



Called For More

A New Look at Thriving in Priestly Ministry



Our Time Today

- Introductions and prayer
- Review the “what, why, and how of *Called for More*
- Clarify your role in this project
- Open Q/A
- Next Steps



Catholic Leadership Institute



Who We Serve

Bishops



200+

Priests



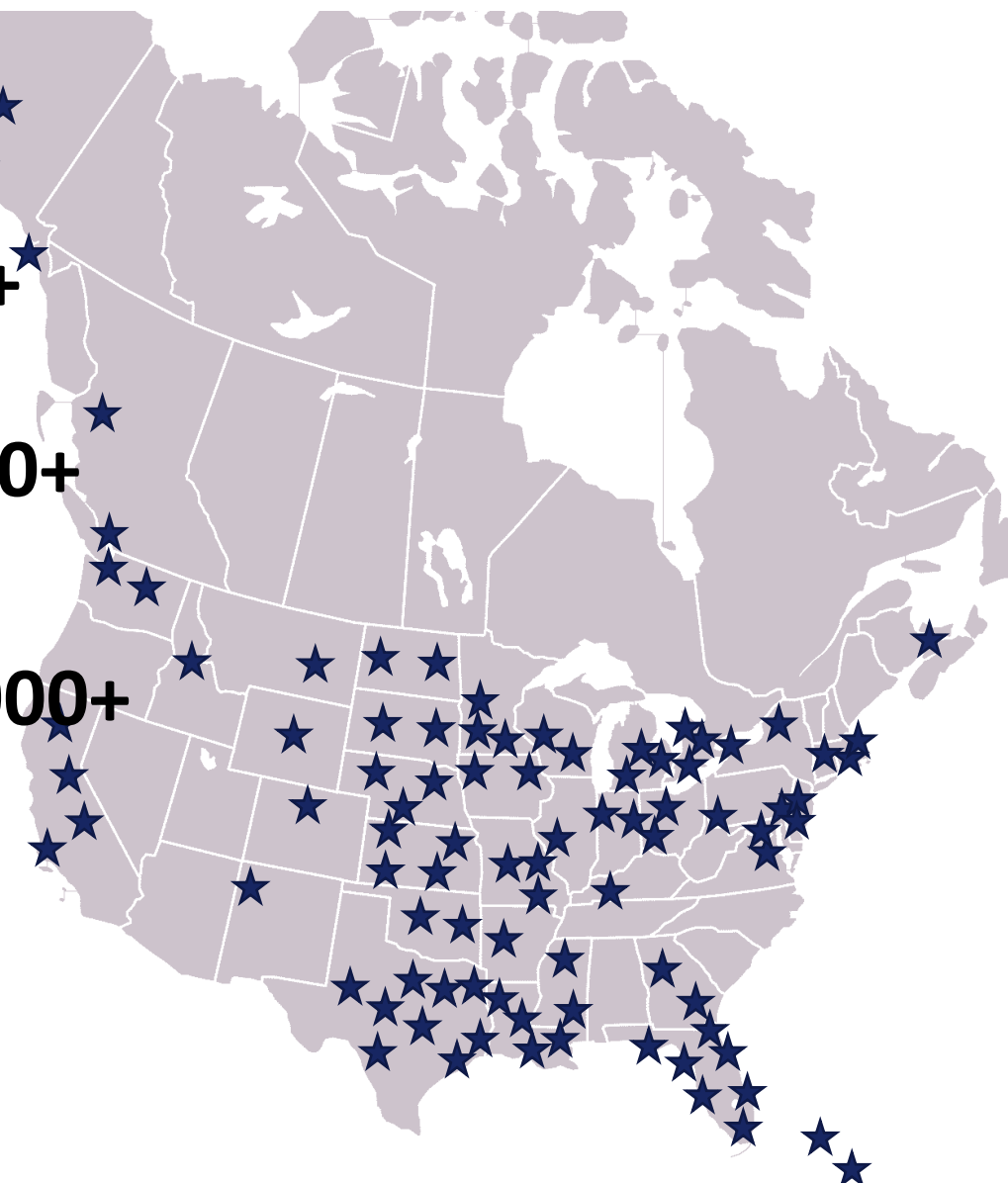
2,600+

Parish/Diocesan Staff



22,000+

Key Volunteers



Why We Serve

- to strengthen confidence and competence in ministry,
- to enable leaders to articulate a vision for their local church,
- to call forth the gifts of those they lead,
- to create more vibrant faith communities rooted in Jesus Christ.



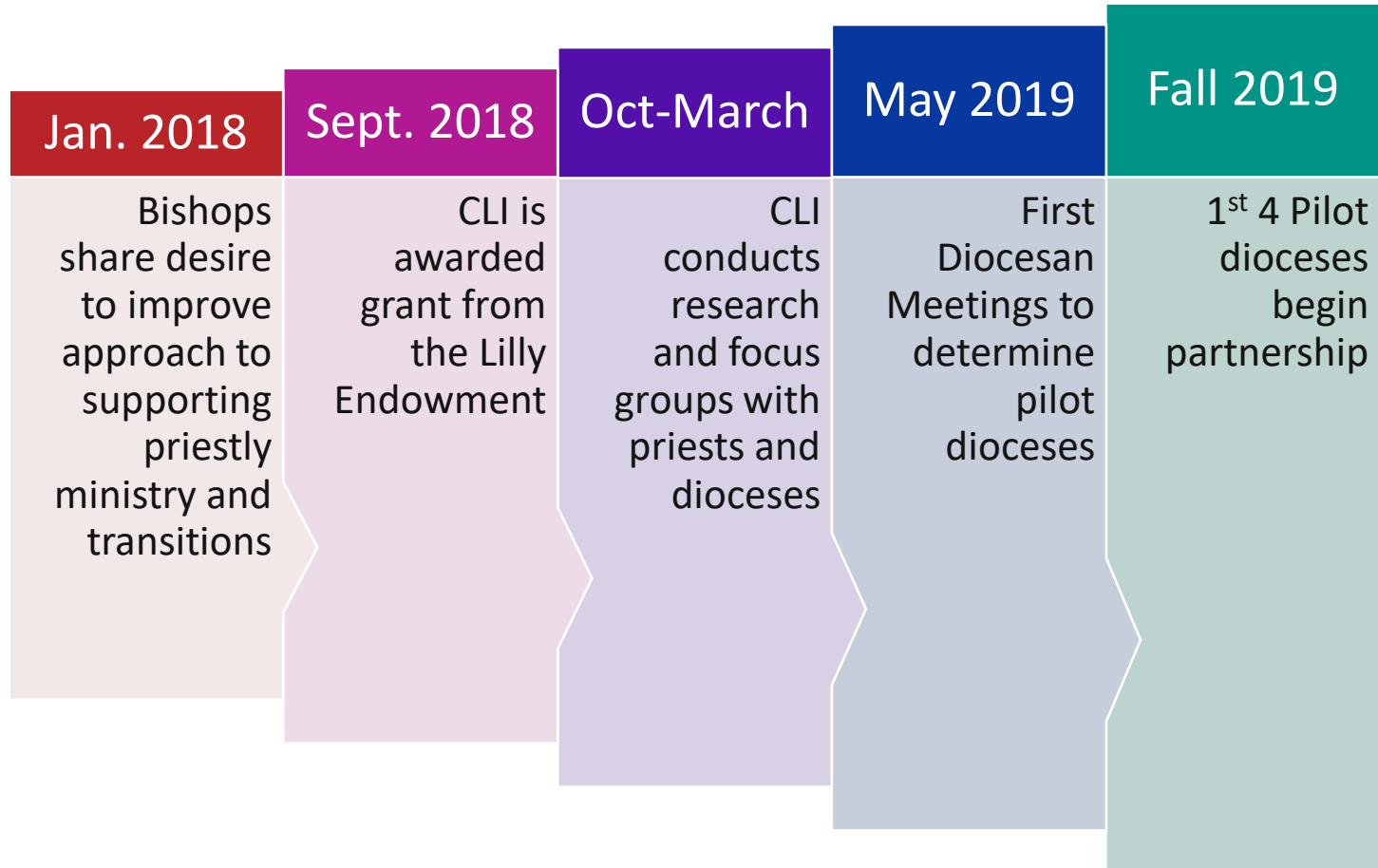
Why We're in Milwaukee...

Because we believe:

- You are worth it
- You are extremely important
- You are individuals, not widgets
- You want more insight about those you serve
- Your Archdiocese wants to support you as best as possible
- You are willing to be pioneers



A Little Context



CLI's Hopes for This Project

- Design **a process to support the diocese** in improving its care of priests/parish directors and parishes especially with transitions
- Create **an experience for priests/parish directors** that will benefit their ongoing formation regardless of age or assignment
- Provide **a resource to parishes** that can help them understand their unique role and opportunities as a faith community



What We Hear and See in Ministry Transitions

Lack of objective background on parish

So many personal and ministerial issues to consider

Short Term Fix vs. Long Term strategy

The People want Jesus as their pastor

Little mentorship or feedback

No clear process or apparent thought



Anticipated Outcomes

For Priests and Parish Directors



- Awareness of leadership preferences and skills
- More consultative approach to support ministry preferences
- An individualized, future-oriented growth plan
- A network for pastoral support



Anticipated Outcomes

For the Parishes



- An objective assessment of the community landscape, parishioner needs, and dynamics
- A snapshot of parishioners' faith journey
- The ability to plan for growth over a two- to three-year timeframe



Anticipated Outcomes

For the Archdiocese



- Clarity on priest/parish director preferences and skills
- An understanding of parish strengths, opportunities, and leadership needs
- The ability to assess and match priest preferences and competencies with parish needs
- The opportunity to plan and prepare for future assignments



What this IS...

- An approach to augment ongoing formation
- A way to provide more individualized and proactive care for priests/parish directors and parish leaders
- A tool for effective planning for the diocese
- A collaborative pilot with 12 dioceses



What this IS NOT...

- Another program or conference
- A ranking or monitoring system
- The beginnings of a restructuring of the diocese
- The first step in mass assignment changes
- The democratization of personnel assignments



Pilot Phases

Prepare

This Fall

- Consult with the Archdiocese and orient you and your parishes to the initiative

Collect

Early Lent

- Gather input and info from priests/parish directors and parish communities

Plan

Late Spring/Early Summer

- Receive feedback and consider next steps for individual leaders and parishes

Thrive

Fall 2020 and beyond

- Building the bridge to the future of the Archdiocese



The Information We Are Gathering



**Priest/Parish Director
Information**



**Parish
Information**



Ideal Leadership Profile of Priests/Parish Directors



More specifically...

THE FACTS

- Age
- Experiences
- Language proficiencies
- Certifications
- Expected retirement age

YOUR PREFERENCES

- Ministry settings
- Liturgically
- Living preferences

YOUR GIFTS AND TALENTS

- Your perspective on your skills
- Third-party behavior and skill inventory

WHAT OTHERS CAN ADD?

- The 3 priests who know you the best
- Lay leaders who know you the best

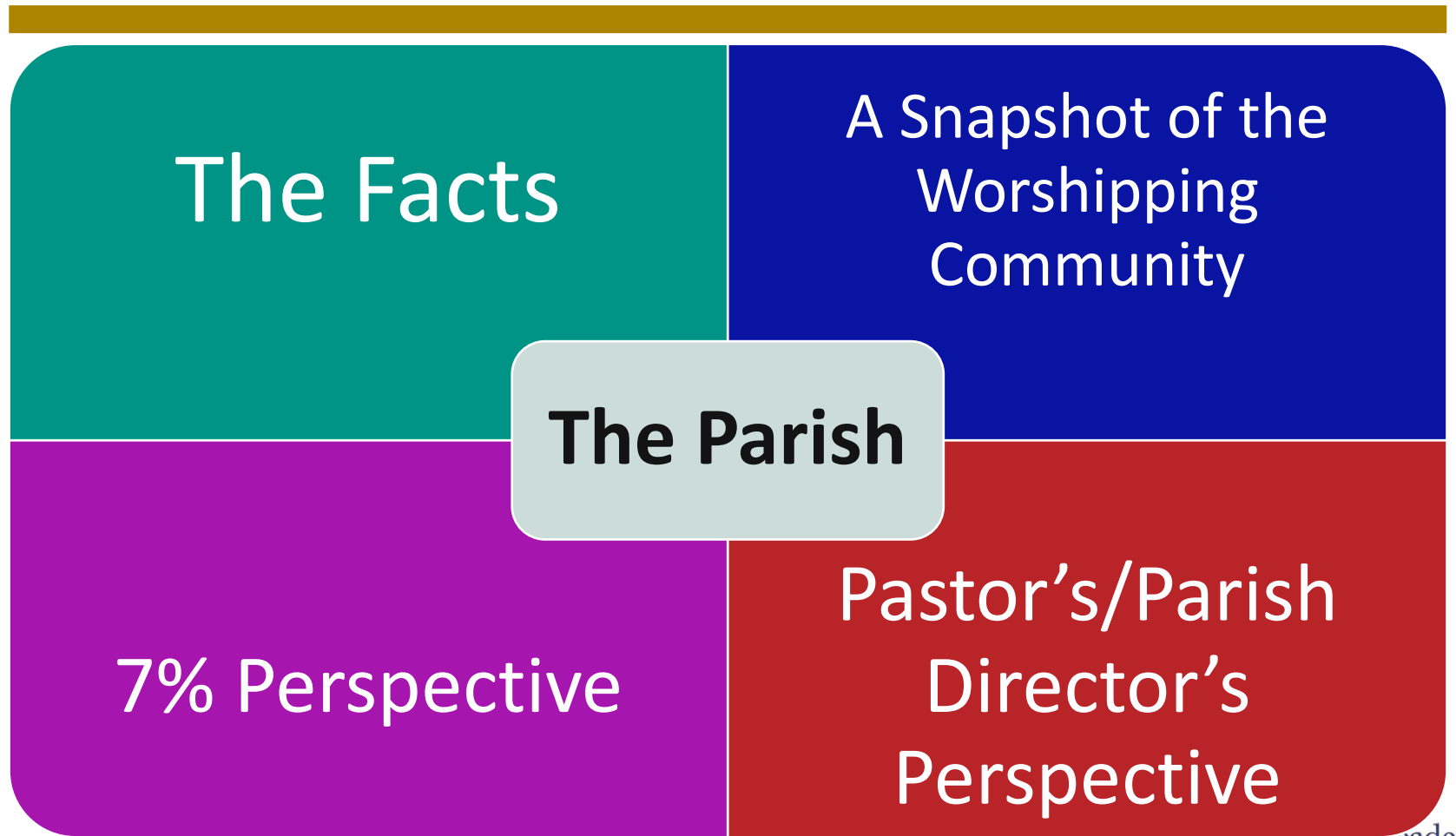


Which leaders should participate?

- All Active Diocesan Priests
- All Extern Priests
- Religious Priests serving in Parish Ministry
- Parish Directors
- Senior Priests are welcomed to participate and important in providing feedback and publicizing to parishioners

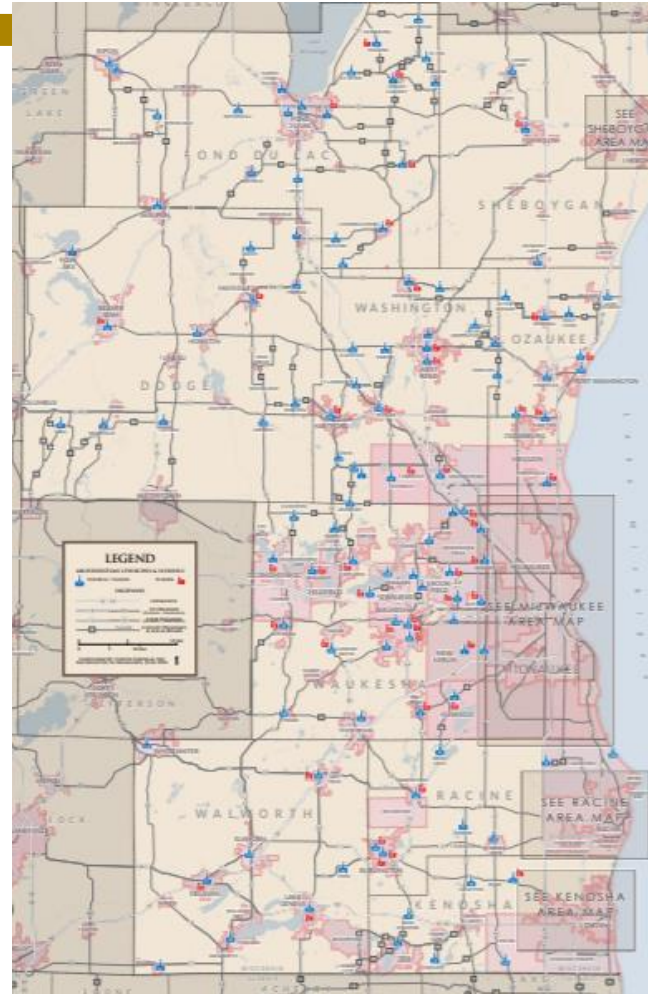


Ideal Profile of a Parish



The Facts: What We Have

- Demographics of the territory
- Sacramental Trends
- Financial Trends
- School-related information



Snapshot of the Worshipping Community: The Disciple Maker Index

- 75-question survey instrument
- Developed with bishops, pastors, pastoral ministers, and thought leaders
- Opportunity for parishioners to reflect on **two things**:
 - 1. Individual spiritual growth**
 - 2. Engagement with the parish**



What do we ask?



**Attitudes
& Beliefs**



**Relationship
& Satisfaction**



Participation



Demographic



What are we doing with all this info?

- Parishes can plan for missionary discipleship
- Priests and Parish Directors can create an individual growth plan for ongoing formation and development
- The Archdiocese can better inform and guide discernment around personnel assignments and transitions
- Priests and Parish Directors can have comprehensive information about new and current assignments



Parish Planning

- Celebrate progress from Archdiocesan Synod and become a platform for the “next 2020 plan”
- Validate or inform current parish priorities and plans
- Identify common challenges and opportunities among parishes regionally
- Target Archdiocesan resources to better support your needs out in the field



Individual Growth Plan

- Simple, Accessible Framework:
 - Goals for continued personal, ministerial growth
 - Strategies for achieving the goals:
 - Experiences and Roles
 - Technical Skill Building
 - Certifications and Degrees
- Benefits to You and Your Community
 - A sense of progress in a lifelong vocation
 - Awareness for your bishop of your hopes and passions



Pastor/Parish Director: Your Role



1. Identify a parish contact
2. Identify 5 (5-10 for multicultural representation) parishioners from each canonical parish to provide the perspective of “the 7%”
3. Complete an individual profile (~1 hour)
4. Publicize the Disciple Maker Index to all parishioners
5. Consider the feedback and discern action



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INSTITUTE

Choosing 5 Parishioners Who Will...

- Complete an additional survey about the parish
- Publicize the Disciple Maker Index to fellow parishioners
- In a multi-parish pastoring context, we need *5 parishioners from every canonical parish

**(5-10 to provide multicultural representation)*



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Choosing *5 Parishioners

- Without personal agenda – open to new possibilities
- Good lived experience of the parish (short or long in years)
- Representative of the 7% (involved, present, participating)
- Include 1 staff person
- Representative of the active community
- Can commit to publicizing the Disciple Maker Index

** (5-10 to provide multicultural representation)*



Parish Contact: Your Role

- Help publicize the Disciple Maker Index (DMI) Survey to all parishioners.
- Receive updates and information from Catholic Leadership Institute and forward it to select members of the parish.
- Gather and review specific information about the parish



Parish Contact: Your Role

Your primary contact at
Catholic Leadership Institute:

Tim Rooney

Trooney@catholicleaders.org

Direct line: 484-874-4252



5 Next Steps for YOU

1. Recruit team by January 1, 2020
2. Promote the DMI survey to your parishioners (Mid-January-March)
3. Complete your personal profile/questionnaire (February)
4. Let us know what else you need (always!)

Thank you!
