

State of the Parish

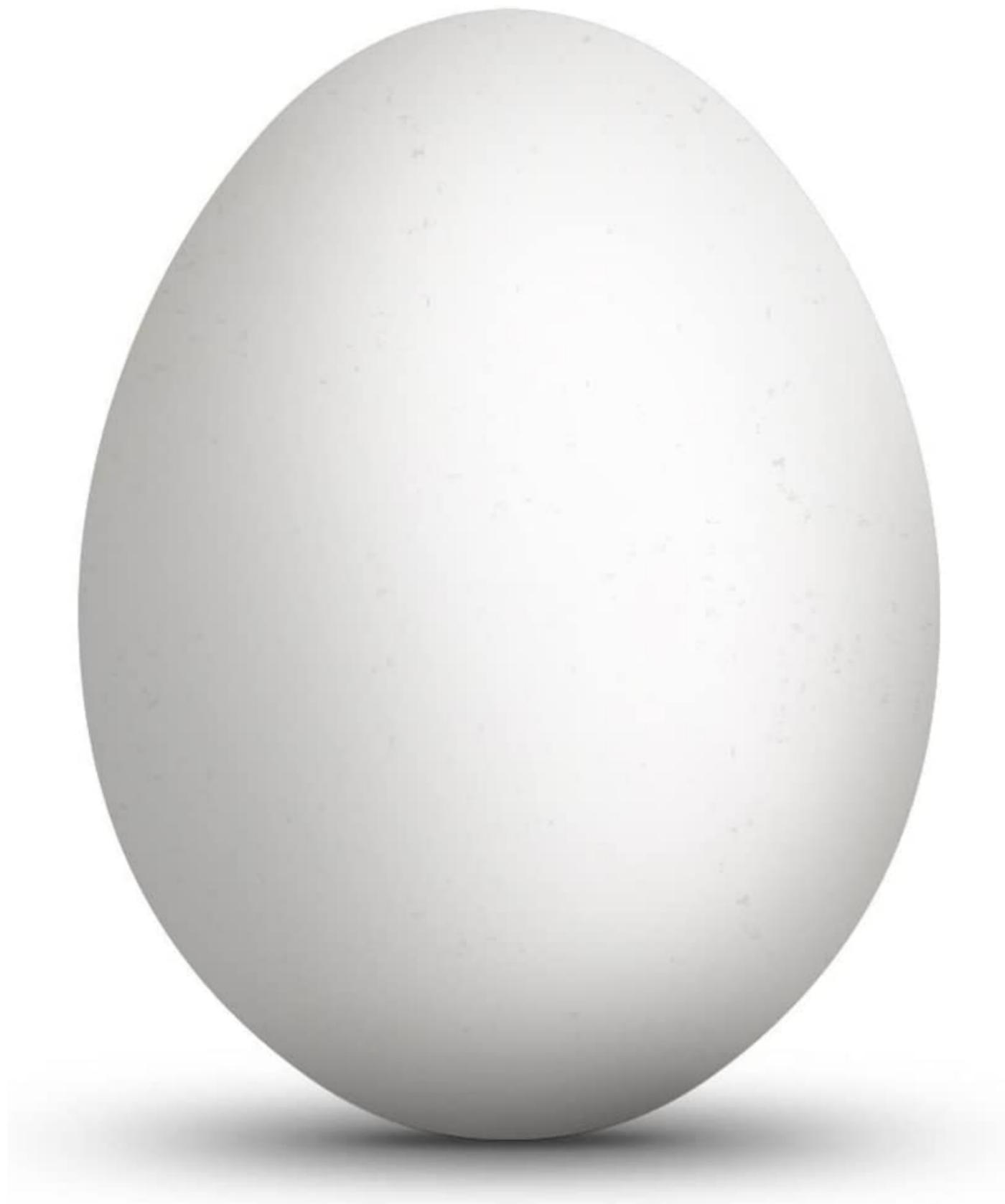
2022 Discernment Meeting

Rev. Jon Thomas, 11 May 2022



La lavanda dei piedi (The washing of the feet) - oil on canvas
Tintoretto, 16th century Venetian painter

What will come of the Synod?





Topics

1. Parish Organization
2. Discernment Meeting
3. Results-based Management
4. Sunday First
5. Ministries

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Parish Organization

Pastoral Council

- Established by the *Code of Canon Law*, paragraph no. 536
- Composition
 - *Ex officio* members: Parish clergy (assigned priest and deacons)
 - Elected members: nine parishioners in good standing elected at discernment meetings to staggered three-year terms
- Exists to “assist [the pastor] in fostering pastoral activity” (CCL no. 536 §1)
- Approved minutes published on website

Pastoral Council

Committees

- Parish committees take responsibility for specific types of pastoral activity
- They are established by and subordinate to the pastoral council
- Council members can opt to serve on committees
- Other parishioners may serve on committees with the approval of the pastor
- Committees choose chairs from among themselves by consensus or election
- Current committees
 - Social Justice
 - Liturgy

Finance Council

- Established by the *Code of Canon Law*, paragraph no. 537
- Composition
 - Four to ten members serve for renewable three-year terms
 - Current members recommend parishioners with expertise in finance, HR, buildings & grounds, or law
 - The pastor appoints members from among the council's recommendations
- Exists to “assist the pastor in the administration of the goods of the parish” (CCL no. 537)

Officers

List

- Pastoral Council
 - Chair
 - Vice-chair
 - Secretary
- Finance Council
 - Chair
 - Secretary
- Trustees

Officers

Election

- Council Officers
 - Ecclesiastical office
 - Elected to one-year terms by the councils at their September/October organizational meetings from among their membership
- Trustees
 - Civil office
 - The pastoral and finance councils each elect among themselves a parishioner to serve as trustee for a one-year term
 - The trustees, during their terms, are members of both councils

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Discernment Meeting

Discernment Meeting

- Held annually in the spring
- Open to all parishioners in good standing
- Agenda
 1. Pastor's State of the Parish Report
 2. Open Floor (parishioners limited to one-minute)
 3. Pastoral Council Election

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Results-based Management

The Problem, Part I

Access to Data

- Finance Council's oversight of business matters
 - Quarterly meetings with pastor and business manager
 - Monthly financial statements
- What about Pastoral Council's oversight of pastoral matters?
 - Bimonthly meetings with pastor
 - They do not receive any reports, except what the pastor chooses to share at meetings

The Problem, Part II

Qualitative Data

- The parish does have quantitative data for pastoral matters
 - Mass attendance
 - Sunday offertory, other donations
- What about qualitative data?

The Solution

**Results-Based Management
through Consistent, Standardized
Event Feedback**

Results-based Management

Implementation

- The public can leave feedback for all parish events, including liturgies, using the parish's online calendar
- The feedback is tagged to a specific event (e.g. the 11 AM Mass on May 8, 2022)
- The feedback form contains both standardized agree/disagree statements and a free-form section
- Participants in parish programs receive direct solicitations for feedback

Results-based Management

Progress

- Facilities management feedback has been solicited since Fall 2021
- Baptism feedback has been solicited since January with a 50% response rate
- Religious Ed program feedback is under development

Results-based Management

Goal

- Comprehensive, consistent solicitation of feedback for parish events and programs
- Feedback is available in real-time and unedited to pastoral council and other relevant leadership
- Parish leadership now has significant quantitative and qualitative data upon which to assess success of events and programs
- Pastoral council no longer has to rely on pastor for information
- The waves of data will lead to results-based management

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Sunday First

Sunday First

- **About 549 people** attend Sunday Mass at CTK
- A fraction of that number attend weekday events *excluding Religious Ed*
 - About 600 students are enrolled in Religious Ed
- Moreover, many people determine whether to join the parish and become involved in its ministries based on their Sunday Mass experience

Sunday First Values

- Welcome
- Music
- Message

Welcome

- Door greeters
 - Enthusiasm with sincerity
 - Recognition
 - Helpfulness
- Space
 - Clean
 - Organized
- Liturgy
 - Prepared

Music

- At times beautiful
- At time participative
- At times familiar
- At times new

Message

- A good homily has a memorable message
- The message must go beyond information; it must strive for transformation
- A well-delivered homily may be enjoyable without being memorable
- Message can be delivered through other parts of the Mass
 - A high school student lector messages that the parish is open to youth
 - A Veterans Day blessing messages that the parish is grateful for its members' sacrifices
 - A Labor Day petition in the Universal Prayer messages that the parish is concerned for worker rights

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Ministries

Ministry Update

- **October 2020:** Tuesday night Bible study started
- **September 2021:** That Man is You men's ministry men started
- **November 2021:** Tweens & Teens Ministry started
- **January 2022:** Blaze girls' ministry started
- **May 2022:** Unique & Unrepeatable discernment group started
- *In early planning:* Boy's ministry for hopeful Fall 2022 launch

Tuesday Night Bible Study

- Meets every Tuesday from 6:30 to 7:30 PM
- In its 2nd year
- Attracts 15-20 people at each gathering
- Another 30 or so watch online
- Probably the only Bible study in the diocese consistently led by a priest

That Man is You

Men's Ministry

- Meets every Wednesday from 6:30 to 8 AM
- Attracts 25-30 men of all ages at each gathering
- National program in hundreds of parishes
- Effectiveness independently audited by Gallup Poll
- Nearest parish with TMIY is St. Joan of Arc, Marlton
- Only other parish in the *Camden* diocese with TMIY is Star of the Sea, Cape May

Tweens & Teens

Youth service projects

- Organized by parents for middle and high school students
- Three service projects in November, December, and March each attracted 20+ youth

BLAZE

Girls' ministry

- Youth version of Walking with Purpose women's ministry
- Meets every Friday after school
- Attracts about 30 middle and high school girls at each gathering
- Brilliant model trains high school students to lead small groups of middle school students, thus ministering to both age groups simultaneously

Previous ministries

Walking with Purpose

- In its 6th year
- Attracts over 30 women between two weekly gatherings
- 70% have been in the program 3+ years
- 87% of this year's participants report that their Catholic faith is stronger
- 77% report more patience
- 74% report improved relationships with their families

Previous ministries

- **CTK 60+**
 - Regular meetings resumed October 2021
- **Sweet Blessings**
 - Deliveries resumed September 2021
- **Parish Nursing**
 - Planning events for next years

What can you do?

What you can do now

- Speak your mind during the Open Floor
 - “I think we should try....”
 - “I” statements
 - ***We are the parish***; the parish is not “**you**” (clergy and/or staff)
- Take Pastoral Council elections seriously
 - Because we need members who will take the role seriously