

AM Summary Discussion Questions

3/27/2017

1. How can the seminary best prepare future priests fo multi-parish ministry and how long should newly-ordained serve as associate pastors before becoming an administrator?	2. Should the Archdiocese consider the practice of assigning "coaches" to new pastors?	3. Should it be possible for a priest to remain an associate pastor or an assisting priest for his entire ministry?
<p>The Seminary can make the realities of multi-parish ministry known in formation. It can also prepare the men to work with teams, to empower people, and to administrate.</p> <p>We think that 3-5 years should be a minimum, depending on the individual.</p> <p>We think that teaching parishes help, but only to a point. It cannot fully prepare the individual for everything.</p>	<p>Yes</p>	<p>Yes</p>
<p>Newly ordained priests need a mininum of two different parish assignments before becoming a pastor/administrator. Every parish and pastor operates a little differently and it is necessary to see more than one model of leadership before becoming an administrator.</p>	<p>Yes Have senior priests do this</p>	<p>Yes</p> <p>Not every priest has the skill/desire to be a CEO, but can still be an excellent priest. Forcing square pegs into round holes only does damage to both priests and parishes.</p>
<p>Spanish speaking seminarians should spend a good amout of time in an English speaking parish</p> <p>6 years of formation of the newly ordained before being placed in a parish - case by case</p> <p>Living with pastor helps in formation of the newly ordained</p> <p>Spiritual opportunities - nourishment is missing in newly ordained.</p> <p>It is important to make sure they are supported.</p>	<p style="text-align: center;">Yes</p> <p>This would be very helpful</p> <p>Could there be a group to bring up important issues to pose to newly ordained?</p> <p>Let the newly ordained "pick" the coach</p>	<p>Yes</p> <p>There should be an opportunity for a guy to remain as associate.</p> <p>Can we retain some smaller parishes to help a guy as a pastor?</p>

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<p>It is thought that they should not train them other than to prepare them to be holy Spiritual Leaders. Pastors Toolbox is seen as important to use for newly ordained. Emphasize that the first years are to be spent observing very carefully. Huge learning curve and care needs to be taken by pastor to be willing to teach and not just feel relieved and have the associate be thrown into any situation. Three years is assumed least, but six years should be considered to provide time to develop greater certainty of preparedness to take on the role of pastor. Make sure newly ordained know who to contact as this process unfolds, (ie. Vicar, Archbishop, Omsbudsman minister to priest).</p>	<p>A coach is a fine idea but who could fulfill this role? (If a pastor is unable to fulfill this kind of role.) Coaching in fraternity might be beneficial.</p>	<p style="text-align: center;">Yes</p> <p>And the Personnel Board should be mindful of this possibility.</p>
<p>Educate them on these models. Assign some to multi-parish ministry as deacons. Age and life experience more important than years of service.</p>	<p style="text-align: center;">Yes</p>	<p>Presumption that men should be pastors, but not all Let's not leave out high schools, hospitals and nursing homes - structured pastoral services - there must always be a place for special ministries.</p>
<p>No Human Resources at Seminary is a still a problem Are their first pastors teaching people?</p>	<p>First pastors to be the coaches Too many coaches</p>	<p>65+ may want this to elongate their career Some interest in allowing priest to have opportunity for specialized ministry</p>
<p>There is so much already to be done in the Seminary Course on administration - Personnel issues Do something during the first years of priesthood. Associate Pastors get different types of experiences - single parish then move to a multiple-parish Associates should have more than one experience before becoming a pastor</p>	<p>Priests should be encouraged to formalize a way for priests to meet and learn. Pastor and associate should meet regularly Coaches are a good thing</p>	<p>For some without the skill set should be allowed to remain. Not all equal in ability. An option should be for someone who served as a pastor to return to being an associate pastor Term of office should be evaluated as well</p>

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<p>Need to be prepared from the start to be in multiple parishes Need spiritual preparation in deaing with grief for ourselves but also parishioners in ecclesial "contraction" (closing of churches, less priests)</p>	<p style="text-align: center;">Yes</p> <p>Lay coaches who are professional coaches rather than priests</p>	<p>If one is called to diocesan priesthood there should be some practical abilities to administer Generally the statement is a good statement - some should be associates for long term However, if one isn't a good pastor why would they be a good associate?</p>
<p>One problem with teaching parish model is that there are different parish models! We don't have the actual Seminary model in front of us, making it difficult to give input. Watch things like the linguistic needs that come up in the multi-parish context Make the timing a recommended thing instead of trying to box guys into a 3-5 year model. Maybe as a rule do a 3 year, then 2 year assignment?</p>	<p>There was some favor to this...but who would the coaches be (Priests? Others?) What about the current mentor model?</p>	<p style="text-align: center;">Yes</p>
<p>1) Priestly identity must be pastoral - not administative 2) Should be individually decided - Do they have skill set to advance? Is more guidance needed? Seminary training should be less rigid</p>	<p>Used to have several years of apprenticeship Size of parish matters Does not have to be a priest</p>	<p>Should be possible but need to fill that void Takes a strong person - not rise to level of incompetence Shouldn't be a punishment Senior associate should be offered</p>
<p>They need experience Determined individually - each are different</p>	<p style="text-align: center;">Yes</p> <p>Retired priests would be good choices Trustees (in some situations)</p>	<p style="text-align: center;">Yes</p> <p>There is nothing wrong with guys saying "I can't handle administration" - nothing wrong with doing what your're ordained to do and leave the administration to others. (Parish Directors one example)</p>

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Parish placement should help seminarians understand their future roles Theology of Church - Application Years of experience How old you are when you enter Seminary How to get along with your pastor Staying the student...	Part of structured groups that oversees, directly helping Learn how to be a team player	<p style="text-align: center;">Yes Some don't have the Charism</p>
Depends on the person for becoming administrator a. Teach collaboration with laity b. Needs management skills c. Seminarians need to be part of "present" meetings; conversation d. Need more time in teaching parishes e. Organizational Development skills would be a good part of curriculum	<p style="text-align: center;">Yes!</p> Past we had parish consultants, seem to be helpful For supervising priest - need a priest who is available and competent	<p style="text-align: center;">Yes</p> Not every one is meant to be a pastor There needs to be a room in priesthood for all levels Healthier for everyone around to have flexibility