

# PARISH REFLECTION AND DISCERNMENT

## *Assessment of Parish Strengths and Needs*

### EVANGELIZATION:

*We evangelize ourselves, our families, our parish and local communities, and our world.*

A good parish will have a strong sense of itself as a community of faith, called by God, united in Christ, led by the Spirit. Members will identify themselves with their parish as a faith community, called to minister to the total community of which it is a part.

A good parish experiences the call of Christ to spread the Gospel and responds by actively evangelizing. The RCIA is seen as a vital part of parish life, and people are active in the ministries of sharing the faith.

*Put (Y) if Yes and specify: 1 (always), 2 (usually), 3 (occasionally), 4 (seldom); (N) if No; (NA) if Not Applicable*

As a Parish do we . . .

Y, N, NA

**1. Support the work of evangelization through:**

- a. Looking at every thing we do in the parish through the lens of evangelization? \_\_\_\_\_ 2 \_\_\_\_\_
- b. Adequate resourcing—budgetary, calendar, facilities, staffing? \_\_\_\_\_ 2 \_\_\_\_\_
- c. Having a coordinator or director to oversee Evangelization? \_\_\_\_\_ N \_\_\_\_\_

**2. Foster experiences of conversion and renewal through:**

- a. Retreats? \_\_\_\_\_ 2 \_\_\_\_\_
- b. Parish Renewals/Missions? \_\_\_\_\_ 2 \_\_\_\_\_
- c. RENEW, Disciples in Mission component? \_\_\_\_\_ 1 \_\_\_\_\_
- d. Personal renewal and conversion programs specifically targeted to Youth? \_\_\_\_\_ 2 \_\_\_\_\_
- e. Other programs of renewal (list: \_\_\_\_\_)? \_\_\_\_\_ NA \_\_\_\_\_

**3. Reach out to the unchurched or those seeking full communion with the Catholic Church through:**

- a. Implementation of the Rite of Christian Initiation of Adults? \_\_\_\_\_ 1 \_\_\_\_\_
- b. A year-round Catechumenate? \_\_\_\_\_ 1 \_\_\_\_\_
- c. Trained RCIA Coordinator? \_\_\_\_\_ 1 \_\_\_\_\_
- d. Trained RCIA Team? \_\_\_\_\_ 1 \_\_\_\_\_
- e. Fostering the understanding among all parishioners that it is the community that catechizes? \_\_\_\_\_ 3 \_\_\_\_\_

**4. Emphasize the evangelizing dimension of the Sunday Eucharist by:**

- a. Training ushers and greeters for liturgies? \_\_\_\_\_ 3 \_\_\_\_\_
- b. Developing a more prayerful atmosphere during Mass? \_\_\_\_\_ 2 \_\_\_\_\_
- c. Insuring accessibility to worship for everyone? \_\_\_\_\_ 1 \_\_\_\_\_
- d. Welcoming visitors and newcomers at Sunday Mass? \_\_\_\_\_ 3 \_\_\_\_\_
- e. Fostering community among parish members? \_\_\_\_\_ 2 \_\_\_\_\_
- f. Insuring appealing, participatory music at all liturgies? \_\_\_\_\_ 2 \_\_\_\_\_
- g. Providing on-going preparation of the proclamation of the scriptures for all lectors including a mentoring program for youth? \_\_\_\_\_ 3 \_\_\_\_\_

**5. Foster a sense of domestic church within families by:**

- a. Providing resources for daily prayers in the home? \_\_\_\_\_ 2 \_\_\_\_\_
- b. Providing opportunities for family sharing? \_\_\_\_\_ 2 \_\_\_\_\_
- c. Providing resources for home-based rituals shaped by the liturgical year? \_\_\_\_\_ 2 \_\_\_\_\_
- d. Forming neighborhood groups of families and households to share faith experiences? \_\_\_\_\_ N \_\_\_\_\_

**6. Foster the importance of the family by:**

- a. Providing programs to support young married couples? \_\_\_\_\_ 2 \_\_\_\_\_
- b. Scheduling family retreats? \_\_\_\_\_ 4 \_\_\_\_\_
- c. Being “family friendly” in the scheduling of parish events, classes and activities? \_\_\_\_\_ 2 \_\_\_\_\_
- d. Providing counseling, parenting experiences for couples and families? \_\_\_\_\_ 3 \_\_\_\_\_
- e. Promoting groups such as: Christian Family Movement and Marriage Encounter? \_\_\_\_\_ 2 \_\_\_\_\_

- 7. Foster opportunities for deepening conversion such as:**
- a. Small Christian communities? \_\_\_2\_\_\_
  - b. Faith sharing groups? \_\_\_2\_\_\_
  - c. Encouraging and supporting prayer associations within the parish? \_\_\_2\_\_\_
  - d. Beginning all parish meetings and gatherings with prayer, reflection and faith sharing? \_\_\_3\_\_\_
- 8. Invite and mentor those newly initiated through the RCIA into existing parish programs and ministries?** \_\_\_3\_\_\_
- 9. Work toward becoming a more welcoming parish by:**
- a. Establishing a hospitality committee to insure that hospitality permeates all aspects of parish life? \_\_\_3\_\_\_
  - b. Ensuring a welcoming climate evidenced in attitudes of professional staff, all parish employees, the discriminating use of voice mail, an inviting web site? \_\_\_2\_\_\_
  - c. Insuring accessibility of the parish facilities to all persons? \_\_\_1\_\_\_
  - d. Developing intentional outreach to young adults? \_\_\_3\_\_\_
  - e. How are new members welcomed into the parish? \_\_\_\_\_
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- 10. Take advantage of sacramental and life-changing moments in person's lives to mirror the love of Christ and thus invite persons to a deeper faith through:**
- a. Baptism of children orientation and preparation for parents and Godparents? \_\_\_1\_\_\_
  - b. First Reconciliation and First Eucharist preparation programs? \_\_\_1\_\_\_
  - c. Confirmation preparation? \_\_\_1\_\_\_
  - d. Marriage preparation? \_\_\_1\_\_\_
  - e. Pastoral care in times of illness or death of loved ones? \_\_\_1\_\_\_
- 11. Effectively invite people to the Catholic Church by:**
- a. Use of the media to project a positive and inviting image of the Church? \_\_\_2\_\_\_
  - b. Creative use of communication to reach all within the parish boundaries and tell them about your parish? \_\_\_3\_\_\_
  - c. Providing consistent invitation to people moving into the area? \_\_\_N\_\_\_
  - d. Conducting a periodic census of the parish area? \_\_\_4\_\_\_
  - e. Sponsoring neighborhood events that invite participation? \_\_\_N\_\_\_
  - f. Forming parishioners in their baptismal call to share in the three-fold mission of Jesus Christ – Priestly, Prophetic, Kingly? \_\_\_3\_\_\_
- 12. Design programs of outreach to those who have ceased being active in the Catholic Church by:**
- a. Conducting a survey to identify inactive Catholics in our area? \_\_\_N\_\_\_
  - b. Providing programs that enable persons to experience reconciliation? \_\_\_3\_\_\_
  - c. Providing support for divorced/separated Catholics? \_\_\_2\_\_\_
  - d. Encouraging parishioners to invite the inactives with whom they are acquainted back to the Church? \_\_\_4\_\_\_
- 13. Work to broaden ecumenical and inter-faith involvement by:**
- a. Engaging in collaboration with local ecumenical or ministerial groups? \_\_\_3\_\_\_
  - b. Joining in informal gatherings designed to foster mutual dialogue and sharing? \_\_\_3\_\_\_
  - c. Engaging in ecumenical and inter-faith social action projects? \_\_\_3\_\_\_
  - d. Coming together with other faiths for prayer? \_\_\_3\_\_\_
- 14. Promote groups to explore issues of the workplace and lay spirituality by:**
- a. Sponsoring workshops on workplace spirituality? \_\_\_N\_\_\_
  - b. Organizing support groups for professionals? \_\_\_N\_\_\_
  - c. Planning missions, retreat days on the value of work and the ethical issues of employment? \_\_\_N\_\_\_
- 15. Welcome interfaith couples as they approach the Church for marriage preparation?** \_\_\_1\_\_\_
- 16. Provide advocacy programs for people who are:**
- a. Seeking convalidation of their marriages? \_\_\_2\_\_\_
  - b. Seeking annulments for previous marriages? \_\_\_2\_\_\_



## **LITURGY:**

*We are a community that celebrates our faith through vibrant and prayerful worship.*

A good parish will see the liturgy as the point to which all else leads and the font from which all else flows. Clergy and laity alike will take active roles in making the liturgy alive, resources will be devoted to it as necessary and the people will have a sense of pride and ownership of the parish liturgy.

**Put (Y) if Yes and specify: 1 (always), 2 (usually), 3 (occasionally), 4 (seldom); (N) if No; (NA) if Not Applicable**

**As a parish do we...**

- 1. Foster an appreciation of the presence of Christ in the Eucharist and all the sacraments and sacred signs through:**
  - a. Spirit-filled celebrations of the liturgy? 2
  - b. Sacramental preparation programs that inform and transform? 2
  - c. Eucharistic devotions? 3
  - d. Careful liturgical planning and practice? 2
- 2. Foster a greater appreciation of the power of God's Word in our worship by:**
  - a. On-going homiletic training for the clergy? 3
  - b. Prayerful preparation of the homily? 2
  - c. Preparation of lectors? 2
  - d. Reverence toward the liturgical books? 2
  - e. Opportunities for parishioners to prepare for the Sunday readings through resources and small faith sharing groups? 2
- 3. Foster a deeper sense of prayer among parishioners through:**
  - a. Parish celebrations of the Liturgy of the Hours? 3
  - b. Workshops and groups that teach and practice contemplation and meditation? 4
  - c. Accessible devotional readings? 2
- 4. Provide quality liturgical experiences by having in place:**
  - a. A liturgical space that is well maintained, clean, and free of distractions? 2
  - b. A director of liturgy and music as part of parish staff who has the appropriate education, ability and experience to enhance liturgical celebrations? 2
  - c. A committee that meets regularly to plan for the liturgical seasons, prepare the liturgy and assess liturgical needs in the parish? 2
  - d. Enough ministers for each of our Masses (Sacristan, Lectors, Eucharistic Ministers, Altar Servers, Musicians, Ushers, Greeters, etc.)? 2
  - e. On-going formation for liturgical ministers and the assembly? 2
  - f. Appropriate liturgical environment, music, etc. that reflect the liturgical action and season? 2
  - g. A schedule of weekend Masses based on attendance numbers in relation to seating capacity, number of households, and availability of priests? 1
  - h. Weekday Mass or other liturgical celebration if no Mass: 1  
2 Holy Communion outside Mass? N Liturgy of the Hours?  
N Liturgy of the Word? N No service?
  - i. A plan to celebrate Sunday worship in the absence of a priest? N
- 5. Welcome and include persons with special needs by providing:**
  - a. Wheelchair accessibility? 1
  - b. Listening devices? 1
  - c. Large print worship aids? N
  - d. Greeters to assist those who need additional help? 2
- 6. Minister to the sick, the bereaved, and homebound regularly?** 1
- 7. Celebrate the Anointing of the Sick communally and individually when requested?** 2
- 8. Offer regularly the Sacrament of Reconciliation?** 1
- 9. Have Mass schedules coordinated with neighboring parishes?** N
- 10. Have sacramental programs and devotions that address the religious needs of our ethnic groups (i.e. language, resources, religiosity, traditions, etc.)?** 2
- 11. Have worship services that help our parishioners make the connection between: Worship and Work? Liturgy and Life in the Family? Community and the Workplace?** N

**SUMMARY  
LITURGY**

STRENGTHS	NEEDS
Diversity	Two sites presents challenges
Environment – the space itself is prayerful; handicapped accessible	Improved ministers training and formation
Spirit-filled; prayerful, engaging	More efforts at welcoming ministry
Diversity of “styles” of Masses	Sanctuary space for music ministry
Music and congregational signing	Continuing education and formation of assembly (i.e. participation, understanding of catechesis, clapping, attire, etc.)
Hospitality	Improve Auditorium music and singing quality
Vibrant Mass in Spanish	Number of priests available
Young people in liturgical ministry	
Church Masses Vibrant and Full	
Availability of Liturgy	
Diversity of forms of devotions	
Readers and other Ministers	
Friendliness	
Youth involvement	
Good liturgical education	
Good singing	
Eucharistic Adoration	

**COMMENTS about the Parish’s Liturgy and Liturgical Programs:**

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**EDUCATION:**

*We as a parish community educate and are transformed in the truths of the Gospel*

A good parish is strongly committed to the religious and spiritual formation of its adults, youth and children, and attends to the professional development of its ministers, both clergy and lay. People are challenged to grow in Christ and adequate resources are made available to meet the challenge. Parishioners are educated to the need to promote vocations to Church ministries, ordained, consecrated, and lay.

Put **(Y)** if **Yes** and specify: **1** (always), **2** (usually), **3** (occasionally), **4** (seldom); **(N)** if **No**; **(NA)** if **Not Applicable**

**CATECHESIS, FORMATION and VOCATIONS:**

As a parish do we . . .

1. **Address adult faith formation, by which people consciously grow in the life of Christ through experience, reflection, prayer and study, as the central task in our catechetical efforts by:**
  - a. Developing in our adults a better understanding of and participation in the full sacramental life of the church? \_\_\_\_\_ 3\_\_
  - b. Establishing formation opportunities that enable parishioners to deepen their understanding and use of Scripture in their daily lives? \_\_\_\_\_ 2\_\_
  - c. Providing a parish climate and an array of activities and resources designed to help adults more fully understand and live their faith? \_\_\_\_\_ 2\_\_
2. **Foster life-long formation by supporting an integrated catechetical plan which is regularly evaluated and meets the spiritual needs of the following age groups:**
  - a. Adults? \_\_\_\_\_ 4\_\_
  - b. Young adults? \_\_\_\_\_ N\_\_
  - c. Adolescents? \_\_\_\_\_ 2\_\_
  - d. Children? \_\_\_\_\_ 2\_\_
  - e. Persons with disabilities? \_\_\_\_\_ 2\_\_
  - f. Early childhood? \_\_\_\_\_ 2\_\_
3. **Have parish staff personnel with appropriate education, abilities and experience to support the mission of catechesis, such as:**
  - a. Director or coordinator of Religious Education? \_\_\_\_\_ 1\_\_
  - b. Director or coordinator of adult faith formation? \_\_\_\_\_ 1\_\_
4. **Insure quality catechesis by:**
  - a. Calling forth from the parish those with the gifts and talents to be effective catechists? \_\_\_\_\_ 1\_\_
  - b. Providing for the on-going formation of all catechists, including spiritual, theological, and skills areas? \_\_\_\_\_ 2\_\_
  - c. Giving priority to resourcing of catechetical programs in terms of facilities, calendaring, and budgeting? \_\_\_\_\_ 1\_\_
5. **Support families in their catechetical role as primary educators of their children by:**
  - a. Developing home and family based catechetical opportunities? \_\_\_\_\_ 2\_\_
  - b. Using sacramental moments to deepen understanding of their faith by parents? \_\_\_\_\_ 1\_\_
  - c. Helping parents understand the developmental stages of their children? \_\_\_\_\_ 2\_\_
6. **Foster discipleship among Catholic adults and children by:**
  - a. Developing curricula on the themes of discipleship and evangelization? \_\_\_\_\_ 3\_\_
  - b. Supporting wider involvement in ministry and service as part of the stewardship of God's gifts? \_\_\_\_\_ 3\_\_
7. **See our community as catechizing in the way it:**
  - a. Worships? \_\_\_\_\_ 2\_\_
  - b. Serves the needy? \_\_\_\_\_ 2\_\_
  - c. Advocates for justice? \_\_\_\_\_ 2\_\_
  - d. Supports one another? \_\_\_\_\_ 1\_\_
8. **Provide pastoral ministry with Youth and Young Adults?** \_\_\_\_\_ 3\_\_
9. **Have a plan to reach out to teens that are not participating in youth ministry programs?** \_\_\_\_\_ 2\_\_
10. **Include youth and young adults in all aspects of parish life including leadership roles on the parish pastoral council, liturgies, service programs, and catechetical programs?** \_\_\_\_\_ 1\_\_

## VOCATION ACTIVITIES:

As a parish do we . . .

1. Include vocations for church ministry as an integral part of the catechetical program? 3
2. Provide parishioners regularly with information about the qualities needed in professional church ministry (priesthood, diaconate, religious life and professional lay ministry), thus enabling them to encourage qualified candidates to pursue such a vocation? 3
3. Participate in Archdiocesan vocation programs? 2
4. Encourage parents to foster vocations to the priesthood and religious life? 2  
 Examples: \_\_\_\_\_bulletin inserts, vocational speaker, \_\_\_\_\_  
                   \_\_\_\_\_X\_\_\_\_\_seminarian visibility, prayers at Adoration\_\_\_\_\_X\_\_\_\_\_

## PARISH SCHOOL

As a parish do we . . .

1. Nurture the faith of our families through Catholic schools – either a parish school, a cooperative inter-parish school or a regional school where available? 2  
 List the Catholic School(s) your parish is affiliated with \_\_\_\_\_  
                   Monsignor Slade Catholic School\_\_\_\_\_
2. Sponsor our own Catholic elementary school; grades \_\_\_ to \_\_\_? N
3. Sponsor a Catholic elementary school with another parish/parishes? 1
4. Provide financial support of the parish or consolidated school? 1
5. Offer financial assistance to our students who attend another Catholic elementary school? 1
6. Offer financial assistance to our students attending Catholic high school(s)? N
7. Have an educational fund development and/or endowment program? N  
 If yes, explain how this is used: \_\_\_\_\_  
                   \_\_\_\_\_
8. Have teacher/staff salaries and compensations that are just? NA
9. Do cooperative planning among school, parents, and parish staff for the ongoing faith development of the school staff and sacramental preparation for children in the school? 3
10. Have teachers that are knowledgeable witnesses to the Gospel and faithful to the teaching of the church in addition to being certified and competent in their subject/grade level areas? 2
11. Have parents that are expected to be involved in the school and the faith formation of their children and particularly in their sacramental preparation? 1

**SUMMARY**  
**CATECHESIS, SPIRITUAL FORMATION, VOCATIONS, SCHOOL**

STRENGTHS	NEEDS
Staff Coordinators and Volunteers	Continued Vocation efforts
Positive / active implementation of Guidelines taken to heart	Whole community catechesis
Integration efforts in Spanish	Young Adult Ministry
Youth Ministry	Monsignor Slade Catholic School
Vocation Awareness Team beginning	RCIA follow-up
REP, Hispanic and Special Religious Ed (SPRED)	Education of Senior Citizens
Certification	Pastor-lead teaching sessions/discussions
Adult Enrichment	Highlight Parish Library
Large group of teachers/aides	
Relationship with MSCS	
Missions	
Women's group retreat	
Sodality and Holy Name events	
Library	

**COMMENTS about the Parish's Education Programs (Catechetical, Formation, Vocations)**

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**SERVICE, OUTREACH, and SOCIAL JUSTICE:**

*We are a community that reaches out in love and service to those in need and advocates for justice.*

A good parish will, in line with the Church's preferential option for the poor, direct its services especially to the poor, both within and outside of the congregation.

A good parish will embody a variety of other forms of the ministry of service, of *diakonia*. People will be concerned with, and active in, ministries which promote equality, freedom, justice and peace. The parish will be active in advocacy for those in need, and will have active programs to assist those with special needs, such as the elderly, persons with disabilities, etc.

Put **(Y)** if **Yes** and specify: **1** (always), **2** (usually), **3** (occasionally), **4** (seldom); **(N)** if **No**; **(NA)** if **Not Applicable**

As a parish do we . . .

1. Have a Parish Mission Statement that gives priority to responding adequately to the needs of the poor and vulnerable? \_\_\_3\_\_\_
2. Have the structures needed to develop or continue social justice and outreach? \_\_\_2\_\_\_
3. Integrate Catholic Social Teaching into the whole of parish life: evangelization, liturgy, spirituality, catechetical and faith formation, social ministry, stewardship and other parish activities? \_\_\_3\_\_\_
4. Have a Social Justice/Ministry Committee that plans and provides training and regular social ministry opportunities for parishioners? \_\_\_2\_\_\_
5. Offer educational tools, resources, and opportunities that will assist individuals and families to integrate the principles of Catholic Social Teaching into their daily lives? \_\_\_3\_\_\_
6. Provide ways to respond to our members who experience emotional and physical abuse, depression, marital difficulties, separation and divorce, grief and loss, substance abuse, and other personal problems? \_\_\_2\_\_\_
7. Work to address root causes of injustice by:
  - a. Educating and providing opportunities for parishioners to advocate for local, state, national, and international issues? \_\_\_3\_\_\_
  - b. Encouraging parishioners to engage in civic life by voting and serving in public office? \_\_\_3\_\_\_
  - c. Partnering with local/national/international organizations to effect systemic change? \_\_\_3\_\_\_
8. Respond to the immediate needs of people who are poor by:
  - a. Raising awareness of needs of the poor and marginalized? \_\_\_3\_\_\_
  - b. Identifying specific needs? \_\_\_2\_\_\_
  - c. Responding to the physical and human needs of our local community in and beyond our parish boundaries? \_\_\_2\_\_\_
  - d. Establishing effective relationships with other religious or civic groups that work to address these needs? \_\_\_2\_\_\_
9. Hear homilies that challenge people in the teaching and living of justice and peace? \_\_\_3\_\_\_
10. Ground the work of justice in discernment, faith-sharing, and thanksgiving? \_\_\_3\_\_\_
11. Address human service needs? \_\_\_2\_\_\_
12. Develop awareness of life issues? \_\_\_2\_\_\_
13. Donate funds to, or receive funds from a charitable organization(s) throughout the year? \_\_\_2\_\_\_
14. Know what institutions are within our parish boundaries? (hospitals, nursing homes, senior residences, social services, children's services, prisons, etc.)? \_\_\_2\_\_\_
15. Meet the pastoral needs of these institutions? \_\_\_2\_\_\_
  - a. How does the parish meet the pastoral needs of these institutions? \_\_\_2\_\_\_
16. Meet the needs of homebound individuals? \_\_\_2\_\_\_
17. Offer senior citizens ministry programs (Spiritual, recreational, social needs, etc.)? \_\_\_2\_\_\_
18. Have senior citizens participate in community outreach programs? \_\_\_3\_\_\_
19. Reach out to seniors and frail elderly who are not participating in parish programs? \_\_\_3\_\_\_

**SUMMARY**  
**SERVICE, OUTREACH, and SOCIAL JUSTICE:**

STRENGTHS	NEEDS
Active and diverse “menu”	Communication of comprehensive efforts - <u>Focus</u>
Coordination with other groups	Catholic Social Teaching and information justice
Care for seniors and homebound	Greater coordination of MCC public policy advocacy
Many Ministries at Holy Trinity	Need more people to participate
Social Concerns groups: NCEON, ODB, Winter Shelter	Caring for young adults: College Age and Young Adult opportunities.
International Awareness	Greater participation in legislation in coordination with MCC (Maryland Catholic Conference)
Youth Workcamps	
Seniors, people who are shut-in or hospitalized	

**COMMENTS about our Parish’s Service, Outreach and Social Justice Programs:**

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**STEWARDSHIP:**

*We develop the material, financial and human resources of the Church and manage them as faithful stewards.*

A good parish has enough people to take on all the ministries seen to be necessary, and to perform the other work necessary to keep the parish functional. The demographic profile of the parishioners reflects the community in which they are ministering, and an ability to keep the parish healthy in the future.

**FINANCIAL CONDITION:** A good parish has enough financial resources to be able to carry out its work without placing undue strain on its people, and without becoming preoccupied with financial matters at the expense of ministry.

*Put (Y) if Yes and specify: 1 (always), 2 (usually), 3 (occasionally), 4 (seldom); (N) if No; (NA) if Not Applicable*

*As a parish do we . . .*

- 1. Promote a spirituality of stewardship of time, talent and treasure at all levels? \_\_\_ 3 \_\_\_
- 2. Have an annual written renewal of parishioners' commitment to sharing their time and talent and financial resources? \_\_\_ 2 \_\_\_
- 3. Follow up with parishioners that have committed to share their time, talent and financial resources? \_\_\_ 2 \_\_\_
- 4. Have an active Finance Committee that plans for long term needs, development and review of budgets, and oversees all financial concerns of the parish? \_\_\_ 2 \_\_\_
- 5. Have parishioners well informed about parish finances? \_\_\_ 3 \_\_\_  
     \_\_\_ A Parish Annual Report is published and distributed to all parishioners \_\_\_ 3 \_\_\_
- 6. Have a Finance Committee that facilitates and communicates with the other parish committees to provide for their fiscal needs? \_\_\_ 2 \_\_\_
- 7. Accept the responsibility of justice, including the matter of a just wage to its employees? \_\_\_ 2 \_\_\_
- 8. Have an active parish stewardship committee? \_\_\_ N \_\_\_
- 9. Have a long-range plan to ensure financial stability for the future and to anticipate challenges? \_\_\_ N \_\_\_
- 10. Have an established long-term endowment and savings account that is actively being increased throughout the year to sustain the parish well into the future? \_\_\_ N \_\_\_
- 11. Have all bank accounts included in the financial accounting systems and all activity recorded in the accounting system? \_\_\_ 1 \_\_\_
- 12. Have the resources to pay for all operational needs throughout the year? \_\_\_ 2 \_\_\_
- 13. Have adequate budgets which are monitored by the finance committee on a quarterly Basis with variations fully understood and communicated to the finance committee members? \_\_\_ 3 \_\_\_
- 14. Share resources beyond the parish needs to provide: financial support for a school or provide tuition assistance, scholarship programs, assistance to other parishes or charitable causes? \_\_\_ 2 \_\_\_

**FACILITIES:** A good parish has facilities that are useful for its life and work and that are being maintained in good condition. The community is not constrained by a plant that is too small, nor burdened by a plant that is too big, nor consuming its own future resources by not maintaining its plant.

*Put (Y) if Yes and specify: 1 (always), 2 (usually), 3 (occasionally), 4 (seldom); (N) if No; (NA) if Not Applicable*

*As a parish do we . . .*

- 1. Have sufficient facilities to support our ministries? \_\_\_ 2 \_\_\_
- 2. Have emergency or urgently needed repairs? \_\_\_ 3 \_\_\_
- 3. Have excess facilities that are not needed? \_\_\_ N \_\_\_
- 4. Ensure that the church and all other meeting rooms and facilities are accessible to anyone with physical disabilities? \_\_\_ 2 \_\_\_

- 5. Have a committee that conducts an annual review of facilities and makes recommendations for capital improvements? 3
- 6. Share our facilities with other community groups? 2
- 7. Have a long-range plan for maintenance of parish facilities? N

\*Examples of immediate and long range needs:

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**STEWARDSHIP EDUCATION:**

*Put (Y) if Yes and specify: 1 (always), 2 (usually), 3 (occasionally), 4 (seldom); (N) if No; (NA) if Not Applicable*

As a Parish do we . . .

- 1. Have a program of stewardship education patterned on the United States Bishops' Pastoral Letter, Stewardship: A Disciple's Response? N
- 2. Teach stewardship? 3
- 3. Regularly hear homilies on stewardship (not only on offertory collections)? 3
- 4. Include the principles of stewardship in the parish school and religious education programs? 3

**LAY MINISTRY:** Members of a good parish will see themselves as ministers, and will participate actively in the leadership of the parish and in staffing its various ministries.

*Put (Y) if Yes and specify: 1 (always), 2 (usually), 3 (occasionally), 4 (seldom); (N) if No; (NA) if Not Applicable*

As a parish do we . . .

- 1. Encourage people to identify and develop their gifts and talents in service of the Church and of others? 2
- 2. Provide formation programs and training for those participating in parish leadership? 2
- 3. Develop ways to relieve the priest of some responsibilities and provide the means to function as a faith community without the on-going presence of ordained ministry? 3

Examples: \_\_\_\_\_

- 4. Plan and evaluate parish activities regularly? 2
- 5. Have Corporators in accordance with Archdiocesan policy and the laws of incorporation for the State of Maryland who are knowledgeable and function per Archdiocesan regulations? 1
- 6. Have a Pastoral Council that is trained and provides leadership and direction to the committees and promotes collaboration among the committees? 2
- 7. Have a parish Education Committee that meets regularly? NA
- 8. Have a parish Finance committee that meets regularly? 2
- 9. Have a long-range planning committee to assist all parish committees in long-range planning? N
- 10. Have a three year long range plan which encompasses all mission priority areas of parish life? N
- 11. Have current (updated within the last three years) mission, goals and objectives? 2
- 12. Have a parish endowment/development committee? N
- 13. Have lay leadership reflective of the demographics of the parish? (ethnicity, age, economic status, etc.) 2
- 14. Have lay leaders who are given opportunities and encouraged to participate in ongoing formation and financially supported to participate in courses offered such as CLI, etc? 2
- 15. Parish leadership actively involved in Vicariate and Regional efforts? 2
- 16. Interact with the civic community and other denominations and faiths? 3

**PASTORAL LEADER:** The pastor or PLD of a good parish knows the people of the parish and they know and feel comfortable talking to the pastor or PLD. The pastor or other priests assisting in the parish preside well at liturgy. The

pastor or PLD identifies the people’s talents, helps them experience the empowering and demanding love of God, and challenges and encourages them to take part in the ministry of the parish. The pastor or PLD shares leadership responsibilities with the Pastoral Council.

**STAFF:** Parish staff, both ordained and non-ordained, are adequate in number for the work of the parish. They are properly trained for their ministries, have a sense of the purpose of the parish, and cooperate effectively with the pastor or PLD and the people in achieving parish goals.

*Put (Y) if Yes and specify: 1 (always), 2 (usually), 3 (occasionally), 4 (seldom); (N) if No; (NA) if Not Applicable*  
**As a parish do we . . .**

1. Have Pastoral leadership that has a basic understanding of the demographic make-up of our community (e.g. ages, races, cultures, abilities, and family make-up)? 2
  2. Use demographic information in planning parish events and activities? 4
  3. Hold events, activities, and programs that address diversity, multi-culturalism, and inclusiveness? 3
  4. Actively participate in various Archdiocesan and Regional structures and programs? 2
  5. Keep records well maintained and current? 1
  6. Have a Parish staff that works together collaboratively as a model for a life-giving parish? 1
  7. Have Parish administrators with appropriate education, ability and experience to promote the vitality of the faith community? 2
  8. Have a parish business manager/bookkeeper? 1
  9. Follow Archdiocesan procedures for personnel recruitment, defining employee job duties and responsibilities and determining job classification? 1
  10. Have full compliance with STAND policies and procedures? 1
- If no, describe the parish’s plan and timeline for implementing these policies and procedures. \_\_\_\_\_

**SUMMARY:  
STEWARDSHIP**

STRENGTHS	NEEDS
Facilities and Location	Longer range planning
Administrative operations	Gift and talent discernment
Awareness and conscientious use of resources	“Stewardship” education
Volunteers and ministers	Budget prep
Collegial bodies – operational and trained	“Evangelizing” people of means/develop Legacy Giving
STAND	Deepened notion of Stewardship
Leadership	Improved communication about financial matters
Spirit of generosity	Bigger Church?
Generous/balanced sharing	Physical Plant Maintenance Plan/Program
Continuing legacy of people in the parish	
CLA	
Our talented people – cultural diversity	

COMMENTS about our parish’s Stewardship Program, facilities, and staffing:  
 \_\_\_\_\_ This year, 2005, we experienced staff reductions due to working with a more realistic budget process.

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**OVERALL SUMMARY**

Name of Parish           Holy Trinity Catholic Church          

City                           Glen Burnie, Maryland          

Parish Staff Positions:

Clergy:           Pastor  
                      Associate Pastor  
                      Deacons (3)

Full Time:       Coordinator of Religious Education  
                      Coordinator of Youth Ministry  
                      Maintenance Supervisor  
                      Parish Office Coordinator  
                      Secretary  
                      Seminarian Intern

Part Time:       Accounting Clerk  
                      Asst. Coordinator of Religious Education  
                      Business Manager  
                      Cleaning Personnel  
                      Coordinator of Adult Ministry  
                      Housekeeper  
                      Parish Nurse  
                      Secretary

Shared Staff:   Asst. Coordinator of Religious Education  
                      Secretaries

**SUMMARY REPORT**

STRENGTHS	NEEDS
Strong sense of parish identity exists at Holy Trinity	More opportunities to publicize HTLBU & Renewing the Vision to Parish Pastoral Council and to our parishioners
People feel like family to one another	Gift Discernment Opportunities
So many supportive ministry efforts already exist	Build on community's awareness of strengths and identity
Staff able to be very collaborative and effective	After publicity start HTLBU & Renewing the Vision objectives education/communication by Ad Hoc Committee members
Parish Pastoral Council growing in leadership skills	Additional meetings for staff to educate Pastoral Council on HTLBU & Renewing the Vision
Strong Religious Education Program, and Volunteer Staff	Additional help with Spanish communication and implementation of programs for children
Strong Administrative Support	Parish outreach to children of our community who are un-catechized
Technology committee growing	Form a Development Committee
Professional Web site	Maintenance Committee further identified
Location of Church and Parish Center	

## **QUESTIONS FOR PASTOR AND PARISH REPRESENTATIVES:**

You will be discussing many of these areas with other parishes in Inter-parish Pastoral Planning meetings. Your detailed and complete analysis of your own faith community will help to provide a better defined picture of the total area.

### **Specific Analysis:**

Please study the responses you returned in your Annual *Consolidated Report*, and those on the preceding pages, and consider them in the light of the following questions:

#### **1. Studying the demographics:**

- ❖ What groups within our parish are growing/shrinking?
  - The Mass in Spanish has grown from 60 people to 270 in the past three years. REP enrollment has increase by 10 during 2004/2005 year.
  - The top two age groups with increases are: 40 to 49 and 21 to 29. The top group with a decrease is ages 30 to 39. \*Consolidated Reports 2004 and 2003. Mass attendance count for Hispanics increased by 63%, a total of 198 people. While Mass attendance count for Asian decreased by 50%.
- ❖ Is the total population within our parish geographic area increasing or decreasing?
  - Population in this area is generally stable, although Anne Arundel County increased their population estimates from 505,205 in July 2003 to 508,572 in July 2004. An increase of 3,367. A.A. Co. ranks 5 of the Maryland State Counties. \*U.S. Census Bureau Population Division
- ❖ Is the Catholic population of our parish increasing or decreasing?
  - Registered parishioners reported in the Consolidated Report for 2004 is 7,489, an **increase** of 220 from 2003.
- ❖ What new groups (racial, ethnic, single, chronically ill or disabled) are becoming part of our parish?
  - REP enrollment indicates that the Spanish Community is increasing within our parish. The Mass attendance reported a steady increase in the Hispanic community from 126 in 2005 to 222 in 2005; and an increase in White Caucasian from 1119 to 1517 dating 2003 to 2004 but dropped to 1284 in 2005. Our registration form does not offer the option to list ethnicity and the census keeper is not configured with a field for ethnic information.
- ❖ Have there been significant changes in the housing stock?
  - We expect a significant change one the 5,000 jobs in Ft. Meade are filled. \*In A.A. Co. the total housing units increased by 7,468, a total of 194,405 in 2003.
  - \*U.S. Census Bureau
- ❖ What do we do if this picture changes (increases/decreases) considerably in another year?
  - If the housing stock increases a resulting increase in population may create a greater Catholic to Priest ratio. It may also result in a need for more lay ministers who are needed to supplement our existing or developing programs. Holy Trinity could sustain an increase in population and the Religious Education Program could provide space and education for a larger number.

#### Comments:

- New roles, new boundary issues, and new patterns of interaction will continue to arise within parishes and within ministries. A spirit of collegiality and respect must be encouraged throughout the discernment process as the actual number of priests we have becomes something the individual parishes and parishioners grapple with.
- Mass attendance has decreased in our Auditorium worship space. We may need re-evaluate if two Masses in the Auditorium are necessary during the winter season.

## 2. Studying the ministry services:

### ❖ What ministry services are most utilized? Why?

- Some of the ministries mostly utilized are:
- Liturgy & Worship
- Religious Education because it is a requirement to be invited to participate in the free standing family Sacramental Preparation Process for First Reconciliation and First Eucharist
- Youth Ministry
- Collegial bodies: Finance Council and Parish Council to offer guidance to the Pastor.
- Bereavement Hospitality
- Extra-clergy for celebrating Masses
- Office Volunteers because they greet visitors at the Parish Center and on the telephone, data entry, Bulletin stuffing and bulk mailing assistance
- Ministry to Shut-ins
- Social Concerns because of the need for support for the homeless, the need for supplies and financial support at NCEON, and Winter Shelter
- Holy Name and Sodality
- Knights of Columbus, both councils

and the list goes on.....

### ❖ What services are under-utilized? Why?

- The coordinator of Adult Ministry desires for her professional services to be more fully utilized. She believes that she has to find a way of being present to more people than she is currently able to be present to, esp. on Sunday mornings after Masses. Her name is all over the adult portion of the bulletin, but the percentage of calls received is small (and participation in Adult Enrichment offerings) compared to the total number of adults in the parish.
- The Auditorium worship space, due to attendance.
- 

### ❖ What are the unmet needs in our parish?

- The Welcoming Efforts.
- Outreach to alienated Catholics.
- The Young Adults ministry is slowly growing but singles do not have a unique ministry.
- There is no ministry to recently divorced or single again parishioners.
- Evangelization.

### ❖ Is there any duplication of services between what our parish provides and what is available in other parishes or in the community?

- Every parish has its business operations office, its faith formation offices, its parish offices, its liturgy planning committees, etc. and the list goes on. Changing to a cluster business office, a cluster faith formation office, a cluster planning committee in place of individual parish will either liven or dampen the spirit of those lay ministers who are already ministering in the field of their choice. We are now beginning to look at ways to share our personnel resources and spaces within our cluster area.

### ❖ What ministries does our parish currently share with another parish or parishes in your area?

- We share the ministry of NCEON, the parish assessment/ The Hope That Lies Before with other parishes.
- Currently we are sharing the planning and implementation of Family Lenten and Advent Nights with Crucifixion Parish. It is our hope to continue to find ways to share the ways we can minister to the people of our Parish Communities. Our Region has planned Advent and Lent Reconciliation Services eliminating the need for each parish to supply numerous services. Our Vacation Bible School is open to anyone who would like to attend, however space is limited. Also, when we plan Catechist workshops, we include an invitation to surrounding parishes.
- Summer Madness is shared with youth ministers in our area.

### ❖ What do we plan to do if we are not able to continue services in another year?

- We have to talk about this.
- This could be influenced by how the Archdiocese handles the distribution of the priests.

Comments:

- Who will and how will we monitor the competencies of those involved in ministry. For example, would a cluster business operations manager need a team of parish volunteers and have to let the parish business manager go?
- We have just begun to grasp the effect of fewer priests in so many parishes. This dilemma has a ripple effect waiting to happen: any change causes another change. How will the dioceses be affected, the church in our country, the universal church?

### 3. Studying the finances:

#### ❖ Based on present trends, will our parish be able to meet its expenses in the foreseeable future?

- With a revised budget, a more accurate projected budget and a conservative effort, we may be able to provide for many ministries because of the generosity of the volunteers we have; those already known and those to be identified.
- Staff reductions have been made. Income level does not allow for significant savings. There may be a need to reduce benefits or additional staff cuts.

#### ❖ Are there expenses which could be better managed or eliminated?

- At this time, our expenses are being efficiently managed. Plus, the staff is willing to help in any way.
- Standard expenses such as insurances and utilities continue to spiral upward. The maintenance and purchase of computers presents a significant expense challenge. Our staff has reduced expenses to all but minimum needs in an effort to keep the within the budget.

#### ❖ Are there sources of revenue which our parish has overlooked or underutilized?

- Forms of sacrificial giving/tithing
- Legacy League Endowment gifts
- There are a few fund raisers planned which will be a new source of income but not enough to be significant.

#### ❖ What do we plan to do if the trends are or continue to be negative?

- As lay ministers we are to continue being dedicated to the church and to continue to work to provide the best ministry we personally can.
- Just because the trend may be negative it does not mean that we will be. We are called to be a disciple and spread the “Good News.”
- There may need to be additional staff reductions and more reliance on volunteers. Requests may need to be made to archdiocese to reduce participation in benefits.

#### ❖ How could our parish benefit by having a full or part-time business manager?

- The Pastor benefits from having a Business Manager’s experience and as an advisor.
- The position enables the Liturgical Staff to participate in liturgical duties for which they are trained. It would be helpful to have a business manager who was full time who could do bookkeeping duties as well. This would provide more control over finances and greater availability to staff.

#### Comments:

- Development Committee exists on paper. The time is right to bring people on board in this effort.
- In the future, our Maintenance Committee could be configured to coordinate the preventive, replacement and fixing of facilities.

### 4. Studying the physical plant:

#### ❖ Are our buildings in good condition?

- Today, the interior of Holy Trinity church looks great. Don’t know about the exterior condition. The parking lot’s resurfacing made a great improvement as did the windows in the Parish Center. The bathrooms everywhere (except the one near my office and the one upstairs in the REP office) need major updating. Then a committee could volunteer to oversee the upkeep procedures.
- Attention could be given to Fr. McDonough’s quarters, especially the kitchen and bathroom fixtures.
- We have six buildings, all of which are in need of some level of regular updating and repair but are in generally good shape.

#### ❖ What maintenance or renovation costs can we anticipate in the next few years?

- The interior of our Church needs to be painted within the next few years, as are some of the rooms in the Parish Center. Maintenance and repair is on-going. Renovations to the Parish Center lobby entrance and Front Office are needed. Renovations to the Church Hall kitchen are essential.
- Parish Center is in need of carpeting, painting, bathroom renovation, and cosmetic changes. Rectory needs kitchen remodeling, garage roof and remodeling (elimination of carport). Church needs painting inside, some plaster repair. Hall needs new tables, chairs and bathroom remodeling.

❖ Do we need to build or replace in the future?

- No building project will likely be considered until the vision for The Hope That Lies Before Us is implemented. Regular upkeep should be maintained.
- Replace the Church Hall ovens and ice maker. Replace the Parish Center carpet.
- We have sufficient space for the future. The task is modifying facilities to accommodate our needs.

❖ What do we do if building or replacing is not worth the cost?

- If replacing is not worth the cost, then an evaluation of the building is needed.
- The only building that may fall in the replacement category is the current youth center. One suggestion would be to demolish it, expand the playground. Make accommodations for youth in parish center and annex.

❖ Which parish facilities have potential for shared use by more than one parish in the Region?

- Parish Center small rooms, Chapel, Lounge, Kitchen and Upper Room, the Hall, Annex, and Youth House
- Share the Church for weddings; Hall and Parish Center for shared family events.
- Scheduling may be a problem.

Comments:

- Research the possible sale of property adjacent to the Parish Center and playground
- If we become a cluster parish all facilities should be made available to everyone.
- We do a good job of sharing our space with other parishes, Monsignor Slade School, and the Archdiocese
- A good education of shared facilities needs to be addressed.

**5. Studying formation in the faith:**

❖ What are we doing in the ministry of catechesis and evangelization?

- Holy Trinity offers Adult Enrichment, Scripture, Listening Hearts, R.C.I.A., Baptism Prep, Confirmation Prep, Marriage Prep, Small Christian communities, Welcoming Dinners, Stand Training, Disciples in Mission, Mission Speaker, planned Catechetical Evening for Parish and Community, and On-going Bulletin information.
- Also implemented were Family Advent and Lenten Nights.
- A person could begin with Alpha and go through CLI at Holy Trinity. Holy Trinity makes itself available to the public by the Welcoming ideas, web site, Sunday bulletin, special events on the phone, and advertise in the Catholic Review and Maryland Gazette.

❖ What groups in our parish are touched by these efforts?

- Adults, Families, Individual parishioners, Families, and community – All.

❖ Are there other groups who are under served in this respect? Why?

- The staff believes that the Handicapped, Ill, those who depend on television and computers for their involvement in parish life are under served.
- Due to the language barrier, the Hispanic community could be served better.
- Also our young adults and singles are here but we have not tapped into their timeframe. Parishioners who are away at college need to hear from the parish also.

❖ What do we do if our school or religious education program cannot be maintained in another year or so?

- Run them from parishioners homes and from the largest cluster parish facilities
- Have a volunteer DRE, and the program would be streamlined to bare essentials.

Comments:

- The military used this above concept years ago. I coordinated all the catechetical and catechist meetings at Fr. Campbell, KY. I drove around and visited in on many sessions in various housing on post. We gathered at the largest facility for large group gatherings.
- To get to the parishioner at large, we use bulk mailing. To get to the parishioners who would most likely be interested, plan something to present before Mass.

**6. Studying personnel:**

- ❖ How open to change is our current staff and lay leadership?
  - Our staff is very open to constructive comments and implementing the change.
- ❖ Are we a faith community that makes changes slowly or rapidly? Is our rate of change a strength or a liability to our vitality? (that is, do we tend to move too fast? too slowly?)
  - The staff is very current, if not ahead of current, with our efforts to be at the forefront of issues we undertake for The Hope That Lies Before Us
  - The staff is willing to move, but is cautious to not to move too quickly without educating the parishioners about the change.
- ❖ Does our present mix of ministerial personnel include laity as well as ordained?
  - Yes
- ❖ How will we meet our needs as a parish with the possibility of fewer resident pastors and fewer associate priests within the next few years?
  - Lots of hard work, necessary work, and prayers to the Holy Spirit for guidance and direction
  - Always do our best to use the personnel and our lay ministers to serve the people of our faith.
  - Currently Holy Trinity Pastors and the neighboring parishes' Pastors have supported each other in the event they were unavailable. In the next few years, our cluster is capable of providing living quarters for the Pastor and PDL; of coordinating Mass schedules and of coordinating a 'cluster bulletin'.
- ❖ What skills are we identifying and who among our parishioners might take on additional leadership and/or ministry responsibilities?
  - We need to talk more about discerning our gifts and we need to present a gifts discernment workshop. We know the gifts are there, we just have to gather the assembly to discern them.
  - We need to talk about the benefits one receives from the selfless gift of giving to the Body of Christ one finds when one is involved in their church ministries
  - The registration process could be gleaned to have ministry leaders contact the newly registered about their interests as indicated on the registration.
- ❖ What training opportunities are made available to prepare the laity for leadership in the parish? (CLI, etc.)
  - The CLI is a great tool for leadership, or to grow in personal faith. We encourage CLI leadership training in our church bulletin each session. Upon questioning, many CLI attendees said that they wanted to get a job in a parish as a result of being involved in CLI.
  - The Pastor is available and willing to provide instruction. Pastoral Council has an annual retreat. Staff has an annual retreat.
- ❖ Where else can we look to find people to take on these responsibilities?
  - Use the Servant Keeper software to identify those who are employed in fields using skills of teaching, compassion, good communication skills, persuasion, enthusiasm, salesmanship, etc. and form them for the good of the parish.
  - Invite our parishioners to a discernment of gifts workshop, plant the seed, and let the Holy Spirit work.

Comments:

- The recent Ministry Fair was a long time overdue. A discernment workshop would be very helpful.

**7. What are some:**

- ❖ Areas of strength for us?
  - We are a hospitable, caring people who have loved our parish. We just have to get over the old way of thinking – I go to Mass and I am doing what God wants, to – I have been sent from Mass to live my faith for others all week. Here's what I'll do for my church this week.
  - We meet people where they are in their faith life, and encourage growth. We do not judge people and we provide the assistance and tools to help them become fully active Catholics.
  - We have a conscientious staff who work and pray well with others and a hospitable front office who assist travelers as well as the community.

❖ Areas where we need strengthening?

- Whole parish personnel policies and manual
- Better Publicity of the Town Hall Meetings
- Encouragement of people to read information printed.
- Use other media -Quarterly newsletter, TV, and radio- to communicate. Educate the parishioners on why they should want to learn more about their religion – the long goal as well as snippets.

❖ Issues we must face as a parish?

- Communication
- A challenge we face is doing our ministry in the light of recent staff reductions and budget adjustments.
- Fr. Carr's option to retire.
- Reorganizing staff responsibilities – the core and projects.

❖ Actions we need to consider to ensure that we will have the human and material resources needed for a vital faith community in the year 2006 and beyond?

- Encouragement should be given to the cluster Leadership Summit in September.
- Strengthen communication to the assembly of the Hope That Lies Before Us.

**8. Do we tend to be self-contained or isolated as a parish, rather than interactive or collaborative?**

- We are interactive and collaborative. Faith Formation organizations with other parishes have combined efforts and will in the future. Looking to the future, would we ever merge?
- Youth Ministry, REP and Adult Ministry interact on many projects.

**9. Do we tend to rely on the same people? The same programs? What is our parish doing to develop lay leaders who can assume broader pastoral roles in our parish?**

- First we will bring this topic to a staff meeting. Then, the Staff could bring suggestions to the Pastoral Council on encouraging parishioners to assume broader pastoral roles.
- There is no committee dedicated to this effort. We are all going about it in our own way.
- To develop lay leaders, Holy Trinity hosts a Ministry Fair, circulates Volunteer Ministry flier, invites new members to Welcome Dinner, and builds community through events such as the Variety Show.

**10. What in our parish has given us new life in the past year? What gives us continued energy year after year?**

- Seminarians and Deacon candidate in formation have contributed to new life in our parish.
- Combining Family Nights for Advent and Lent. Year after year I am touched by someone or something.
- Variety Show, Parish Picnic. Looking forward to other's gifts/talents gives me energy for the upcoming events.
- 85<sup>th</sup> Anniversary events.

**11. Where do we tend to concentrate our time, energy, personnel and funds? Are these the best use of these resources?**

- Social Concerns
- The R.C.I.A. effort.
- Adult Enrichment in terms of my time.
- The overall religious education of Children Pre-K through Gr. 5, and the Rite of Christian Initiation of Adults adapted for children in Grades 3 through 10.
- Preparing for the future while working on the present.
- Shuts-Ins
- Youth Ministry

**12. How can we help the people in our parish understand as we go forward?**

- A possible way is to offer Parish Updates after the Noon Mass on one of the Sundays of the month along with Coffee and Donuts/ Welcoming / and possibly lunch or brown bag.
- The assembly needs to be educated. And stick to a timeframe. It is certain that they will not understand fully until they see some change in place.
- The education plan worked out at the staff cluster meeting could help keep all parishes in sync.

13. In meeting our parish’s needs we would be willing to collaborate with the following parish(es)

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- Definitely

14. Does the parish use the *Renewing the Vision* Mission Priorities of evangelization, liturgy, education, service, and stewardship for its annual planning process to set goals and objectives to fulfill the parish’s mission and respond to the needs of the parish?

- Implicitly, we do. It is the spirit in the Pastoral Plan

❖ If you do not use *Renewing the Vision* what process or format do you use?  
Describe:

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❖ Do you think that your parish’s planning process, if other than *Renewing the Vision*, will be compatible with other parishes with whom you may be dialoguing?

- Yes

Explain:

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Comments: