



BEACONS ROUNDTABLE

Feb 28, 2023

*Process of Evangelization & Discipleship
Parish Vitality Report*



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.



Agenda

Prayer & Welcome

News on Beacons of Light

Meeting Management

Parish Vitality Report

Process of Evangelization and Discipleship Diagram

Announcements

Closing Prayer



Announcing

Management and Supervisory Training

Fundamentals of Supervision

- Transitioning from peer to manager
- Managing ethically and lawfully
- Setting expectations and learning styles
- Five steps for effective coaching
- Delegating effectively
- The importance of documentation
- “Homework” assignment – using delegating, setting expectations and coaching

April 26, St John West Chester

May 3, St John Tipp City

1 Hour Virtual Follow Up One Month Later

Managing Managers & Teams

Half day In Person

- Building successful teams
- Communicating vision, values, & goals
- Delegation and setting priorities
- Coaching and developing managers
- Helping teams and individuals navigate change
- “Homework” assignment

April 27, St John West Chester

May 4, St John Tipp City

1 Hour Virtual Follow Up One Month Later



VISIO DAY

Thurs, March 2 ♦ University of Dayton Center for Leadership

Tues, March 7 ♦ Xavier University Cintas Center

An opportunity for Family Leadership Teams to get started
on creating and communicating vision in their Family of
Parishes

News

Platform access: now available for all! And searchable!

Annual Planning Report (due July 1)



BEACONS *of* LIGHT

Parish Vitality Report

A snapshot into the movement toward greater parish vitality in the 57 Families of Parishes at the mid-point of the first year of Beacons.

Based on:

- notes from Center for Parish Vitality staff
- observations of deans and Pastoral Center staff
- reporting from the pastors themselves in fall Deanery Mtgs
- Oct Count data (from the last decade including 2022)
- adoption curve placement,
- general observations from Beacons Liaisons
- financials (2020 and 2021)
- anecdotes and “anecdata”.



BEACONS *of* LIGHT

Parish Vitality Report

Summary Observations

The majority of our 57 Families are where we would expect or ahead of schedule. Only a handful of Families are seriously behind in the process, and the issues are clear. The remaining Families are more or less on track, perhaps with some significant challenges to overcome. For a change management process such as Beacons of Light, these are favorable results at the six-month mark and are within expectations. We are working to support all pastors specific to their progress and needs.

Qualitative measures of pastoral planning progress indicate that the faithful are open to this change process and also provide evidence that many Families of Parishes have had early successes along the path to greater vitality and canonical unification.

There are reasons for hope, based on objective measures of vitality (such as Mass attendance and financial giving). There are also reasons for concern consistent with the overall need for Beacons of Light. Mass attendance, although up from last year, has not recovered from COVID-19. Many pastors are stretched thin as they accommodate new assignments and the ramp-up of Beacons of Light.

Where Families of Parishes have taken advantage of the resources (digital, liaison, in-person events, etc.) provided for their assistance, success has come a bit more quickly.



Meeting Management

Meeting Management

The Problem

Everyone says they don't like meetings, but we need to come together to communicate, make decisions, and stay aligned.



Meeting Management

Tip 1: *Set the right duration and format for different meetings*

Content

Timing

Administrative & Prayer

Daily
Check In

5 – 10 Minutes

Tactical & Weekend Review

Weekly
Leadership Team

45 – 90 Minutes

Strategic & Big Issues

Ad Hoc
Topical

2 – 4 Hours

Developmental
Retreat

Quarterly
Off-Site Review

1/2 – 1 Day

Meeting Management

Tip 2: *Have a structured format for your Weekly Meetings*

- Standard Agenda (sample to be provided) including:
 - Prayer and Value Review
 - Agenda Review
 - Topics
 - Close with Plus/Delta and Prayer
- Established Roles
 - Leader
 - Participants
 - Recorder

Meeting Management

Tip 3: *Keep the meeting focused and forward-looking*

- Require prework if necessary. Presume compliance.
- Start and end meetings on time.
- Determine if time-consuming items need to be discussed at a future ad hoc meeting.
- Spend the most time on topics of greatest impact
- Document new issues that are raised by placing them in a “parking lot” to be discussed more fully at a later date.
- Document decisions made, responsibilities accepted and due dates.
- Do a process review of the meeting: Plus Delta

Meeting Management

Team Meeting Agenda

Date		Time		Location	
Meeting Leader				Participants	
Meeting Purpose				Prework	
<i>Agenda Items</i>				Presenter	Time allotted
Prayer and Value Review				Leader or Other	5 Min
Agenda Review				Leader	2 Min
<i>Topic</i>				<i>Presenter</i>	<i>Time</i>
<i>Topic</i>				<i>Presenter</i>	<i>Time</i>
<i>Topic</i>				<i>Presenter</i>	<i>Time</i>
<i>Topic</i>				<i>Presenter</i>	<i>Time</i>
Plus/Delta Review				Presenter	3 Min
Closing Prayer				Leader	2 Min

Meeting Management

Minutes

Decisions Made			
New Issues Raised			
Action Items	Responsible	Due Date	
<i>Action Item</i>	<i>Who</i>	<i>Date</i>	
<i>Action Item</i>	<i>Who</i>	<i>Date</i>	
<i>Action Item</i>	<i>Who</i>	<i>Date</i>	
<i>Action Item</i>	<i>Who</i>	<i>Date</i>	
<i>Action Item</i>	<i>Who</i>	<i>Date</i>	
<u>Plus</u> Delta for Meeting Process		<u>Plus</u> or Delta?	
<i>Observation</i>		<i><u>Plus</u> or Delta</i>	
<i>Observation</i>		<i><u>Plus</u> or Delta</i>	
<i>Observation</i>		<i><u>Plus</u> or Delta</i>	
<i>Observation</i>		<i><u>Plus</u> or Delta</i>	
Minutes Prepared by:			



Process of Evangelization and Discipleship Diagram



Small Group Reflection Questions:

1. What are your initial impressions of the Diagram?
2. What questions do you have?
3. Based on the Diagram, what's one way you could improve ministry in the next month?
4. Who in your parish needs to learn more about the principles outlined in the Diagram?

Personal Verification Questions (for your private prayer time):

1. Where are you on this faith journey?
2. What's stopping you from making progress?
3. What do you need in order to move closer to Missionary Discipleship?

Phase 2 Update

- Close to final development with plan to roll out in March or April
- Key components with some variation by Principle
 - Follow up/Reinforce from Phase 1
 - Visio Day and Parish Visioning
 - **Formation of teams** associated with each principle
 - **Prayer and discernment opportunities** for parishioners

PRINCIPLE	PHASE 2 VISION
 EUCCHARIST	Create a vision for a Eucharist-centered parish, form a Family Worship Commission and Family Worship Dept of staff.
 CHURCH	Increase Family prayer and discernment opportunities focused on a shared future.
 LEADERSHIP	Leaders discern and create the vision for the Family.
 STEWARDSHIP	Offer opportunities for stewardship formation for parish leaders and create a Family vision statement for stewardship.
 EVANGELIZATION	Form an Evangelization Team; establish personal and team prayer and formation commitments and practice healthy teamwork.
 LOVE IN ACTION	Solidify leadership for the Love in Action Parish Family Core Team and create a local vision.

Beacons Roundtable 2023



BEACONS ROUNDTABLE

Tuesdays, 1:30p-3p

*Video, Slides, and
Other Resources
Emailed Afterwards*

March 21: Leading from Your Strengths & Annual Planning Report

April 25: Synodality and Planning & Pastoral Councils

May 16: Leading Change, Proposing Vision, Bringing the Family Along for Phase 2

Closing Prayer

Let nothing disturb you. Let nothing upset you.
Everything changes. God alone is unchanging.
With patience all things are possible.
Whoever has God lacks nothing.
God alone is enough.

- Saint Theresa of Avila

