



**HOLY FAMILY PARISH CALEDONIA  
YEAR I DISCIPLES IN MISSION REPORT  
MAY 24, 2009**

**DISCIPLES IN MISSION  
HOLY FAMILY PARISH – CALEDONIA, MICHIGAN**

**GOAL I:**

TO BRING ABOUT IN ALL CATHOLICS SUCH AN ENTHUSIASM FOR THEIR FAITH THAT, IN LIVING THEIR FAITH IN JESUS, THEY FREELY SHARE IT WITH OTHERS.

**PARISH SELECTED YEAR I OBJECTIVES:**

1. TO FOSTER A RENEWED UNDERSTANDING OF THE FAITH AMONG CATHOLICS.
2. TO FOSTER AN APPRECIATION OF THE PRESENCE OF CHRIST IN THE EUCHARIST AND ALL THE SACRAMENTS, THE SACRED SIGNS OF OUR CATHOLIC LIFE.

# **HOLY FAMILY PARISH – CALEDONIA, MICHIGAN YEAR II – 2009/2010**

## **AN EVALUATION OF *DISCIPLES IN MISSION* FOR THE PERIOD (September 2009) THROUGH (May 2010)**

### **EXECUTIVE SUMMARY:**

This document is to serve as our year two report for the Disciples in Mission process at Holy Family. We had a dedicated team of individuals who implemented this process in Year Two, and for our second year in a row, we will have some turnover, but we look forward to furthering the process in Year III.

The following documents make up this report:

- The schedule/syllabus that our leadership team followed to effectively implement much of what we learned in year one as it relates to the Disciples in Mission process and the USCCB's National Plan and Strategy for Catholic Evangelization in the United States;
- The Parish Reflection Day results which may be referred to as our evolving Parish Evangelizing Profile;
- Parish Leadership Team Evaluation form; and
- Our Lenten Small Group Leader's debrief feedback.

Conclusions and Recommendations by the Parish Leadership Team:

1. Overall, the feedback is that this is a positive experience for our Parishioners who participated this year;
2. There remains a continued need for educating our parishioners on the Disciples in Mission process, its goals, our selected objectives and the need for the Parish Staff and Ministry Leaders to migrate from their individual goals and objectives to the goals and objectives that are brought to us by the National Plan.

3. We will need to continue to communicate with the Parish, and more specifically work with the ministries to have them focus on the Year One goal, the two selected objectives of Education and Sacraments, and their resulting activities/strategies to move our Parish toward them goal and objectives. This will require a documented form from each Ministry.

**Submitted by:**

Michael Hollern

Parish Leadership Team Coordinator

May 24, 2009

**NAMES AND ROLES OF MEMBERS OF THE TEAM**

Michael Hollern	Parish Leadership Team Leader
Ed Horski	Parish Staff Leader (Pastoral Associate)
Cathy Vega	Recorder/Secretary
Deb Pawloski	Communications Coordinator
Margo Kiel	Prayer Coordinator
Fran Hollern	Prayer Coordinator
Jennifer Renegar	Parish Organizations Coordinator
Pete Murray	Evangelization Planning Coordinator
Janet Regan	Small Group Coordinator
Heidi Galdys	Family Coordinator
D.J. Regan	Teen Coordinator

DISCIPLES IN MISSION  
HOLY FAMILY PARISH – CALEDONIA  
YEAR I SCHEDULE OF MEETINGS

<u>Leadership Team Position:</u>	<u>Name</u>	<u>e-mail address</u>	<u>Telephone #</u>
Pastor	Father Mark Bauer	<a href="mailto:revmbauer@holyfamilyleadonia.org">revmbauer@holyfamilyleadonia.org</a>	616-891-1160 (Rectory)
Co-Leader	Ed Pawloski	<a href="mailto:edpaw@charter.net">edpaw@charter.net</a>	616-292-1628
Co-Leader	Michael / Fran Hollern	<a href="mailto:hollerns@comcast.net">hollerns@comcast.net</a>	616-554-9598 or 616-292-9635
Parish Staff Leader (Pastoral Assoc.)	Ed Horski	<a href="mailto:ehorski@holyfamilyleadonia.org">ehorski@holyfamilyleadonia.org</a>	
Recorder / Secretary	Ruth Grinstead	<a href="mailto:grinsteadr@caledonia.k12.mi.us">grinsteadr@caledonia.k12.mi.us</a>	616-901-1542
Communications Coordinator	Deb Pawloski	<a href="mailto:Deborah@GRAR.com">Deborah@GRAR.com</a>	616-292-1721
Prayer Coordinator	Margo Kiel	<a href="mailto:radiantmargo@yahoo.com">radiantmargo@yahoo.com</a>	269-795-3013
Parish Organizations Coordinator	Jennifer Renegar	<a href="mailto:jennifer.renegar@fns.usda.gov">jennifer.renegar@fns.usda.gov</a>	616-891-9782
Evangelization Planning Coordinator	Beth Spica	<a href="mailto:bespica@aol.com">bespica@aol.com</a>	616-437-7945
Small Group Coordinator	Jan Regan	<a href="mailto:newantioch@fnwusers.com">newantioch@fnwusers.com</a>	616-915-5930
Family Coordinator	Heidi Galdys	<a href="mailto:hgaldys@comcast.net">hgaldys@comcast.net</a>	616-656-0306
Teen Coordinator	D.J. Regan	<a href="mailto:newantioch@fnwusers.com">newantioch@fnwusers.com</a>	616-891-1462

<u>When</u>	<u>Time / Location</u>	<u>Subject / Action</u>	<u>Who</u>	<u>Assignment / Resource</u>
Monday, September 01, 2008		Monthly Newsletter Introduction Letter	Father/Ed/Michael	Michael
Monday, September 08, 2008		Bulletin Stuffer	Father/Ed/Michael	Ed
Monday, September 15, 2008		Order materials for Orientation	Michael / Parish Office	pg. 39 or pg. 43
Sunday, September 21, 2008		Recruit & Finalize Parish Leadership Team	Father/Ed/Michael	
Sunday, September 21, 2008		Prepare for orientation meeting	Ed / Michael	pp. 50-51
Tuesday, September 23, 2008		Send out Orientation Meeting Agenda	Ed / Michael	p.42
<b>Monday, October 06, 2008</b>	<b>7PM - 9PM: LL#7</b>	<b>ORIENTATION MEETING</b>	Michael	None
Tuesday, October 07, 2008		Assign pre-read for Training Meeting	Michael	p.45 #3
Tuesday, October 07, 2008		Send out Fall Training Meeting Agenda	Ed / Michael	p.44, pp. 52-54

Tuesday, October 14, 2008	6PM -9PM: LL#7	FALL TRAINING MEETING	Team	<u>A Summary - Go and Make Disciples</u> ALL <u>Parish Leadership Team Manual</u> ALL Ch.1-Ch.10 Ch.11- Margo Ch.12 & Ch.18 - Deb Ch.13 & Ch.14 - Jan Ch.15 - Heidi Ch.16 - D.J. Ch.17 - Fr. Mark Ch.19-22 - Beth & Jennifer
<b>FORMATION PROCESS (See. Pg. 65)</b>				<b>Assignment / Resource</b>
Tuesday, October 21, 2008	6PM- 9PM: LL#7	Introducing "Go and Make Disciples"	ALL	PP.1-19 of The Commentary and Planning Guide for <i>Go and Make Disciples</i>
		What is Catholic Evangelization?		
Thursday, October 30, 2008	6PM- 9PM: LL#7	The Whys and Hows of Catholic Evangelization	ALL	PP.20-53 of The Commentary and Planning Guide for <i>Go and Make Disciples</i>
		Preparing for the Goals		

Tuesday, November 11, 2008	6PM- 9PM: LL#7	Developing a Parish Evangelization Profile	ALL	1. Read Ch. 20 & 21 of the Parish Leadership Team Manual; 2. PP. 54-81 of The Commentary and Planning Guide for <i>Go and Make Disciples</i> .
Thursday, November 13, 2008	7PM - 9PM Holy Family Center	Parish Town Hall Meeting	Michael, Ed, ALL	P.77 Agenda (reduce to 45 minutes)
Sunday, November 23, 2008	11:00am Mass	Commissioning of the Leadership Team	Father / All	Ruth and Beth unable to attend due to travel.
Tuesday, December 02, 2008	6PM- 9PM: LL#6	From Planning to Action	ALL	Review notes from 11/11/08 Meeting (Developing a Parish Evangelizing Profile).
		From Planning to Action to Full Evangelizing Potential		
Tuesday, December 09, 2008	6PM - 9PM: LL#7	Discovering my Experience of God	ALL	Complete the reading (and writing part) of Discovering My Experience of God.
Tuesday, December 16, 2008	6PM - 9PM: LL#6	Finalizing our Project Plan and discuss/assign pre-read for Winter Training Mtg.	ALL	
Monday, December 22, 2008		Send out Winter Training Meeting Agenda	Michael	p.46, pp. 56-57
<b>Tuesday, January 06, 2009</b>	<b>6PM - 9PM</b>	<b>WINTER TRAINING MEETING</b>	Ed / Michael	pp.46-48, pp. 56-

**PRE-LENTEN SCHEDULE:**

Sunday, January 11, 2009	Between 9am & 11am Mass	Show DiM Video	
Monday, January 12, 2009		Seven weeks prior to first Sunday in Lent.	Order estimated amounts of training and participants materials (Ch.5); Recruit Small Group Leaders (Ch.13); Display DM posters in the Church (remain up through Pentecost) Ch.12; Meet with Homilists (Ch.17); Begin the Prayer Campaign (1/17-1/18/09), which will run until Pentecost (Ch.11) p.93 #1; Make pulpit announcements (1/17-1/18/09) about DM (Ch.12) p.94 #1; Print a bulletin announcement informing the Parish about DM (Ch.12).
Sunday, January 18, 2009	Between 9am & 11am Mass	Show DiM Video	
Monday, January 19, 2009		Six weeks prior to first Sunday in Lent.	Prayer Campaign Continues (Ch.11); Make pulpit and bulletin announcements about the upcoming sign-up Sunday's (Ch.12); Distribute the Parish Brochure for Sign-up Sunday (Ch.14).
Monday, January 26, 2009		Five weeks prior to first Sunday in Lent.	Prayer Campaign Continues (Ch.11); Make pulpit and bulletin announcements that this is sign-up Sunday; Distribute the Parish brochure for sign-up Sunday (Ch.14);

			Conduct sign-up Sunday (1 of 2) - (Ch.14).
Monday, February 02, 2009		Four weeks prior to first Sunday in Lent.	Train Small Group Leaders (Ch.13); Prayer Campaign Continues (Ch.11); Make pulpit and bulletin announcements that this is sign-up Sunday; Distribute the Parish brochure for sign-up Sunday (Ch.14); Conduct sign-up Sunday (2 of 2) - (Ch.14).
Monday, February 09, 2009		Three weeks prior to first Sunday in Lent.	Conduct phone invitation campaign (Ch.14); Order additional participant materials as needed (Ch.5); Send Family Activity booklets home with Children (Ch.15); Match Small Group participants and Leaders; inform Leaders (Ch.13); Prayer Campaign continues (Ch.11); Make pulpit and bulletin announcements following up on the sign-up Sundays (Ch.12).
Monday, February 16, 2009		Two weeks prior to first Sunday in Lent.	Small group leaders receive their materials and call their group members (Ch.13); Participants pick up their materials and group assignments (Ch.14-16); Kick-off event for Families (Ch.15); Prayer campaign continues (Ch.11); Make pulpit and bulletin announcements about the numbers of parishioners involved in <b>Disciples in Mission</b> Lenten activities.

Monday, February 23, 2009		Week of Ash Wednesday.	Prayer campaign continues (Ch.11); Small groups, teen groups, and families hold their first meetings (Ch.13, 15, 16)
<b>LENTEN TIMELINE (see p. 84):</b>			
Monday, February 23, 2009		Week of Ash Wednesday	Prayer campaign continues (Ch.11); Small groups, teen groups, and families hold their <b>first</b> meetings (Ch.13, 15, 16); Priest / Deacon preaches evangelizing homily; Bulletin inserts distributed.
Monday, March 02, 2009		Second Week of Lent	Prayer campaign continues (Ch.11); Small groups, teen groups, and families hold <b>second</b> meeting (Ch. 13, 15, 16); Priest / Deacon preaches evangelizing homily; Bulletin inserts distributed.
Monday, March 09, 2009		Third Week of Lent	Prayer campaign continues (Ch.11); Small groups, teen groups, and families hold <b>third</b> meeting (Ch. 13, 15, 16); Priest / Deacon preaches evangelizing homily; Bulletin inserts distributed.
Monday, March 16, 2009		Fourth Week of Lent	Prayer campaign continues (Ch.11); Small groups, teen groups, and families hold <b>fourth</b> meeting (Ch. 13, 15, 16); Priest / Deacon preaches evangelizing homily; Bulletin inserts distributed.

Monday, March 23, 2009		Fifth Week of Lent	Prayer campaign continues (Ch.11); Small groups, teen groups, and families hold <b>fifth</b> meeting (Ch. 13, 15, 16); Priest / Deacon preaches evangelizing homily; Bulletin inserts distributed; Small group leaders tell their groups about the Parish Reflection Day and invite them to attend.
Monday, March 30, 2009		Sixth Week of Lent	Prayer campaign continues (Ch.11); Small groups, teen groups, and families hold <b>last</b> meeting (Ch. 13, 15, 16); Priest / Deacon preaches evangelizing homily; Bulletin inserts distributed; Small group leaders tell their groups about the Parish Reflection Day and invite them to attend.
Sunday, April 05, 2009		Palm Sunday & Holy Week	Prayer campaign continues.
<b>EASTER SEASON</b>			
Monday, April 06, 2009			Publicize the Parish Reflection Day and invite all parishioners, through personal invitations, phone calls, homilies, and pulpit/bulletin announcements.
<b>Sunday, April 12, 2009</b>		<b>EASTER SUNDAY ALLELUIA, HE HAS RISEN!</b>	
Sunday, April 19, 2009		PARISH REFLECTION DAY, p. 132 April 19 (12.30PM-3:30PM)	The Parish Leadership Team hosts the Parish Reflection Day (Ch.19).
Sunday, May 03, 2009		Parish Evangeizing Profile is completed	The Parish Leadership Team compiles the results of the reflection day and constructs a Parish Evangelizing Profile (see pg. 147) for

			Goal 1 in Year 1.
Friday, May 22, 2009		Pentecost Novena begins	
Sunday, May 31, 2009		PENTECOST (Novena ends).	
June		Complete the Parish Yearly Report	The Parish Leadership Team reports the results of the Parish Reflection Day to the Pastor, Parish Leaders, and Parishioners.
Summer and Beyond			Based on the information in the profile, the pastor, parish staff, and parish pastoral council affirm existing ministries and programs and prayerfully discern God's will in developing both short- and long-term evangelizing strategies and ministries for the parish (Ch. 21).

DISCIPLES IN MISSION  
HOLY FAMILY PARISH – CALEDONIA  
PARISH REFLECTION DAY RESULTS  
(PARISH EVANGELIZING PROFILE)



## **Holy Family Parish - Caledonia** **Parish Evangelizing Profile – Year One**

**GOAL I: To bring about in all Catholics such an enthusiasm for their faith that, in living their faith in Jesus, they freely share it with others.**

**1. What does Goal I mean to you? What do you value most about our Catholic faith? What are some clear signs that our parishioners are living their faith in Jesus? In what ways do we freely share our faith with others?**

What does Goal I mean to you?

- Jesus being a part of our life and sharing Him.
- Sensory religion. - Sacraments
- Our challenge is to be happy (enthusiastic) and to know our scripture better.
- Being enthusiastic about our faith so we can share it with others.
- Sharing your faith openly but quietly.
- Why don't people share? Because they don't understand their faith.
- Energize our youth – get them involved.
- Sharing personal life stories influences others without even knowing you are doing it.
- We need to have a better knowledge of our faith in order to share it.

What do you value most about our Catholic faith?

- Eucharist
- Universality of faith.
- Worshiping on Sunday.
- Value the works of the Holy Spirit.
- Heritage and traditions of our faith – Prayer, sign of the cross.
- “And they’ll know we are Christians by our love, by our love and they’ll know we are Christians by our love.”

What are some clear signs that our parishioners are living their faith in Jesus?

- Living faith outside your parish church (Notre Dame scandal/situation w/Pres. Obama and his pro-abortion and other issues that are not in line with Catholic thinking, receiving an honorary degree and speaking at graduation).
- Knights of Columbus
- Perseverance
- Ask the Holy Spirit do you want me to touch a specific person’s life
- Strong nucleus at Holy Family Church
- Sense of community
- Adoration and Forty days for life
- Resurrection/Contemporary Choir

In what ways do we freely share our faith with others?

- Service Organizations
- RCIA
- Sharing our faith stories
- Eucharistic Ministry as an example to others sharing our faith
- Coffee and Rolls
- Every day work place (E3)
- Pray before meals in restaurants- publicly
- Helped family in New Orleans rebuild their home
- Christian Service Ministry
- Funeral Luncheons
- Preach the gospel, when necessary use words

- Reaching out to others in service
- Sign of cross/praying publicly

**2. What do you think are the most effective ways that our parish is achieving this goal right now?**

- Ministry for the youth – their tee shirts show off their faith
- Fr. Mark making a real difference
- Obedience to the authority of the church teachings.
- Leadership in the church is making a difference and creating good programs
- Have a strong core group of believers
- Rising Mass
- Joining of 3 parishes has made us stronger
- Meeters and greeters
- Property and grounds
- Stephen Ministry
- Clown Ministry
- Leadership of the church is bringing effective means of evangelization (the DiM program).

**3. On a scale of 1–7, to what degree do you think our parish is achieving Goal I?**

	Not at all		<b>Partially</b>			Completely	
Ranking	1	2	3	4	5	6	7
# Votes (tables) =>	0	1	2	<b>4</b>	2	0	0

4. Your table will now decide on the top two objectives by a process of multi-voting.

Each of you is allotted 5 votes which you may place on one or many of the objectives listed below. Spend the first 10 minutes reviewing the 13 objectives listed below and clarifying any questions with your table facilitator, then individually decide where you wish to place your 5 votes. Document all votes and determine the top two:

- (1) **EDUCATION (86 votes):** To foster a renewed understanding of the faith among Catholics.
- (2) **SACRAMENTS (42 votes):** To foster an appreciation for the presence of Christ in the Eucharist and all the sacraments, the sacred signs of our Catholic life.
- (3) **PERSONAL HOLINESS (34 votes):** To foster an experience of conversion and renewal in the heart of every believer, leading to a more active living of Catholic life.
- (4) **KINSHIP / SOCIAL NETWORK (33 votes):** To foster active and personal religious experience through participation in small group and other communal experiences in which the Good News is shared, experienced, and applied to daily life.
- (5) **BIBLE (32 votes):** To foster an appreciation of God's Word in the lives of all Catholics.
- (6) **PRAYER (18 votes):** To foster an even deeper sense of prayer among our Catholic people.
- (7) **DISCIPLESHIP (18 votes):** To foster a sense of discipleship among Catholic adults and children.
- (8) **RESEARCH & DEVELOPMENT (17 votes):** To foster a greater appreciation of the power of God's word in our worship.
- (9) **SACRED HOSPITALITY (16 votes):** To make the evangelizing dimension of the Sunday Eucharist more explicit.
- (10) **OPEN DOOR (8 votes):** To foster an experience of conversion and renewal in every Parish.
- (11) **FAMILY FOCUS (7 votes):** To foster a sense of the domestic Church within households in which families, individuals, and groups reside.
- (12) **TESTING THE WATER, AND THEN NON-DESTRUCTIVE EVANGELIZING (7 votes):** To promote and develop a spirituality for the workplace.
- (13) **ULTIMATE FREEDOM (2 votes):** To foster greater appreciation of cultural and ethnic spirituality.

**5. Suggest one or two specific ways to accomplish each objective that your group selected.**

**EDUCATION (86 votes): To foster a renewed understanding of the faith among Catholics.**

- Retreats and special study of catechism
- Foster a renewed understanding of the faith among Catholics
- Men's/Women's conferences
- Retreats – similar to the youth's
- Formulation of catechetical materials in clear language
- Missions
- Adult education/rosary/novenas/holy hours/first Friday/first Saturday
- “Back to Basics”
- Jail Ministry
- Newsletter – article on faith points or questions/or explaining them in daily life
- Be Enthusiastic about your faith
- Make time for private prayer
- A ‘hook’ to attract people. For example, ”Do you really believe that Jesus is present in the Eucharist?”
- Use email messages to parishioners
- Provide short daily/weekly instruction on sacraments/beliefs on CD, paper, email, text message, etc.
- Genuflect to the tabernacle, bow to the altar....Clarify this!
- Catholic material of opportunities in ‘easy to grasp’ formats and more often: am, noon & pm opportunities.
- Expand Liturgy Committee with diversity to enhance enthusiasm built within the liturgy.

**SACRAMENTS (42 votes): To foster an appreciation for the presence of Christ in the Eucharist and all the sacraments, the sacred signs of our Catholic life.**

- CD's, Video, special retreats and speakers.
- New crucifix in the sanctuary & chapel.
- Bring the tabernacle back to the main sanctuary.
- RCIA basic education
- Bells at consecration

- Education on what Eucharist really is
- Foster more respect during the proclamation of the word or consecration
- Appropriate dress
- Prayerful worship space
- Children's liturgy of the word
- Enthusiastic people and responses!
- Spirit filled celebration of the liturgy.
- Evening mass/rosary/daily masses
- Quiet sign at door of church – this is a Holy place – not a chat room
- Misalette's
- Retreats, youth encounters, Parish Mission, Bible Studies, Website reminders morning, noon, and evening opportunities (Benediction)
- Back to the basics and more
- Education.
- Use the Mass as an education component. Short Homily followed by education as homily i.e. History on mass, meaning of different items or parts
- Expand Adult Ed of opportunities to coincide with Sunday/Wednesday faith Formation Programs
- Dear Padre Articles – used to start to help basic learning of faith in short periods of time.
- Book Club.

DISCIPLES IN MISSION  
HOLY FAMILY PARISH – CALEDONIA  
PARISH LEADERSHIP TEAM EVALUATION FORM

**A TOTAL OF TEN RESPONSES WERE WRITTEN AT OUR MAY 19 MEETING.**

**Training**

1. Did the training you received give you the information and skills you needed to serve as a member of the Parish Leadership Team?

Yes = 9      No= 0      Unsure = 1 (Individual joined after training).

Comments:

1. Books are very thorough, discussions helped tremendously.
  2. We hashed timings out and made the program our own in a spirit of prayer and cooperation. Maybe have a kick-off day by ourselves lead by \_\_\_\_\_?
  3. It took me awhile to get up to speed on things – but once I went line by line in the book (PLT Manual) – I was able to understand my role. The three hour meetings were worth it!
  4. Very structured.
  5. Web site was very helpful. Book had information, was not well organized, however.
  6. In the beginning I was a little unclear about the whole thing and my part in it but that finally cleared up.
  7. I came in late and was given overview by Ed and Deb. It was valuable, but I did a lot of reading and the assistance from the team was most helpful.
2. What specific training do you personally need at this time to help you serve more effectively on the Parish Leadership Team?
1. Catholicism classes are always helpful.
  2. Possibly a comprehensive look at the next two years.
  3. Continued understanding of the process and program and the team bonding to intuitively understand each other's roles.
  4. Not sure?
  5. None.
  6. None.
  7. Perhaps to check out my duties more and follow them.
  8. I think as long as I stay with the program, suit up and show up and work with the team, I will be OK.

3. What training does the entire team need at this time in order to function more effectively?
  1. Group dynamics.
  2. Maybe a short retreat together?
  3. Team dynamics, team building with spiritual aspects.
  4. Time management – we like to talk!
  5. None.
  6. Not specific training, but better time frame. We crammed a lot of information into a short time. Wish we had time for each week's work, not doubled up.
  7. Perhaps to be more aware of each other's jobs so as to help when needed.
  8. Stay on task. How to be better communicating the program, more time to promote during Mass.

### **Working Together as a Team**

1. Are you satisfied with the way your Parish Leadership Team works together?

Yes = 7      No = 2      Unsure = 1

Comments:

1. Strong personalities clashed quite often. We need to be open with each other.
  2. Not sure why we had people leave the process when they were so essential.
  3. We came much better together post-Easter, noticeable differences. Can we become better and tighter? Yes!
  4. The team always listens to ideas and comes to a consensus. People step up, it's great!
  5. We all got along very well.
  6. It has been a test sometimes, but God can use this for good.
  7. There appeared to be ego needs that caused conflict. I think we need more encouragement to put our ego/pride aside. We had a few very strong personalities that could/did squash others to some extent. This, of course, was not deliberate.
  8. Important that we work as a team and not plan on our own. Stay with the program as laid out.
2. What suggestions do you have to improve the way your team works together?
    1. Pulling together more in one spiritual trajectory...sometimes we seem more individualistic in our approaches.
    2. Spend time together in talking and debating points of parish growth and seeing to it that ministries implement suggestions.
    3. We need to stick to the agenda.

4. It would be nice if we all were linked via electronic calendar such as Outlook. Working against a dated paper copy each week is so old school. Welcome to the third millennium.
5. To not cross into other coordinators position and honor each other. Suggestions always welcome and/or questions, but telling someone how to do their section is not acceptable. More prayer!
6. Clearer definition of duties; I went through a team building exercise that had each person do a personal profile helping everyone understand their own styles. It was very helpful for me personally and also in understanding my teammates DISC (Dominant, Influencing, Social, Compliant) profiles.
7. Keep communication open. Don't make decisions on your own.

### **Accomplishing Your Mission**

1. What, in your opinion, are the two most important accomplishments of your team?
  - a. Gave the community what it needed to grow in their faith and reach the goal.
  - b. Forming small groups.
  - c. People have enthusiasm
  - d. Generating two specific parish objectives.
  - e. Excellent planning to get through everything.
  - f. Terrific attendance and engagement in the subject.
  - g. To have generated as much participation as we did on DiM.
  - h. To have helped the parish create a clear vision.
  - i. Amount of parish involvement.
  - j. Success of PRD.
  - k. Organized planning.
  - l. Effective training.
  - m. Holy Family Parish as a whole knows that DiM is here.
  - n. Each member grew as a result of DiM and shared with many others.
  - o. We met the deadlines and goals.
  - p. We accomplished our team's objectives. We did it!
  - q. Cooperation and personal involvement to reach our goal.
  - r. Good Parish Reflection Day.
  - s. Positive feedback from most participants.

2. What would help the team accomplish its mission more effectively?
  - a. Better attendance at meetings.
  - b. Central trajectory so we can stick closer to the point of the two arrows (direction).
  - c. Much more visible and outspoken leadership from Father Mark.
  - d. To have more support from the ministries.
  - e. Continued mentioning of DiM by Father Mark through the summer months.
  - f. Communicating with Parish Leadership early and often.
  - g. Better time frame. Being less hurried. More prayer.
  - h. Food at meetings. No kidding...blood pressure drops often. Too long a time thinking! I could bring my own if no one minds.
  - i. Continued sharing and hearing of what we are really trying to do here to spread the Good news.
  - j. Need to have more time for participants to review and discuss questions.

### **Personal Reflections**

1. From a personal point of view, what do you find most valuable about serving as a member of the Parish Leadership Team?
  - a. I have grown tremendously in my own faith.
  - b. Working together for God's glory and the good of our parish with other committed disciples.
  - c. Interaction of the team and seeing each other outside of the meetings and knowing that we shared something in common.
  - d. Feel like we are leading the parish in a positive spiritual direction.
  - e. The personal sharing helps each member understand where we are all coming from.
  - f. Getting to know the other members of the team better and exercising faith "muscles" in working together.
  - g. Knowing that I am being of service to God and the Kingdom. I also enjoyed meeting and getting to know people I had not met before. Also I liked seeing the trust build.
  - h. Serving the Church and others.
  - i. Walking closely with parishioners that I have not worked with before. Growing friendships and faith.
  
3. What do you find most challenging?
  - a. Working with all of the different personalities. I am quiet and it is hard to share sometimes.

- b. Certain streams of individual thought seem to dominate.
  - c. Debating without taking points personally. Don't be defensive.
  - d. Different opinions and not always an openness to listen.
  - e. Keeping momentum. Worried that our "No's?" won't increase next year.
  - f. Finding the time in a busy schedule.
  - g. Working within a shortened time frame.
  - h. Headaches at meetings (due to low sugar). I appreciate the different skills that others brought to the team and was a little challenged recognizing that I don't have those skills, and it was OK.
  - i. Commitment of time. Feel that Father needs to be more a part of the meetings.
4. Is there anything that you need to do personally in order to serve more effectively as a member of the Parish Leadership Team?
- a. Not be so quiet. Speak my mind!
  - b. Be open to the "what-if" or "so what" (not simply my own agenda).
  - c. I don't believe so. I felt very good and listened to when I had something to say.
  - d. Continue to pray and grow in my spirituality.
  - e. Read scripture and personal prayer time.
  - f. Increase personal prayer.
  - g. More prayer.
  - h. Personal and spiritual growth.
  - i. Yes.
  - j. Get more organized.

### **Overall Evaluation**

What is your overall experience of serving as a member of the Parish Leadership Team?

Excellent = 4      Very Good = 6      Good = 0      Fair = 0      Poor = 0

**Please use the space below for additional comments.**

1. I almost backed out, but am very glad that I didn't.
2. I grew personally working with others and gaining a wealth of knowledge and how to get things going.

3. I am hopeful that we will have to meet less to coordinate and get year 2 off. 😊
4. Thank you for inviting me on to the team.

DISCIPLES IN MISSION

HOLY FAMILY PARISH – CALEDONIA

SMALL GROUP LEADERS FEEDBACK

HOLY FAMILY DISCIPLES IN MISSION  
SMALL GROUP LEADER'S DEBRIEF MEETING  
APRIL 14, 2009

- I. Meeting lead by Janet Regan
- II. Attendee's:
  - DJ Regan, Janet Regan, Michael Hollern, Fran Hollern, Jennifer Renegar, Tom Berry, Bonita Berry, Kathy Casey, Laura Purdy, Deanna St. John-Fleming, Chris Zoet, Bill Donohue
- III. Sunday Teen's:
  - Enhanced the existing CFF program/process
  - Lead by adults and their assignment was the weekly Gospel reading only
  - Didn't accomplish ALL weeks due to the prior established CFF schedule
  - Exercises were fun
  - User-friendly
  - Need better continuity with groups
  - Smaller groups (than 10-12) is preferred
  - Easy preparatory work
- IV. Thursday Teen's
  - Did not fully cover all discussion questions – some were too elementary for college-age teens
  - Teens did not want to take the books home each week, and did not (busy life-styles)
- V. Young Adults
  - Commentary was insightful
  - Evangelizing was good, but not new to them
  - Faith-sharing was most valuable
  - Went over time with discussion
  - Cancelled twice when they were missing 3 or more attendee's
  - Challenge was with the busy-ness of their schedules and balance of all else

- VI. Jennifer Renegar
- Great sense of Holy Spirit's presence
  - Friendship
  - Didn't always do all questions
  - Everyone selected their own weekly action items
  - Some had never previously opened their Bible
  - For many, this was their first opportunity
  - Liked the preparedness for the Sunday Liturgy
  - Group members wanted to continue the meetings after the six during Lent
  - A lot of open sharing
  - Everyone had a slightly different Bible (diversity of interpretation)
- VII. Tom and Bonita Berry
- Occasional tough discussions with some strong opinions ("God Loves all of us" as an example)
  - Discussed all of the questions and ways to take action
  - Overall a positive experience for all
- VIII. Kathy Casey
- Twelve total in their group (4 couples)
  - Wonderful blend including converts
  - Everybody shared
  - Often took unanswered questions to Father Mark for answers
  - Individual actions versus one group action for each week
  - Felt prepared for Sunday
  - Group plans to continue once a month and rotate at members homes with a dinner to precede the meeting
  - Nobody wanted the group to end
- IX. Laura Purdy
- Met on Monday nights and this created some slight confusion when reading next Sunday's readings and having 'yesterday's' readings still fresh in our minds

- One non-Catholic in the group (10 total)
  - Opening up came with time as they did not know each other prior to meeting, except for two couples who were related as cousins
  - As the weeks went on, the later they stayed
  - Always asked for volunteer readers and challenged some to read
  - Faith sharing and meeting new people was great
  - No negative comments
- X. Deanna St. John (two groups)
- One was an existing bible study group of 12-13, but the most in attendance at one time was around 10
  - Enjoyed sharing and ways to take action
  - Didn't like the questions – too juvenile
  - Three who wanted to talk all of the time but none of it really had to do a lot with DiM.
  - Group wanted to continue
  - One divorcee' was a member and was initially shy about attending but after doing so, ended up enjoying this as the other group members were sensitive to her situation
- XI. Chris Zoet
- Positive experience!
  - Always had a good discussion
- XII. Janet Regan
- Good focus
  - Questions were researched using the Catechism
  - Father Mark joined them one night
- XIII. Bill Donohue
- Good discussion
  - Didn't do the ways to take action
  - Questions branched off to related areas of discussion. They saw this as a good thing.
  - Three converts in our group (great opportunity to hear from them)

### **GROUP LEADER BENEFITS**

- 1) An honor – learned a lot
- 2) It was a self-restraint for some who normally do the talking but had to initiate and listen while doing some participation
- 3) Accountability – had to be prepared!
- 4) Learned how to guide discussion and draw out the quiet ones

### **DID BEST AS A GROUP LEADER**

1. Stayed on task and kept track of time, etc.
2. Shared a dinner on the last evening.

### **HOW COULD WE IMPROVE IN THIS MINISTRY?**

1. Additional support materials, like the CCC, the Catholic Youth Bible, Commentaries, Navarre Bible
2. More challenging questions (some/many questions were too repetitive, or no-brainer's)
3. The six weeks of meetings ended too abruptly (no down slope)
4. More open-ended questions
5. Wanted to vary a little on questions
6. Needed more to supplement and learn scriptures
7. One noted opportunity is to somehow link to those adults that are waiting for their kids during CFF to draw them into the Wednesday group meeting during CFF.

### **SERVE AGAIN AS A GROUP LEADER?**

1. Yes!

### **ANYTHING MISSING IN THE INITIAL TRAINING?**

1. Nothing that they could think of.