

Leadership for Mission

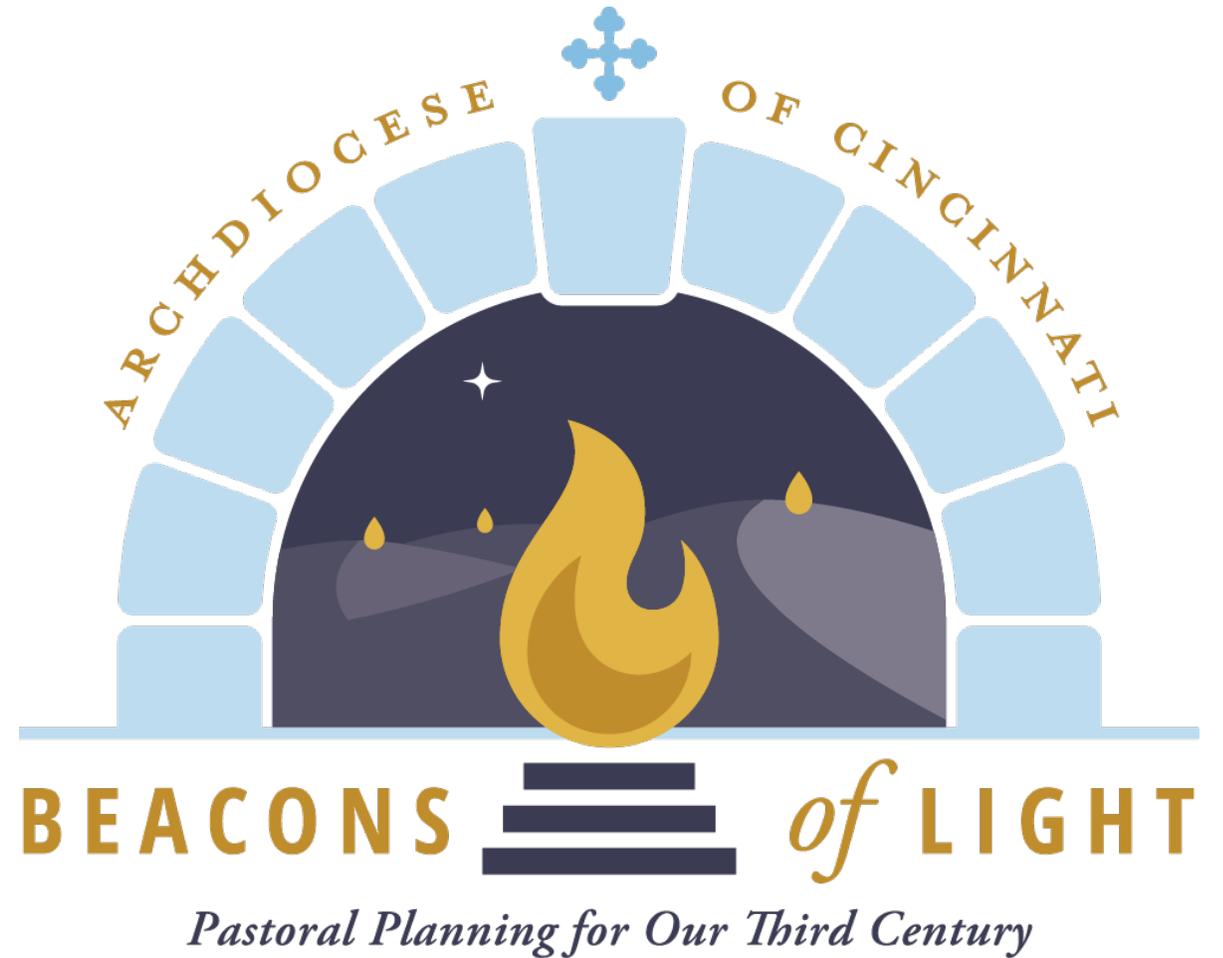


BEACONS *of* LIGHT **PASTORAL PLANNING PATHWAY**

WARMUP DAY

Leadership for Mission

Tim Kloppenborg,
PhD
Professor Emeritus
Xavier University



Leadership for Mission

Leadership Needs

Foundations

Leadership Styles

Leadership Needs

Church is united,
but with distinct
parts

Family as a place
of belonging

Need to
transform rather
than self preserve

Courageously
leave comfort
zone

Leadership Needs Identified by You!

- **Build trust with leadership team, staff, and parishioners**
- **Create vision and align with vision**
- **Unleash gifts and talents of staff and parishioners**
- **Influence parish culture**
- **Accept permission to push back on pastor**

Foundations

Synod virtue of agency

Catholics Social Teaching

God Given Human Strengths

Amazing Parish

Synod Virtue of Agency

All the baptized must be valued and listened to

Agency is the sense that I can do something

Lack of sense of agency leads to feelings of being irrelevant

Pope Francis: Tell women religious not to be silent

With agency comes belonging

Catholic Social Teaching

Common Good

Human Dignity

Rights and Responsibilities

Solidarity and Subsidiarity

Family, Community and Participation

God-Given Human Strengths

- **Our mission is to build disciples with and through each other**
- **Key strengths ideas**
 - **Know yourself and others**
 - **Perform the most important work**
- **Strengths terms**
 - **Talent + skill + knowledge = strength**

Amazing Parish Key Questions



Why do we exist?



What are our values?



What business are we in?



How will we succeed?



What is most important?



Who must do what now?

Leadership Styles

Transformative
Leadership

Servant
Leadership

Emergent
Leadership

The Need for Different Leadership Styles

Leaders accompany others

Lead from front, middle,
and back

Some people find one style
more natural than others

Transformational Leadership

- **The transformational leader's primary interest is achieving the parish family goals**

- Lead by vision from the front
- Describe desired outcomes with passion and authenticity
- Connect each worker's efforts to vision
- **A transformational leader asks, "how can I help inspire my parish family, so we all serve each other and achieve our vision?"**



Example Transformational Leader Behaviors

- **Guide proactively from the front**
- **Guide development of parish family vision and pastoral plan**
- **Align staff and parishioners to and inspire them with pastoral plan**
- **Help develop parish family culture**
- **Develop trust and commitment**
- **Acknowledge achievements toward pastoral plan**

Servant Leadership



- **The servant leader's primary goal is to help people do their work**

Lead by facilitating from the middle

Put followers needs first

Focus on relationships

A servant leader asks, "how can I serve my staff and councils, and how can they serve me so we can jointly meet God's needs through accomplishing our parish family mission?"

Example Servant Leader Behaviors

- **Encourage and support from the middle**
- **Recognize difficulties**
- **Promote honesty**
- **Confer often**
- **Affirm dignity and give respect**
- **Help resolve conflicts**

Emergent Leadership



- **The emergent leader's primary goal is helping people develop.**
- Lead by encouraging from the back
- Active involvement by many is key
- Promote trust, transparency and flexibility
- **An emergent leader asks "how can I help all of my parishioners develop so they can help themselves and others?"**

Example Emergent Leadership Behaviors

- **Keep order from the back**
- **Identify gifts of parishioners**
- **Encourage experimentation**
- **Value new ideas from everyone including the peripheries**
- **Create safe environment and place of belonging**
- **Encourage leaving comfort zone**

Followers' Needs

Trust

Compassion

Stability

Hope



Team Needs

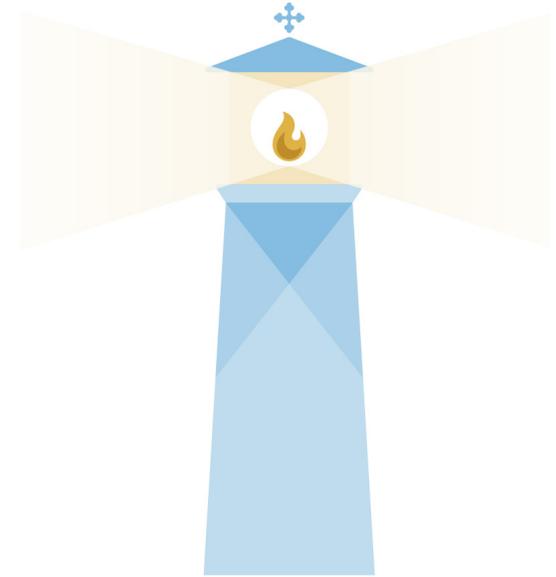
- **Develop trust**
- **Engage in respectful conflict**
- **Insist on commitment**
- **Hold accountable**
- **Focus on results**

Conversation

Of the 3 styles of leadership Tim described, which feels most comfortable to you and which is the greatest stretch?

What is YOUR greatest opportunity as a parish leader to contribute to parish vitality in Phase 1 of Beacons of Light?

What questions about leadership in a Family of Parishes come to mind? (Write the on the cards!)



Your Leadership Questions

Change leadership
Project management
Conflict resolution
Bringing people/parishes together
Discernment in community
Other?



Warmup Day

Lunch!



- **Be back at 1:00**
- **Principle tables and time with staff**



Warmup Day

Leadership Warmup



Panel Members

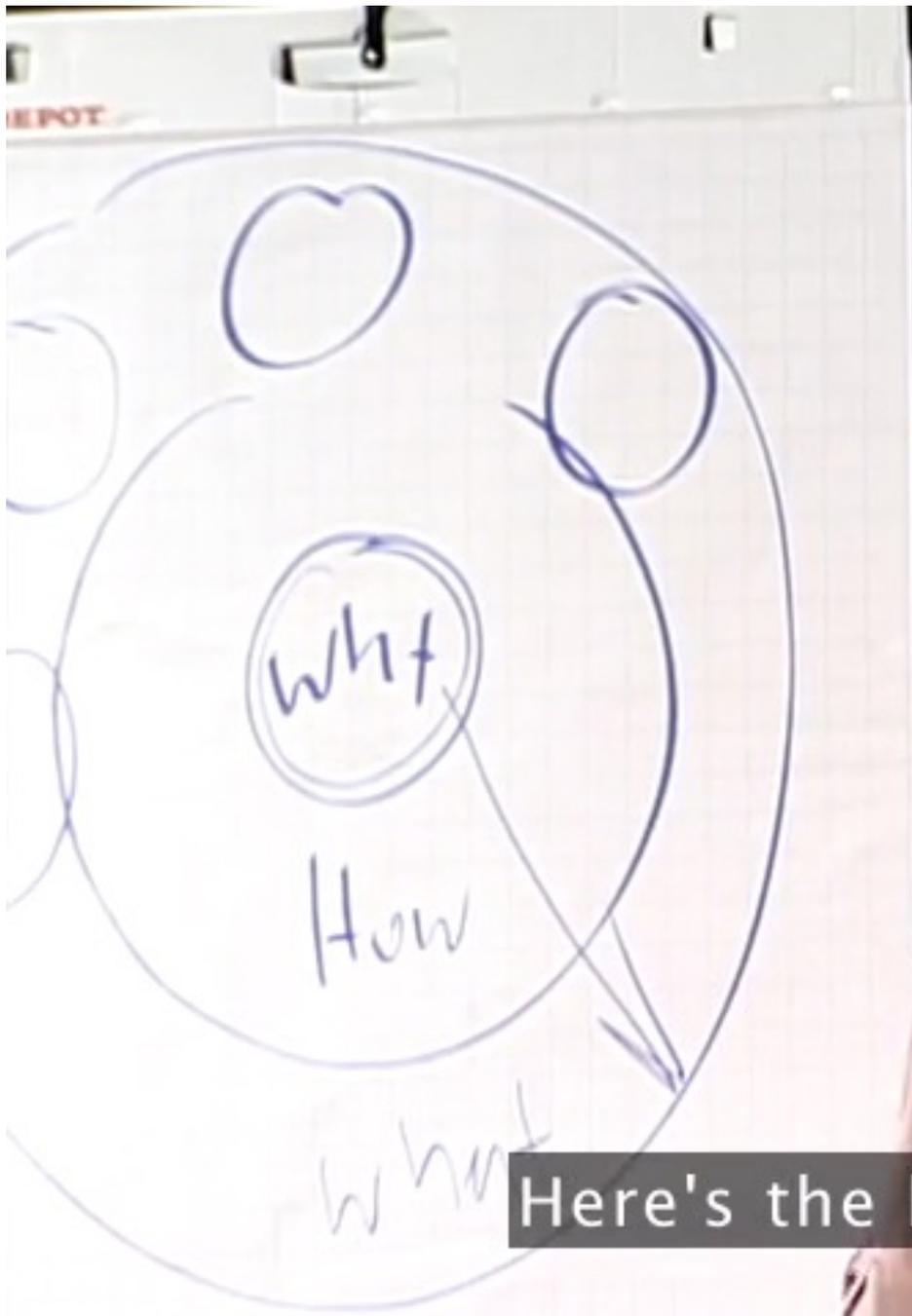
Fr. Del Staigers

Tim Kloppenborg

Greg Otis

Julie Krommer





Here's the best part:

Our WHY

Purpose, cause, belief

Individuals:

Defining moments

Standout memories

Organizations:

Origin story

Stories shared by members





WHY | HOW | WHAT

BEACONS of LIGHT

Pastoral Planning for Our Third Century



Missionary Discipleship

Every Catholic should have an opportunity to belong to a parish that forms them to embrace the call to missionary discipleship.

Domestic Church

People will be formed to live and nurture their faith at home.



Pastoral Planning

57 Families of Parishes

Phase 1: Leadership

Phase 2: Vision

Phase 3: Culture

Phase 4: Planning

Phase 5: Mission



People and Parishes that Radiate Christ

Planning Principles

- Eucharist
- Church
- Leadership
- Stewardship
- Evangelization
- Love in Action

- Administration
- Communication



BEACONS *of* LIGHT
GUIDING PRINCIPLES





5 Phases of Beacons of Light

TIMELINE



WARMUP



LEADERSHIP
begins July 2022



VISION



CULTURE



PLANNING



MISSION



Annual Plan

- Every year:
 - Report on previous year
 - How has the Family realized the vision for each of the 6 principles?
 - For each of the 31 parameters, is the Family in full conformity? If not, why?
 - Plan for the coming year
 - How will the Family of Parishes continue to realize the vision for each of the 6 principles?
 - How will the Family of Parishes achieve greater conformity to the 31 parameters?



Annual Plan

- In 2022-23 Only:
- By October 1, 2022
 - Simple report focused on leadership: team formed or in process, Pastoral Councils together, staff coming together
- By January 1, 2023
 - Vision-based assessment completed in preparation for 1 year planning report
- By April 1, 2023
 - Final check-in on leadership: team, Pastoral Council, other councils and commissions

Announcements



BEACONS ROUNDTABLE

Tuesday, May 17

1:30pm-3pm

Evangelization

Platform preview

Announcements



Monthly Newsletter for Parish Leaders
All the News You Need for Pastoral Planning!

<https://resources.catholicaoc.org/offices/parish-vitality/news>



Mary, Mother of the Church and our Mother,
present our prayer of thanksgiving to your Son.
Beg from Him the graces we need to be faithful disciples
who follow Him with enthusiasm and joy.
May our witness to the love of God bear fruit
in our archdiocese, parishes, homes and hearts.
Teach us to be God's joyful witnesses,
to radiate Christ in all we do,
so that all people might know, love and follow your Son
through this life and into the next.
Amen.

