represented in the holistic Laudato Si' Goals. Integral ecology emphasizes the deep connections between our relationships with each other, our Creator, and all creation. These connections have frayed, which has given rise to an ever hotter and dirtier world, increasing the risk of hunger, thirst, sickness, conflict, and migration, a risk that the most vulnerable among us bear unjustly.

Laudato Si', Pope Francis's encyclical on our common home, gave voice to these concepts, putting the ancient teachings of our faith in new light for today's ecological crisis. The Dicastery for Promoting Integral Human Development, in partnership with hundreds of Catholic organizations and subject-matter experts, has developed a common platform to help the universal Catholic Church act on this teaching.

The Laudato Si' Action Platform offers you tools and resources in the hopes that you will join us on this journey. God has given you unique gifts, gifts that you alone can bring to our shared project of building a better future together.

This guide, which was collaboratively developed, is one of the tools that has been offered in the spirit of helpfulness. You are the expert on your needs and priorities, and while it is hoped that the suggestions in this guide will be useful to you, you are entirely free to use it in any way you wish.

To remain committed as a Laudato Si' Enterprise, only three things are requested.

- Complete an annual progress evaluation to discern where you are on the road to integral ecology, so that we might travel together.
- Upload a reflection on how your values are connected to the Laudato Si' Goals, so that others might be inspired by it.
- Upload an annual Laudato Si' Plan that includes your target outcomes and the actions you will take this year, so that others might grow along with you.

“All of us can cooperate as instruments of God for the care of creation, each according to his or her own culture, experience, involvements and talents.” (LS 14) It is the sincere hope of the Dicastery for Promoting Integral Human Development that our Laudato Si' journeys will be rich in hope, in joy, and in the authentic relationships that nourish our spirits and all creation. *Laudato si'!*

The Context

About Laudato Si'

Laudato Si' is one of the three encyclical letters written by Pope Francis. It is available to read or download [here](#). The Dicastery for Promoting Integral Human Development, which has primary responsibility for promoting this encyclical, has created a Laudato Si' website, available [here](#).

Exploring the ancient teachings of our faith in the light of today's ecological crisis, Laudato Si' teaches us that “everything is connected.” (LS 91) As our relationship with our divine Creator has been neglected, human relationships have faltered, and our world has grown hotter, less

stable, and more lifeless. As a result, we all suffer, and the poorest and most vulnerable suffer above all. We face a “complex crisis that is both social and environmental.” (LS 139)

While the earth and the poor cry out, urgently calling us to change, there is hope. Pope Francis calls us to develop a “loving awareness” of this home we share and to act on the values we hold dear. (LS 220)

Standing on the firm ground of “three fundamental and closely intertwined relationships: with God, with our neighbor, and with the Earth itself,” we commit to setting out “on the long path of renewal.” (LS 66, 202) We embrace our rightful place in the “order and dynamism” that our Creator ordained, and we urgently embark on new ways of living with “creativity and enthusiasm” (LS 221, 220).

About the Laudato Si’ Action Platform

The fruit of a unique collaboration between the Vatican, an international coalition of Catholic organizations, and “all men and women of good will,” the Laudato Si’ Action Platform creates a whole that is greater than the sum of its parts. (LS 13) It empowers “decisive action, here and now” as we adopt full sustainability in the spirit of integral ecology. (LS 161)

Action is urgently needed. The Laudato Si’ Action Platform, a program promoted by the Dicastery for Promoting Integral Human Development, includes a website, available [here](#), and an engagement program that is intended to accompany your enterprise on its journey to integral ecology. **The Laudato Si’ Action Platform brings together the efforts of people and institutions around the world, building a global community that is committed to walking together, one human family dedicated to realizing our loving God’s call for a new dynamic relationship with our common home.**

Because you have registered your commitment to create a Laudato Si’ Plan, you know that the website includes a tracking tool to help you measure and celebrate your progress from year to year and a list of suggested actions that is tailored to your needs. Remember that the website also includes a library of resources from hundreds of partner organizations and ways to connect with other enterprises and Catholic communities all around the world. **Our faith calls us to develop authentic relationships with each other, and it is sincerely hoped that the Laudato Si’ Action Platform will help you do that.**

We are responding to the call for healing in our relationships with God, our neighbors, and the Earth itself as we build a better future. Through the Laudato Si’ Action Platform, we are walking the “path to renewal” together (LS 202).

About the Laudato Si’ Goals

Discerning a response to the ecological crisis is a profound act of care. At this kairos moment, action is needed.

The Laudato Si’ Goals, which were shaped by the Dicastery for Promoting Integral Human Development through a richly consultative process, guide our actions. They serve as a common destination for our individual journeys to integral ecology, as “the urgent challenge to

protect our common home includes a concern to bring the whole human family together.” (LS 13)

The Laudato Si' Goals redefine and rebuild our relationship with each other and our common home. Their holistic approach acknowledges the planetary limits of all socio-economic systems and the human roots of the ecological crisis. They call for a spiritual and cultural revolution to realize full sustainability in the holistic spirit of integral ecology.

The Laudato Si' Goals are as follows:

The **Response to the Cry of the Earth** is a call to protect our common home for the wellbeing of all, as we equitably address the climate crisis, biodiversity loss, and ecological sustainability.

The **Response to the Cry of the Poor** is a call to promote eco-justice, aware that we are called to defend human life from conception to death, and all forms of life on Earth.

Ecological Economics acknowledges that the economy is a sub-system of human society, which itself is embedded within the biosphere – our common home.

The **Adoption of Sustainable Lifestyles** is grounded in the idea of sufficiency, and promoting sobriety in the use of resources and energy.

Ecological Education is about re-thinking and re-designing curricular and institutional reform in the spirit of integral ecology in order to foster ecological awareness and transformative action.

Ecological Spirituality springs from a profound ecological conversion and helps us to “discover God in all things,” both in the beauty of creation and in the sighs of the sick and the groans of the afflicted, aware that the life of the spirit is not dissociated from worldly realities.

Community Resilience and Empowerment envisage a synodal journey of community engagement and participatory action at various levels.

About the Laudato Si' Planning Guide

How This Guide Was Developed

As Pope Francis says in Laudato Si', “Interdependence obliges us to think of *one world with a common plan*.” (LS 164) Although our faith encompasses diverse regions and perspectives, the gifts of the Holy Spirit unite us as one, enabling us to see the ties that bind us together in the common home we share.

In keeping with this spirit of unity, this planning guide was developed through a cooperative process led by the Dicastery for Promoting Integral Human Development, in partnership with

nearly 200 Catholic organizations and leaders from around the world. Over 100 benchmark programs were examined in-depth, dozens of subject matter experts were consulted, and on-the-ground volunteers in 20 countries contributed perspectives about the challenges and strengths of their communities.

The precious wisdom contributed by these co-leaders has been fundamental to the development of this planning guide, and indeed to the development of the Laudato Si' Action Platform itself. This guide is not intended to be definitive or mandatory but inspirational and informative. **This is a living document, open to new invitations from the Holy Spirit and new perspectives from the community of the faithful, both of which are essential to its usefulness.**

The Invitation to You

Your enterprise is warmly invited to continue the collaborative process that has helped shape this planning guide. **You are a co-leader in this work, endowed by our Creator with unique gifts that you alone can bring to our shared project of protecting our common home and all who share it.**

You are invited to create your own Laudato Si' Plan by using this planning guide as it is helpful. This guide offers well informed suggestions in the spirit of humble collaboration. You are welcome to adapt these suggestions to your needs, to incorporate outside expertise and existing programs, and to use this guide and the Laudato Si' Action Platform itself in whatever way is best for you.

Only three actions are requested to continue your participation as a Laudato Si'

Business:

- uploading a reflection document or video so that others may learn from and be inspired by your commitment;
- uploading a document or video that outlines your Laudato Si' Plan, which will be shared so that others may learn from and be inspired by the unique ways that you act in community;
- completing the baseline evaluation and annual self-assessment each year.

You may find information about these things in your dashboard, available at LaudatoSiActionPlatform.org

Overview of Suggested Phases

Three general phases might be helpful as you think about your Laudato Si' Plan. **These phases resonate with the experiences and rhythms of many Catholic communities, but they are just suggestions. If your enterprise finds another organizing model helpful, please feel free to use it.**

The suggested phases are to reflect, act, and evaluate. A brief description follows, with detailed information below.

Reflect

- Begin with a baseline evaluation to establish a starting point for your practices.
- Consider how your enterprise's unique mission and values are connected with the Laudato Si' Goals, and upload a reflection document or video to the Laudato Si' Action Platform.
- Consider the processes that you use to make decisions about your Laudato Si' Plan.
- Establish the objectives you would like to reach through your Laudato Si' Plan.

Act

- Review a suggested list of actions provided by the Laudato Si' Action Platform (or others, as you prefer).
- Create an annual Laudato Si' Plan and upload it to the Laudato Si' Action Platform.
- Implement the actions you have chosen.

Evaluate

- Complete an annual progress evaluation to see how you have made progress.
- Based on the results of your annual progress evaluation, reflect on your journey thus far.
- Attend an online recognition ceremony hosted by the Dicastery for Promoting Integral Human Development, and hold your own annual celebration, if you wish.
- Create a Laudato Si' Plan for the coming year.

It is anticipated that these phases will be cyclical, and that your enterprise will undertake reflection, action, and evaluation each year.

Although the Dicastery for Promoting Integral Human Development will host a shared moment of celebration through an annual recognition ceremony, it is hoped that your enterprise will weave celebration into every aspect of its Laudato Si' Plan. **Your commitment to realizing integral ecology and protecting our common home is cause for joy.** Your journey is embraced with the warmth and love with which our Creator embraces all creation, and we are called to embody the spirit of joyful celebration which led St. Francis to proclaim, "Laudato si'!"

Suggested Phase I: Reflect

About Reflection

Laudato Si' tells us that "an integral ecology includes taking time to recover a serene harmony with creation, reflecting on our lifestyle and our ideals, and contemplating the Creator who lives among us and surrounds us, whose presence 'must not be contrived but found, uncovered.'" (LS, 225) It is suggested that you incorporate a profound period of reflection in your Laudato Si' Plans, deepening the "ecological conversion" to which St. John Paul II and Pope Francis call us.

The steps that are outlined below are suggestions, informed by the co-creators of this document. Please be aware that only three things are necessary for your continued enrollment as a Laudato Si' Business: completing an annual progress evaluation, sharing a reflection document or video, and sharing an annual Laudato Si' Plan.

First Annual Self-Assessment

As a first step in your journey to integral ecology, you are invited to complete your first annual self-assessment. This first annual self-assessment offers a baseline evaluation from which you will be able to see progress every year. This form is available in your dashboard at LaudatoSiActionPlatform.org.

Having an overall view of our current practices in integral ecology can be very helpful. **Being able to see where we stand gives us a sense of direction, an understanding of how far we've come and where we might want to go from here.**

The annual progress evaluation asks about your practices across the Laudato Si' Goals. Simply answering these questions might spark new ideas about ways your enterprise can grow into its Laudato Si' calling. More importantly, the annual progress evaluation provides a clear, comprehensive snapshot of where you stand this year. It establishes a baseline and enables you to celebrate your progress from year to year.

The annual progress evaluation is tailored to the context of your sector and region. To begin, you will see a few questions about what life is like in your enterprise. These questions help the tool adapt to your needs.

Then, you will see questions about your current practices. These questions address the holistic Laudato Si' Goals, so you can expect to consider everything from your electricity and water use to your educational and spiritual practices.

It will be helpful to have documentation on hand. Before sitting down to complete the progress evaluation, you may want to gather this information:

- how much electricity, water, heating fuel, and petrol/gas you've used;
- the food you have served, if any;
- whether you've planted tree;
- whether you've incorporated themes from Laudato Si' into your prayer and spiritual initiatives; and
- whether you've participated in any trainings to learn more about science and Catholic social teaching on ecology.

The self-assessment offers several ways to share this information, and is flexible to adapt to your needs.

The self-assessment will provide information to help you understand where you stand along the road to integral ecology: a carbon footprint, a report on your current practices that you may share with others if you wish, and information about how your practices

compare with those of other enterprises.

Once your information is gathered, the progress evaluation will take 30-60 minutes to complete. Depending on the size of your enterprise, it may be helpful for two people to complete the progress evaluation together. One of them might have detailed, in-depth practical knowledge about the administrative functions of the enterprise, while the other might have broad knowledge about the enterprise's programs and initiatives.

The annual progress evaluation is available in your dashboard at LaudatoSiActionPlatform.org.

Reflecting on the Laudato Si' Goals

The Laudato Si' Goals encourage us to realize radical changes in our relationships and ways of living, moving away from the destructive technocratic paradigm and towards our loving God's embrace.

While the Laudato Si' Goals are relatively new, being published on the occasion of the Laudato Si' Special Anniversary Year in 2020, they express ancient concepts of our faith. In the light of today's ecological and social crises, these ancient ideas are being expressed in a new way, giving clear goals to those who are grappling with a response to the signs of the times.

Similarly, your enterprise is not new to these values. Taking time to intentionally reflect can encourage shared celebration of your core principles, help staff members feel more passionately committed, and provide a sense of common cause as you take action together.

Working towards the Laudato Si' Goals is not so much a change of direction as it is a deepening of purpose.

By further exploring the Laudato Si' Goals, you may enrich your understanding of how "everything is connected," and how you, your customers, and your suppliers may be affected by changing weather patterns that increase the risk that storms are more intense, heat waves are hotter, droughts are longer, and small-scale farming is more difficult. (LS 91)

Your enterprise may already be engaged in a planning process that touches on similar themes. If this is the case, please consider ways that this reflection might be integrated into your existing process, perhaps as an additional set of questions that are addressed to the groups that are already working. It is hoped that this reflection offers you joy and richness of spirit, rather than being an obligation that does not serve your needs. Please feel entirely free to pursue it in whatever way works best for you.

A Shared Reflection

You are invited to create a brief reflection document or video that explores how your values connect with the Laudato Si' Goals.

As you begin this reflection, you may want to consider the ways that your programs already reflect your mission. These areas may include your communications; your purchasing, sales, and finance operations, including how you source materials and which financial institutions you use; your human resources practices, including how you create opportunities for vulnerable people and how you create time and practices to reflect in nature; and your facilities practices, including your use of water and energy. If your enterprise is large enough to support teams or departments, you may want to bring the leaders of these programs into your reflection.

Representatives from these initiatives may want to be involved in your reflection on the Laudato Si' Goals, and you may also wish to consult the list of "stakeholders" below for more ideas. **This period of reflection offers an opportunity for joyful contemplation of how your mission connects with the Laudato Si' Goals; please feel free to follow where the Holy Spirit leads as you consider who should take part.**

In the experience of the enterprises that have helped develop this guide, these conversations are often warmly welcomed. Depending on the orientation of your enterprise, it may be helpful to provide background information about Laudato Si', including the fact that it is addressed to "all men and women of good will." (LS 3)

If you are already engaged in a reflection or synodal process, then you are warmly invited to consider ways that this reflection might be integrated. If you have not undertaken a reflection process, these suggested steps might be useful.

- Engage the director, CEO, or other leader in the process of reflection, ensuring that their voices guide the conversation.
- Depending on the size of your enterprise, the leader may want to appoint a day-to-day coordinator. Ensure that the coordinator includes a range of people in the reflection, and that they are aware of how the process is relevant to their roles.
- Schedule a day or several days for reflection.
- It may be helpful to begin by offering a formation workshop on Laudato Si'. Explore the signs of the times by reading or discussing the science on climate change and environmental destruction along with reflections by Catholic leaders.
- Review the Laudato Si' Goals.
- Review the ways your enterprise already expresses its values, such as your mission or vision statements; your history and foundational documents; its adherence to industry best practices; and any strategic plans.
- Explore how integral ecology, which connects our relationships with each other, our Creator, and all creation, can help us understand the life of your enterprise in a new way. Key themes might include how you affect the planet and its people and the socio-economic-political situation of the enterprise.
- Ask participants to reflect on a set of questions that will help them connect the values of the enterprise with the Laudato Si' Goals. You may either develop your own questions or use these suggestions: How does our mission reflect the values we hold dear? How are we called to interpret our mission in the light of today's ecological crisis, which is seeing the rising risk of hunger, sickness, migration, and conflict related to

changing weather patterns and the destruction of nature? What could be some of the ways in which our various initiatives and programs could reflect that new interpretation of our mission? How do the Laudato Si' Goals connect with our overall vision for ourselves as an enterprise in service of God's Kingdom?

- Provide space for discussion and strive to reach consensus.
- **Create a reflection document or video. Upload it to your dashboard at Laudato Action Platform.org, where it will be shared with others.**
- Share your reflection with others in the enterprise. You may also wish to share a description of the next steps that you will take.

Depending on how you choose to proceed, your process might take a few months. As a co-creator of this work, you are entirely welcome to pursue your reflection in the way that is most meaningful to you.

Practical Suggestions for Creating Your Reflection Document or Video

Your reflection will be shared publicly via the Laudato Si' Action Platform as a way to grow the connections and relationships that nourish us.

The hope is that the website of the Laudato Si' Action Platform will be a real source of inspiration, created by all and shared by all, a use of technology that is “put it at the service of another type of progress, one which is healthier, more human, more social, more integral.” (LS 112).

Uploading a Laudato Si' Reflection is necessary to remain enrolled as a Laudato Si' Enterprise. A few practical details may be helpful:

- The reflection may be submitted in the form of either a document or a video. Please feel free to use the format that is most comfortable and natural for you.
- The reflection may be any length you wish. For a written document, you may wish to create a reflection of a few pages or a longer booklet. For a video, you may wish to create something short and informal on a smart phone or something more professional in a video studio. The hope is that you create whatever fits your needs and local culture.
- There is no required content for the video. Please include whatever themes seem most relevant, and act in the way that the Spirit leads you. The hope is simply that you will reflect and connect your values with the Laudato Si' Goals.
- Your reflection will be uploaded on your dashboard, available at LaudatoSiActionPlatform.org.
- If you choose to create a video, please upload it as a YouTube link. This will help comply with security requirements. If you do not have a YouTube account, one can be easily created by following the instructions that are widely available online.
- If you choose to upload a document, there is a wide choice of formats. Documents may be in the form of a Microsoft Word doc, a PDF, or even an Excel spreadsheet, if you prefer to reflect in that form.
- All reflections will pass through a minimal security review and will be made publicly available a few days after they are uploaded.

You may also wish to consider sharing your reflection widely within the enterprise. Depending on your needs, you might prefer to circulate a more detailed version internally and a condensed version externally. **Reflecting on how the Laudato Si' Goals connect with the values of your enterprise is a joyful step forward on your journey to integral ecology.** Laudato si'!

A Focus on Processes

Having an understanding of where you are in the journey is an important element in your reflection. To help inform where you go from here, you may find it useful to reflect on the processes that you use to make decisions.

Whether you are just beginning the journey to integral ecology or have been on it for some time, taking a moment to pause and consider *how* you walk on this journey might be helpful.

As Pope Francis says, “ecological culture cannot be reduced to a series of urgent and partial responses to the immediate problems.” (LS 111) Instead, we are called to embrace new ways of growing and acting together. Embedding this new culture in a concrete process can nourish it over the long term.

A well defined process is a clear, actionable methodology that allows for a holistic view of the enterprise. A process can help enterprises avoid making snap decisions driven by day-to-day pressures, and can create space to engage all stakeholders. Additionally, a process can help support a long-term vision to care for staff, the community, and the planet, which has become important to certain types of purchasing decisions.

You are invited to formalize the process that you use to take action on Laudato Si'.

You are entirely welcome to formalize your decision-making process in the way that is most appropriate to your culture and needs. You might create a simple document, a multi-page booklet, or a webpage. If your community prefers to communicate information visually, rather than in writing, you might formalize your process by describing it in a video. You might prefer to mark the formalization of your process more quietly, or to celebrate it publicly as a significant step in your journey.

In whatever form is best for you, formalizing a decision-making process can be a way of bringing new attention and care to your work on Laudato Si', as “a fragile world, entrusted by God to human care, challenges us to devise intelligent ways of directing, developing and limiting our power.” (LS 78)

Suggested Components of a Decision-Making Process

Whether you have already been taking action on Laudato Si' for some time or are just beginning your journey, reflecting on your decision-making process may seem like a big task. In the spirit of providing helpful guidance, the co-creators of this guide offer the following components for your consideration. **A process like this may help you to either start**

drafting a Laudato Si' Plan or to make decisions from year to year.

Identify decision-makers

- Depending on the size of your enterprise, the director, CEO, or other leader may want to issue a directive to all teams/departments to begin engaging in this project.
- The enterprise may want to establish a central planning committee or other team to lead this project.
- Teams/departments may want to discuss how pursuing a Laudato Si' Plan would affect their work and how they will contribute to the overall decision-making process.

Set objectives

- The enterprise should establish measurable objectives that it wishes to achieve through this project, such such as reducing its greenhouse gas emissions by 20% within five years, developing ecological spirituality initiatives to take place monthly, or ensuring that a measurable number of the most vulnerable members of the community are given the resources they need to thrive. Depending on the practices of your enterprise, you may be familiar with calling these objectives “indicators,” “metrics,” or “goals.” However you phrase them, you are encouraged to define the concrete, measurable outcomes that you wish to aim for.
- The enterprise may want to create a multi-year calendar of actions to plan its progress.
- The enterprise may want to publish information about its objectives, the processes it will use, the timeline for the project, and other logistical information.

Engage stakeholders to decide how to take action

- You may want to review a list of actions that has been collaboratively developed to help your enterprise move towards the Laudato Si' Goals. This list is available in your dashboard at LaudatoSiActionPlatform.org. Complete information about actions is below.
- The enterprise may want to suggest actions collaboratively through the planning committee or another group, with final decisions about actions coming from the leadership.

Manage finances

- The leadership may want to dedicate a line item in the budget to this project or to actions overall.
- The finance team/department may want to prepare an analysis of how much actions that are suggested by the planning committee would cost.

Grow relationships

- The enterprise may want to identify dedicated moments for prayer and spiritual reflection.
- The enterprise may want to formalize a process for resolving conflicts.

Stakeholders

As a first step in formalizing its decision-making process, your enterprise may want to consider the people who make decisions. We are blessed to be people of community. Particularly as

we pursue integral ecology, which calls us to reimagine how we care for all those around us, we are invited to develop plans with “the active participation of all members of the community.” (LS 44)

The co-creators of this guide encourage you to consider the director/CEO, staff at all levels, customers/clients, and members of the local community as potential members of your planning committee.

The overall aim of the conversations is to continue reflecting on how the enterprise’s values connect with the Laudato Si’ Goals, to discuss how current initiatives might tie into a Laudato Si’ Plan, and to draft a list of suggested actions for the enterprise to take in the coming year.

Overcoming Hurdles

“The Spirit of God has filled the universe with possibilities and therefore, from the very heart of things, something new can always emerge.” (LS 80) With the development of any new project, challenges emerge, and honestly acknowledging and preparing for them can help prevent confusion.

The co-creators of this guide anticipate that your enterprise may have difficulty in, for example, budgeting, setting measurable objectives, or staying motivated for the long term. Practices that other enterprises have found helpful in overcoming these challenges have been encouraging staff through the enthusiastic support of the director/CEO; demonstrating benefits to key stakeholders; showing some form of return on investment; integrating business strategies with the Laudato Si’ Goals, integrating financial and non financial objectives; and being simple and straightforward about objectives and progress.

Conclusion to Suggested Reflection Phase

Your enterprise’s growing culture of care for our sisters and brothers, our Creator, and all creation deepens the roots that you’ve already planted. This period of reflection brings you into communion with all the enterprises and other Catholic communities around the world that are engaging in similar efforts. The conversations that you have in community contribute to the “joyful noise” that all on the Laudato Si’ journey are making before our Creator. (Psalms 100:1)

This period of reflection allows us to embrace together “the spiritual treasures bestowed by God upon the Church, where the life of the spirit is not dissociated from the body or from nature or from worldly realities, but lived in and with them, in communion with all that surrounds us.” (LS 216)

Suggested Phase II: Act

About Action

Laudato Si’ tell us that “the effects of the present imbalance can only be reduced by our decisive action, here and now.” (LS 161) As our spirits deepen, as we become attuned to the

suffering of creation and to the movement of Catholics who are building a better future together, we are naturally called to take action.

It is hoped that the suggestions below will be useful, but you are entirely welcome to adapt them to suit your needs. Please be aware that only three things are necessary for your continued enrollment as a Laudato Si' Enterprise: completing an annual progress evaluation, sharing a reflection document or video, and sharing an annual Laudato Si' Plan.

Choosing the Actions That Are Right for You

It is likely that the decision-making process that you have established will heavily focus on choosing the actions that you would like to undertake. **You are the expert in your context, and you will know which actions best suit your spiritual, social, and practical needs.**

Because the Laudato Si' Goals represent the wide breadth of a holistic approach to integral ecology, the stakeholders in your decision-making process may find that they lack expertise in certain areas.

To help overcome this challenge, the Laudato Si' Action Platform provides a list of suggested actions. This list is available in your dashboard at LaudatoSiActionPlatform.org.

- This list of suggested actions is grounded in the wisdom of the co-creators of this guide and in the knowledge of subject-matter experts.
- Actions are organized by Laudato Si' Goal, so that you can easily explore areas that are of the greatest interest or need. The suggested actions are tailored to the context of your region.
- Starting in 2022, most actions will be paired with suggested resources from partner organizations, who are co-creators of this project. This will enable you to access practical, concrete information about how to complete each action.

The list of suggested actions has been collaboratively developed in order to provide a clear and effective path towards the Laudato Si' Goals. However, you may find that another set of actions better suits your needs. Perhaps you are already engaged in a Laudato Si' program, and you have a different list of actions that you plan to pursue. Or, perhaps there is a special need in your region, one that is specific to the context of your enterprise, and you'd like to include that action in your plan. Again, perhaps a member of your enterprise has an extraordinary idea to pursue, and you'd like to follow up on it.

You are a co-creator in our shared project of building a better future. You are entirely welcome to undertake any actions that seem appropriate to you. It is hoped that the well researched and collaboratively designed list of actions in your dashboard will be helpful; if you find other resources helpful, please do feel free to use them.

It is suggested that your decision makers create a list of actions that the enterprise intends to complete this year. If they feel called to do so, decision makers might also wish to create a set of actions that it might complete over the next three to five years. In this way, you can address both short-term and long-term planning.

Actions and Objectives

While the Laudato Si' Goals give us all a shared direction to aim for, your enterprise may wish to set its own measurable objectives, giving even greater clarity of direction to your efforts.

Objectives are clear, specific, and measurable signs that your actions are making a difference. Depending on the practices of your enterprise, you may be familiar with calling these objectives “indicators,” “metrics,” or “goals.”

Many Catholic organizations find that having clear and specific objectives can help generate enthusiasm. Clear, specific objectives can also help prioritize and shape the actions you take. Setting objectives might also help organize your efforts from year to year.

For instance, perhaps you'd like to reduce your greenhouse gas emissions by 25% over the next three years. In that case, you might both select practical actions that reduce greenhouse gas emissions and shape community events to focus on that objective. The milestones of 10%, 15%, or 20% reductions that you achieve along the way to your objective might be the occasion for shared celebrations, helping all to see and embrace the tangible progress that is being made. (The Laudato Si' Action Platform will create a carbon footprint each year as a result of your self-assessment.)

As another example, perhaps you'd like to ensure that all key staff and community members of your enterprise are trained in ecological science and Catholic social teaching before you pursue deeper actions. In that case, you might have a short-term objective of completing training within the next year. Over the coming three to five years, your objectives might encompass establishing an annual practice for the Season of Creation, reducing greenhouse gas emissions by 25%, and developing a monthly exchange with another enterprise.

In order to set objectives, you may wish to review the Laudato Si' Goals and the list of suggested actions in depth. Information about methods that participants often use to set objectives will be available on the Laudato Si' Action Platform.

Additionally, you might seek to define objectives by speaking with others in your area, learning what other enterprises hope to achieve (via the shared plans available on the Laudato Si' Action Platform), or simply brainstorming objectives that would represent meeting the Laudato Si' Goals for your enterprise.

You are the expert on your needs and priorities, and defining your objectives is entirely up to you. You are invited to deeply reflect on the objectives that would both represent meaningful progress as we build a better future together, and be feasible for your enterprise.

Completing Your Actions

As your outcomes are defined and your actions planned, you may see a need for practical know-how to bring your plans to fruition.

Starting in 2022, most of the suggested actions in your dashboard will be paired with specific resources from the partner organizations that are the co-creators of the Laudato Si' Action Platform. This will enable you to immediately access practical, concrete information about how to complete each action.

For now, practical, concrete guidance on how to complete actions is available from many sources.

- The Laudato Si' Action Platform's resource library has a wealth of information. This library contains resources from partner organizations, many of which are leaders and experts in your region. You may access the resource library at LaudatoSiActionPlatform.org.
- A relationship with another enterprise or another Catholic organization can be a wonderful way to share ideas and guidance. If you don't already have one, you are invited to connect with an institution that wishes to develop a relationship. Contact information is available in your dashboard on the Laudato Si' Action Platform website.
- The co-creators of this guide include Catholic organizations that have deep experience in accompanying enterprises in their Laudato Si' journeys. Contact information to reach these organizations is available in your dashboard. Look for the list of working group members.
- The Laudato Si' Action Platform shares news and stories about people and institutions that are taking action. Reviewing these stories might provide inspiration and ideas.
- NGO and/or government agencies in your area may provide information and guidance free of charge or at reduced cost. Developing strong relationships with these partners can be very helpful.
- Completing a simple search for information about how to complete an action in your region is often fruitful. You might find a detailed step-by-step guide, or you might find information about an organization that has done something similar, in which case you may find it useful to simply contact that organization for an informal conversation to learn more.

Practical Suggestions for Creating Your Plan

It is hoped that this planning guide will provide helpful guidance. Ultimately, however, you are the expert in your own context. **God has given your enterprise unique gifts, which you alone can bring to our shared project of building a better future.**

Your Laudato Si' Plan will be shared publicly via the Laudato Si' Action Platform. By sharing our plans, we inspire each other, creating a mutually supportive community of practice.

You are invited to be authentically open about the process by which you arrived at your plans, what you hope for, and what inspires you. Sharing our plans in this open way helps to create "the kind of society we want to build," a society in which an "authentic humanity" is treasured. (LS 107, 112)

Uploading a Laudato Si' Plan is necessary to remain enrolled as a Laudato Si' Enterprise. A few practical details may be helpful:

- You will have already created a reflection, which focuses on your values. In contrast, your Laudato Si' Plan focuses on the practical steps in your journey.
- You are invited to include both the objectives that you hope to reach and the actions that you hope to take in the coming year.
- If you feel called to plan for the long term, please do feel entirely welcome to mention actions that you will take in the years beyond this one.
- **You know your needs and priorities, and you are entirely free to shape the content of your Laudato Si' Plan in the way that is best for you.**
- Your Laudato Si' Plan may take the form of either a document or a video, following your culture and the decision-making process that you use. For instance, perhaps your decision-making process focuses on the revision of a shared document, and you would prefer for the final plan to be communicated in written form. Or, perhaps your decision-making process focuses on conversations, and you would prefer for the final plan to be communicated in a video from your leader or director. Please feel free to use the format that is most comfortable and natural for you.
- If your plan takes the form of a document and you feel so called, please do include a photo of your leaders, your building, your logo, or anything else that is meaningful to you. These photos may help develop a sense of connection and community.
- Your Laudato Si' Plan will be uploaded to your dashboard, available at LaudatoSiActionPlatform.org.
- If you choose to create a video, please upload it as a YouTube link. This will help comply with security requirements. If you do not have a YouTube account, one can be easily created by following the instructions that are widely available online.
- If you choose to upload a document, there is a wide choice of formats. Documents may be in the form of a Microsoft Word doc, a PDF, or even an Excel spreadsheet, if you prefer to plan in that form.
- If you have been on this journey for some time and have already developed a Laudato Si' Plan, please feel entirely welcome to use it. You may want to briefly review your existing plan to see whether there is any opportunity to update it in response to this guide.
- All Laudato Si' Plans will be passed through a minimal security review and will be made publicly available a few days after they are uploaded.

Developing a Laudato Si' Plan is a wonderful step in your journey towards integral ecology. It is a warmly welcomed sign that your enterprise is joining the community of the faithful that is building a better future together.

You may wish to publish your plan after it is completed.

Additionally, you may wish to hold a celebration. Sharing the creation of a new plan in a prayer service, meal, or other event can be the occasion for joyfully embracing this major milestone in your journey towards integral ecology. *Laudato si'!*

Conclusion to Suggested Action Phase

It's important to recall *why* we act. In the midst of our ecological crisis, we are called to develop new ways of living and working together, striving to achieve an integral ecology that honours

our Creator and protects all creation. These deep roots of our faith prevent “action from becoming empty activism.” (LS 237)

At the same time, taking action does matter. Our actions are the way that we mount a practical response to the signs of the times, as our Christian love “makes itself felt in every action that seeks to build a better world.” (LS 231)

Suggested Phase III: Evaluate

About Evaluation

As we develop greater “care for our brothers and sisters and for the natural environment,” we begin to see “the moral imperative of assessing the impact of our every action and personal decision on the world around us.” (LS 208) The Laudato Si’ Action Platform includes tools to assess our impacts on the world around us.

These tools will help you see how far you have come on your own Laudato Si’ journey and see the distance we are all traveling together. It is hoped that using these tools will develop a sense of collective hope and joy for our shared momentum, as we witness the true transformation of our world.

While the steps suggested here may be useful, you may find another process better suited to your needs. Please be aware that only three things are necessary for your continued enrollment as a Laudato Si’ Enterprise: sharing a reflection document or video, completing an annual progress evaluation, and sharing an annual Laudato Si’ Plan.

Annual Self- Assessment

Just as you did at the start of your engagement as a Laudato Si’ Enterprise, you are invited to complete a progress evaluation in each following year.

Completing an annual self-assessment is a way to see where you stand on the road to integral ecology. **The annual self-assessment will be the same from year to year, allowing you to see progress along your Laudato Si’ journey.**

You are encouraged to share your annual progress report with the stakeholders in your decision-making progress and more widely in the enterprise if appropriate.

The practical ways in which your enterprise has embraced the Laudato Si’ Goals are cause for celebration. Sharing them widely offers the light of inspiration to all.

The Laudato Si’ Action Platform will share results about the shared progress that has been made across all Platform participants each year on 4 October, the Feast of St. Francis and the final day in the Season of Creation. Additionally, the Dicastery for Promoting Integral Human Development will hold an online recognition ceremony and moment of celebration for all Laudato Si’ Dioceses and all others who have remained committed to the Laudato Si’ journey, recognizing the extraordinary efforts made by all as we strive to build a better future together.

Either during the Vatican celebration or after receiving your annual progress report, you are warmly welcomed to hold a local event to celebrate your co-leadership of this global movement. A celebratory email or blog post, a shared meal, an outdoor prayer service — there are many ways to celebrate your progress and our unity on the road together. You are welcome to joyfully embrace the distance you've traveled on this journey each year.

Reflecting On Your Results

Completing the annual progress evaluation can offer an opportunity for continued reflection on the connections between the Laudato Si' Goals and our values. You are invited to engage the stakeholders in your decision-making process in a structured moment of reflection each year.

This reflection can encourage a sense of motivation and commitment. **It can also be an opportunity for concerns, questions, and suggestions to arise, giving space for the Holy Spirit to speak through diverse voices.**

You may already use a process to reflect on progress you have made. If not, a half-day or full-day conversation in which you discuss the following questions may be useful.

- How has working towards a Laudato Si' Plan strengthened the life of the enterprise over the last year?
- How has working towards a Laudato Si' Plan enabled us to better serve our sisters and brothers, our God, and all creation?
- How has consideration of the Laudato Si' Goals deepened our sense of purpose and mission?
- How have we contributed to the global movement of the Church towards integral ecology?
- What actions did we take? Which actions were particularly fulfilling? Which actions were less fulfilling?
- Where have we made progress towards our objectives? Where have we not made progress? Should we revise our objectives, either to make them more ambitious or to make them more feasible?
- What actions should we take in the coming year? In the coming three to five years?

By reflecting on these or similar questions each year, your enterprise will stay rooted in the precious values of our faith, recalling why you began this journey, envisioning where we are traveling together, and deciding which steps you plan to take in the coming year.

Developing an Updated Annual Laudato Si' Plan

As part of reflecting on your annual progress evaluation, you are invited to create a Laudato Si' Plan for the coming year.

As our relationships with each other, all creation, and our Creator are always evolving, so too you may wish to revisit the decision-making process that you used to develop your initial Laudato Si' Plan. Your group of stakeholders may have changed, you may have obtained new information about your budget, or new events may have shifted your social-economic context.

A review of your decision-making process, whether brief or more in-depth, could help ensure that your journey ahead is as richly nourishing as the journey behind you.

Ideally, each year you will have completed the actions that you planned to complete. If you find that you have not realized what you planned, you're invited to seize the opportunity for continued growth. **The Laudato Si' Action Platform embraces progress, not perfection.**

Keeping in mind your overall mission, the Laudato Si' Goals, your objectives, and your annual progress evaluation, you are invited to share an updated Laudato Si' Plan each year. As was the case with a plan you originally created, this may take the form of either a document or a video. You are entirely free to shape your annual plan in the way that is best for you, defining objectives and a list of actions however you would like.

Your Calendar

Although we take this journey to a better future together, each of us walks in his or her own way. Your enterprise has already established a cycle of activities for each year, and it is hoped that this work can be seamlessly integrated into it.

The pace of life in your enterprise may be tied to many different things: the calendar year, the fiscal year, the seasons, or other things. You are welcome to take key Laudato Si' Plan decisions in line with any dates that are meaningful to you.

For example, perhaps you'd like to complete an annual progress evaluation each year on 1 January and draft a new list of actions by 1 February, aligning with the calendar year. Or, perhaps you'd prefer to time the completion of an annual progress evaluation and the creation of an updated plan to align with the fiscal year.

You are completely free to plan around any dates that make sense for you. **Please be aware that to remain committed as a Laudato Si' Enterprise, your annual progress evaluation and annual Laudato Si' Plan should be uploaded each year no later than 1 September.**

1 September is the first day of the Season of Creation. The Laudato Si' Action Platform will share results about the shared progress that has been made on 4 October, the Feast of St. Francis and the final day in the Season of Creation.

Conclusion to Suggested Evaluation Phase

Pope Benedict XVI encouraged us to realize that creation is harmed “where we ourselves have the final word.” (LS 6; Address to the Bundestag, Berlin) An honest evaluation of where we stand helps us to take a step back from our actions re-orienting ourselves on the road to integral ecology and re-committing to the next steps in our journey.

Wherever we stand today, we know that we are traveling together, and “our struggles and our concern for this planet never take away the joy of our hope.” (LS 244)