



PARISH TRANSFORMATION



Archdiocese of Chicago

Parish Transformation Introduction

February 2014

PARISH TRANSFORMATION OVERVIEW



Why Parish Transformation?

“I hope that all communities will devote the necessary effort to advancing along the path of a **pastoral and missionary conversion** which cannot leave things as they presently are. ‘Mere administration’ can no longer be enough. Throughout the world, **let us be ‘permanently in a state of mission.’**”

Pope Francis, Evangelii Gaudium, #25

PARISH TRANSFORMATION OVERVIEW



What is Parish Transformation?

- Multi-year initiative of the Archdiocesan Strategic Pastoral Plan focused on:
 1. Renewing our **commitment to the Mission of Christ**
 2. Establishing a **strong financial base to accomplish the mission**
- Parish Transformation facilitates reflection, discussion, and planning for the following elements of parish life:
 1. Mission
 2. Finance
 3. School (if the parish has a school)
- Ultimate goal is to formulate and realize a **unified pastoral vision** with a concrete plan that **links mission and resources**

PARISH TRANSFORMATION OVERVIEW



What benefits do participants gain from Parish Transformation?

- ✓ Spiritual renewal
- ✓ An opportunity to share faith
- ✓ An opportunity to become more closely connected to the parish and fellow parishioners

What benefits do parishes gain from Parish Transformation?

- ✓ More deeply engaged lay leadership and **new leaders** emerging
- ✓ A concrete plan developed by the parish from the **grassroots** up
- ✓ Exposure to **new ideas** surfaced from the collective wisdom and experience of other archdiocesan parishes
- ✓ Improved **financial stability**
- ✓ Increased **collaboration** across church and school

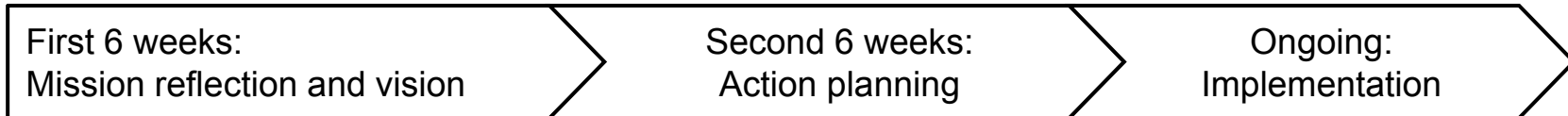
PARISH TRANSFORMATION OVERVIEW



Who participates in Parish Transformation?

- Over the course of the Strategic Pastoral Plan, all Archdiocesan parishes are expected to participate to strengthen their communities
- Nearly 100 parishes across all 6 vicariates and of all types have begun Parish Transformation since Fall 2011
 - Large and small
 - Anglo, Hispanic, Polish, African-American, multi-cultural
 - Affluent and economically challenged
 - City and suburbs
 - Flourishing and struggling
- Regardless of the parish's current situation, Parish Transformation offers the parish an opportunity to take the next step forward in its faith journey

HOW DOES PARISH TRANSFORMATION WORK?



Structure

- Meet as full team with ad hoc small group discussions

Topics

- Pearls of Great Price
- Parish Overview
 - Parish History
 - Patron Saint
 - Recent Trends
- Mission Building Blocks

Outcomes:

- Mission Theme
 - Articulates vision for where parish is called to go
- Prioritized Mission Building Blocks for mission action planning

Structure

- Majority of time in sub-committees: Mission, Finance, and School

Committee focus areas

- Mission: What actions will enable the parish to achieve its vision for mission?
- Finance: How can we ensure our parish finances allow our vision for mission to flourish?
- School: How does the school promote mission?

Outcomes:

- Mission Narrative
- Action Plan
- Presentation to episcopal vicar

- Implement actions
- Periodically review and update the plan
- Periodically (every 6-8 months) meet with episcopal vicar or local dean for a progress update to share successes and challenges

MISSION – 2 objectives



1. Develop “mission theme” for your parish

- Development of compelling theme to fulfill mission of Christ that is:
 - Gospel-based
 - Concrete & imaginative
 - Distinctive to parish’s time and place
 - Aspirational
 - Long-term vision

2. Determine focus areas and develop action plans

- Selection of focus areas among 7 building blocks:
 - Evangelization
 - Catechesis
 - Prayer & Worship
 - Communion
 - Missionary Spirit
 - Call to Holiness
 - Spiritual Stewardship

MISSION



Part 1: Renewing our Commitment to the Mission of Christ

- Entering into a retreat-like atmosphere of **prayer and spiritual discernment**
- Engaging in conversation about **mission and purpose of parish**
- Rearticulating the **mission and ministry of Christ** for today's parish
- Reviewing **current parish life and ministry** in the context of the mission and ministry of Christ
- Developing a **concrete strategy for revitalizing** parish future
- Maintaining a **mission-driven** rather than budget-driven focus

MISSION TOOL – MISSION WORKBOOK



Self-reflection tool used to:

- Reflect upon and determine parish mission at the heart of our parish life
- Inspire dialogue among the parish team
- Affirm the parish’s strengths
- Identify areas of parish life and/or ministry that may need improvement

PARISH TRANSFORMATION
Mission Workbook
Parishioner Edition

Introduction to Parish Transformation: Mission.....

Foundations for Mission

Creating a Vision.....

Mission at the Heart of Parish Life.....

Parish Overview.....

Pearl of Great Price.....

Examples of a Mission Narrative.....

Beginning to Formulate our Mission Narrative.....

Building Blocks for Mission

Evangelization.....

Catechesis.....

Prayer and Worship.....

Communion.....

Missionary Spirit.....

Call to Holiness.....

Spiritual Stewardship.....

Our Mission

Formulating our Mission Narrative.....

Evaluating our Mission Narrative.....

Developing Our Action Plan

Action Planning Overview.....

New Wine / New Wineskins.....

Mission Action Plan.....

Finance Action Plan.....

Achieving the Mission—Preparing for Implementation.....

Achieving the Mission—Preparing to “Launch”.....

Scripture Passages and Prayers.....

Appendix.....

MISSION TOOL – PARISHIONER SURVEY



- A tool to help with Mission discernment
- Requests input from entire parish, including personal perspectives
 - Evaluating the parish
 - Gauging interest in specific actions
 - Self-reflection
- Anonymous, but allows specific open ended comments



Parish Transformation Survey

Thank you for your participation in the Parish Transformation process for our parish. Your thoughts are very important to us and will help our parish more vibrantly and effectively live out the mission of Christ.

The following survey is adapted from the Mission Workbook developed by the Archdiocese of Chicago. All answers will be kept confidential.

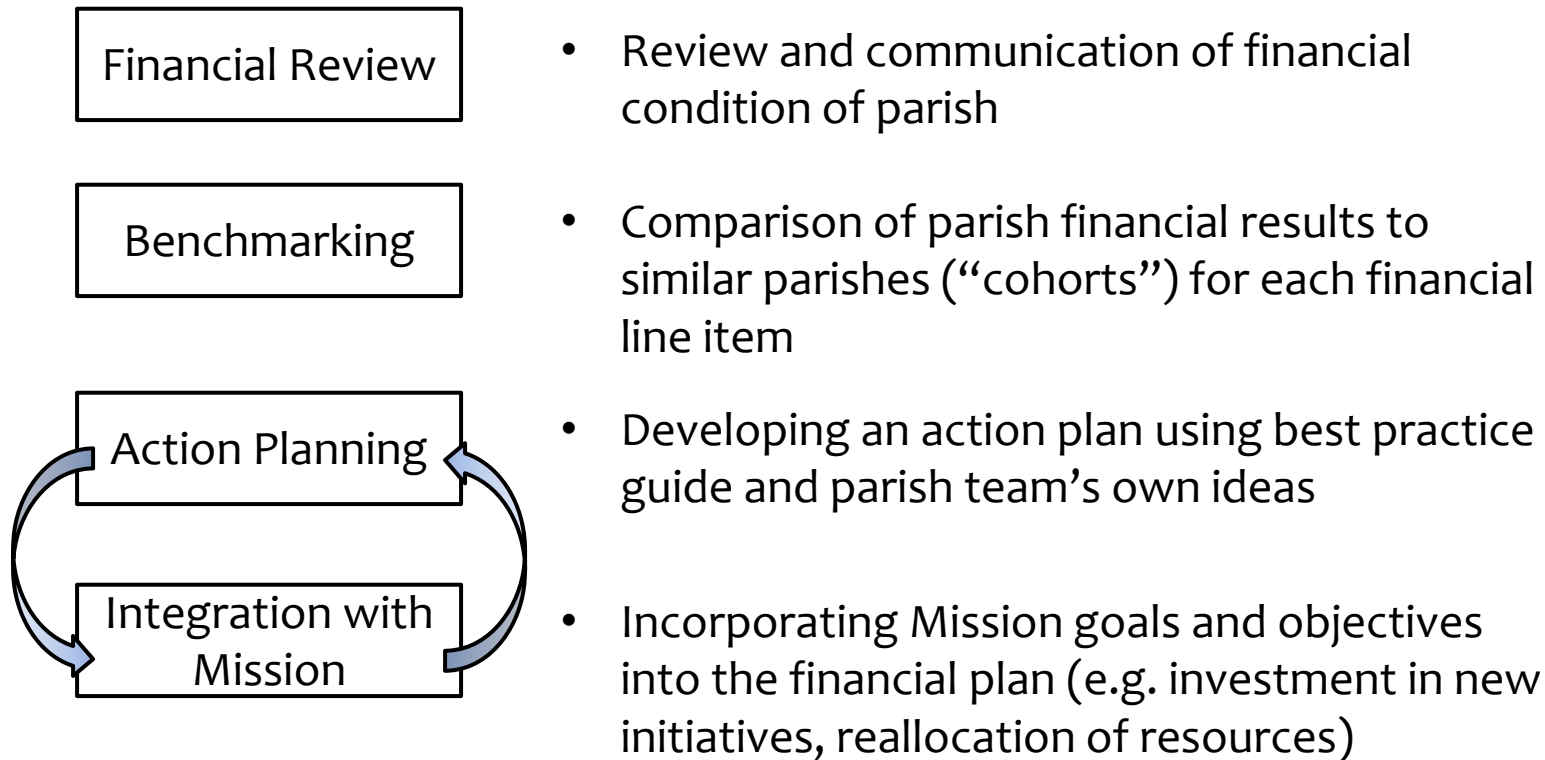
Please circle your response to each statement. If you are unsure of an answer, please circle N/A.

	Strongly Disagree	Disagree	Agree	Strongly Agree	I don't know or N/A	
1. The preaching in my parish helps me to live my faith.	1	2	3	4	5	N/A
2. My parish reaches out to people who are not active church-goers.	1	2	3	4	5	N/A
3. My parish makes an intentional effort to reach out to young adults in their 20s and 30s.	1	2	3	4	5	N/A
4. I understand that my Catholic faith calls me to be an evangelizer.	1	2	3	4	5	N/A
5. I understand how to evangelize as a Catholic.	1	2	3	4	5	N/A
6. I give witness to my faith through my daily interactions with others.	1	2	3	4	5	N/A
7. I would take advantage of faith sharing opportunities in my parish.	1	2	3	4	5	N/A
8. I understand why the Catholic Church teaches what it teaches.	1	2	3	4	5	N/A
9. I would take advantage of opportunities in my parish to learn more about why the Catholic Church teaches what it teaches.	1	2	3	4	5	N/A
10. I would take advantage of opportunities in my parish for Bible / Scripture study.	1	2	3	4	5	N/A
11. Our youth Religious Education program(s) provides effective instruction in our Catholic faith. (If unsure, please circle 'N/A').	1	2	3	4	5	N/A
12. My parish offers adequate adult faith formation opportunities.	1	2	3	4	5	N/A
13. The way Mass is celebrated in my parish leads me to be an active participant at worship.	1	2	3	4	5	N/A
14. The music at Mass enriches our parish's worship.	1	2	3	4	5	N/A
15. I would like to better understand the meaning behind various parts of the Mass.	1	2	3	4	5	N/A
16. Attending Sunday Mass is a priority in my life.	1	2	3	4	5	N/A
17. Prayer is a regular part of my life.	1	2	3	4	5	N/A
18. I know how to pray.	1	2	3	4	5	N/A
19. I take it upon myself to invite newcomers to learn more about and become involved in the parish.	1	2	3	4	5	N/A
20. I have been personally invited to participate in at least one parish activity in the past year.	1	2	3	4	5	N/A
21. My parish values the diversity of our parishioners.	1	2	3	4	5	N/A

FINANCE



Part 2: Establishing a Strong Financial Base to Support the Mission



SCHOOL



Ensuring the School Supports the Parish Mission in an Economically Sustainable Manner

- Builds upon current school plans* focused on key elements of school success
 - Catholicity
 - Academics
 - Enrollment
 - Financial
- Focused on helping school build on and improve current plan
 - Ensuring broad understanding of school challenges and current school plan
 - Building more involvement to help implement the plan
 - Possibly identify new opportunities

* FAST plan

SUPPORT



During the Process

- A facilitator is provided to the parish to guide the parish through reflection and action planning
- A Saturday morning workshop is offered with speakers on the Mission Building Blocks, as well as from parishes in the midst of implementing their plans
- Reflection and planning tools
 - Mission Workbook
 - Financial Benchmarking Report
 - Church and School Finance Guides

Ongoing Support

- Periodic update meetings with the vicar / dean
- Assistance from subject matter experts
- Availability of Parish Transformation team

PARISH TRANSFORMATION ROLES



Pastor	Primary leader who inspires and encourages parish team and leads Parish Transformation at his parish.
Parish Steering Committee	Lay leaders (3-5) who co-lead Parish Transformation with the pastor and facilitator. Steering Committee members chair the Mission, Finance, and School Committees.
Facilitator	An archdiocesan consultant provided to the parish at no cost. Works with the pastor and Steering Committee to guide the process, facilitates parish team’s discussions, and supports the Steering Committee to lead the Mission, Finance, and School Committees.
Parish Team	Team of parishioners (typically 20-40) who participate in the process to discern, plan, and implement Parish Transformation in their parish. <ul style="list-style-type: none">• Mission Committee: Develops specific action plans to more fully live out the parish mission.• Finance Committee: Analyzes the financial components of the parish and develops plans to establish a strong and viable long-term financial plan to support the mission.• School Committee: Focuses on the parish school and modifies and/or develops steps to more fully achieve its mission.
Communications Leader	Parish leader who records and publishes the outcomes of the team’s dialogue each week.
Implementation Leader	Parish leader designated to coordinate implementation of the action plan.

TIMELINE



Two waves per year

- Fall wave kicks off the week after Labor Day and runs through early December
- Spring wave typically kicks off in February and runs through May / early June

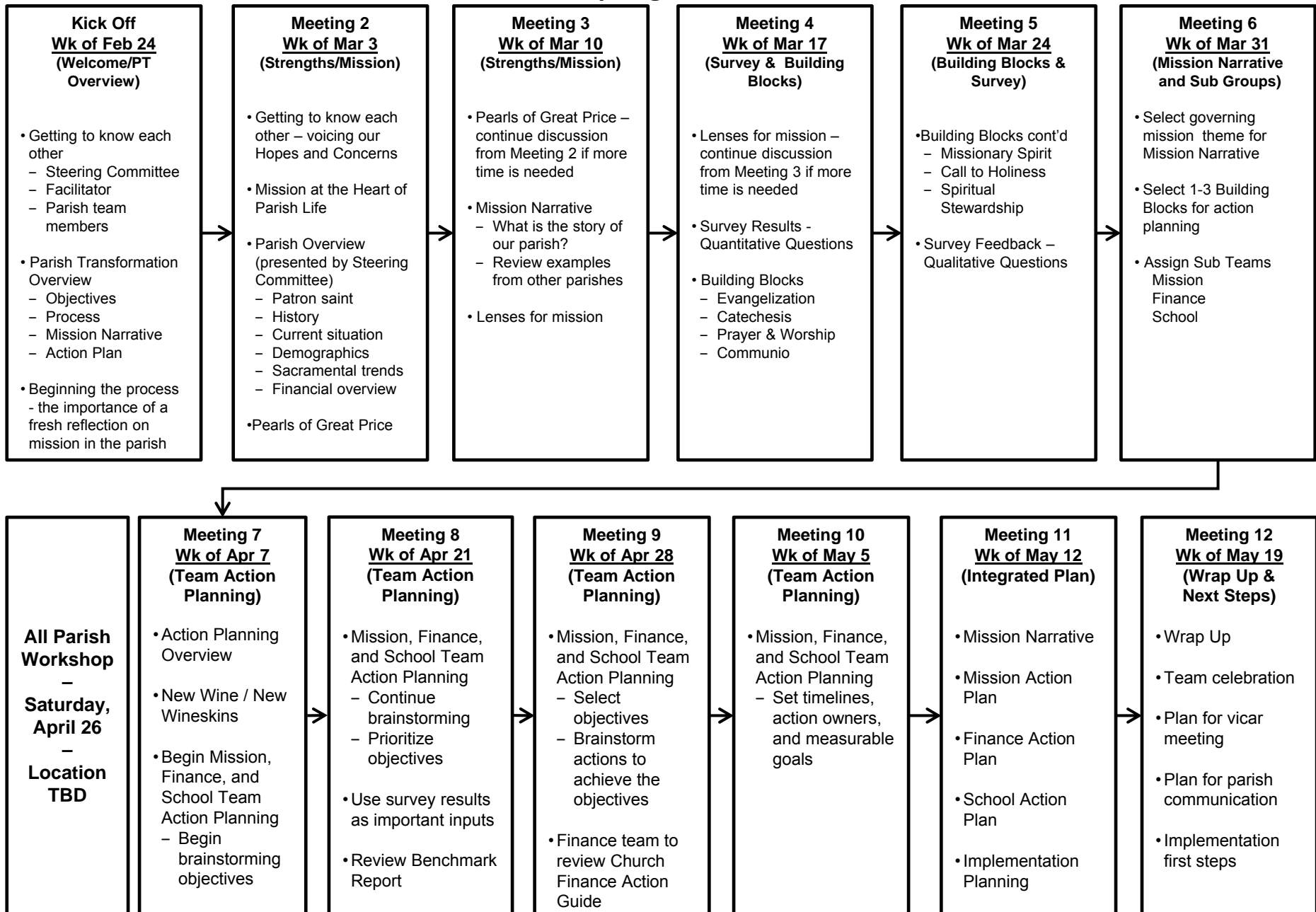
During the process

- Parish Transformation unfolds over 12 weekly meetings (refer to example schedule on next page)
 - Meeting schedule is flexible to accommodate parish needs, e.g., a parish could replace 2 weeknight meetings with a longer Saturday meeting
- The Parish Transformation process culminates with a presentation of the mission and action plan to the vicariate episcopal vicar

Implementation

- Successful Parish Transformation is ongoing and requires continued effort to implement the action plan
- Each parish will provide a progress update to the vicariate episcopal vicar or local dean approximately every 6-8 months

Parish Transformation – Example Schedule In More Detail Spring 2014



TIMELINE – SPRING 2014 EXAMPLE



Proposed Schedule

SPRING 2014

Wk	Mtg		Dates (week of)	
	a	Pastor Kick-off	November	
	b	Parish Leadership Orientation (In person and/or Webinar)	Late Jan / Early Feb	
1	1	Parish-wide kick-off	24-Feb	Focus on developing Mission theme Work as one parish team
2	2	Mission: Foundations	3-Mar * Ash Wed 3/5	
3	3	Mission: Foundations (continued)	10-Mar	
4	4	Mission: Building Blocks (1-4)	17-Mar	
5	5	Mission: Building Blocks (5-7)	24-Mar	
6	6	a. Define governing mission and b. choose building block focus areas	31-Mar	
7	7	Mission, Finance, and School Action Planning	7-Apr * Holy Week 4/14 - 4/20	Focus on developing Action Plans Work in Mission, Finance, and School Committees
9	8	Mission, Finance, and School Action Planning	21-Apr	
9/10	-	All Parish Workshop	26-Apr	
10	9	Mission, Finance, and School Action Planning	28-Apr	
11	10	Mission, Finance, and School Action Planning	5-May	
12	11	Integrated Plan	12-May	
13	12	Wrap up and Next Steps	19-May	
x		Final Action Plan Review with Vicar	June/July	
y		Celebratory Conclusion / Parish-wide communication		
z		Ongoing implementation		

Survey timeline

Begin prior to parish kick-off	Late Jan / Early Feb
Survey closes	7-Mar
Survey results initially shared during Meeting 4	Wk of 17-Mar

TIMELINE – FALL 2013 EXAMPLE



Proposed Schedule

FALL 2013

Wk	Mtg		Dates (week of)	
	a	Pastor Kick-off	July / August	
	b	Parish Leadership Orientation (In person and/or Webinar)	August	
1	1	Parish-wide kick-off	9-Sep	Focus on developing Mission theme Work as one parish team
2	2	Mission: Foundations	16-Sep	
3	3	Mission: Foundations (continued)	23-Sep	
4	4	Mission: Building Blocks (1-4)	30-Sep	
5	5	Mission: Building Blocks (5-7)	7-Oct	
6	6	a. Define governing mission and b. choose building block focus areas	14-Oct	
7	7	Mission, Finance, and School Action Planning	21-Oct	Focus on developing Action Plans Work in Mission, Finance, and School Committees
8	8	All Parish Workshop (Saturday, Oct. 26)	26-Oct	
9	9	Mission, Finance, and School Action Planning	4-Nov	
10	10	Mission, Finance, and School Action Planning	11-Nov	
11	11	Mission, Finance, and School Action Planning	18-Nov	
13	12	Integrated Plan	2-Dec	*
x		Final Action Plan Review with Vicar	January	* Thanksgiving 11/28
y		Celebratory Conclusion / Parish-wide communication		
z		Ongoing implementation		

Survey timeline

Begin prior to parish kick-off	26-Aug
Survey closes	16-Sep
Survey results shared during Meeting 4	30-Sep

PARISH TRANSFORMATION TEAM CONTACTS



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