

BEACONS ROUNDTABLE

March 21, 2023

Leading from Your Strengths
Annual Planning 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
Annual Planning Report
Leading from Your Strengths
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 - sold out! 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

Beacons Updates

Called and Gifted Workshops

- April 17 University of Dayton
- April 18 Good Shepherd
- Discern your charisms (spiritual gifts) and begin to discern God's call
- Catholic Spiritual Gifts Inventory will be taken before the workshop



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

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

PRINCIPLE

PHASE 2

Stewardship Champions



- Staff person who works with parishioner core team
- With the core team, leads the Family to embrace stewardship as a way of life
- Resource for discerning champion in platform stewardship module 1
- First orientation for stewardship champions: May 11
- Pastors discern champion and share contact info by April 24
 - Email to pastors on March 14



Annual Report

"Radiate Christ. These two words summarize God the Father's hope for humanity on this earth. The words contain both a reality and a mission: the reality of the person of Jesus Christ as the Savior of all people and the mission of each Christian to participate in the Son's redemption of the world."

— Archbishop Dennis M. Schnurr

"The parish is a beacon that radiates the light of the faith and thus responds to the deepest and truest desires of the human heart, giving meaning and hope to the lives of individuals and families."

— Pope Emeritus Benedict XVI, December 10, 2006

Our Call: Form Parishes as

BEACONS of LIGHT

Vital Parishes Support Evangelization

The purpose of Beacons of Light is to ensure that all our resources – human, physical and financial –are properly ordered to missionary discipleship. I am convinced that Beacons of Light, born of great hope, will enable us to form stronger parishes, centered on the Eucharist, that radiate the love of Christ and joy of the Gospel in a world that is frequently indifferent or even hostile.

— Archbishop Dennis M Schnurr, July 2, 2021

Our Call: Form Parishes as

BEACONS of LIGHT

Families of Parishes must develop a pastoral plan for parish vitality, submitted at least annually, reviewed by the dean, to be approved by the archbishop in conformity with the parameters of the Pastoral Planning Pathway according to the published timeline.

— Beacons of Light, Parameter 2

Our Call: Form Parishes as

BEACONS of LIGHT

What

- Since every family is in Phase 1 this year, the Annual Plan report focuses on a snapshot of Phase 1
- Next year, families may be in different places so we will have reporting that spans the phases
- Five Phases for Beacons does not mean one year per phase.











How

- Family of Parishes specific online tool (google sheet) which allows collaboration within Family Leadership and supports Family, Deanery, and Archdiocese reporting
- The report has separate sections:
 - Eucharist
 - Church
 - Leadership
 - Evangelization
 - Stewardship
 - Love In Action
 - Administration & Communication
 - Summary
- Online Tutorial about how to use and share the google sheet

Each Section asks

- Status of key Phase 1
 Pathway milestones
 with comments
- Qualitative questions about progress, challenges, learnings, and future plans



Beacons of Light: **Eucharist Principle**Pastoral Planning Pathway

Year 1 Families of Parishes Annual Planning Report

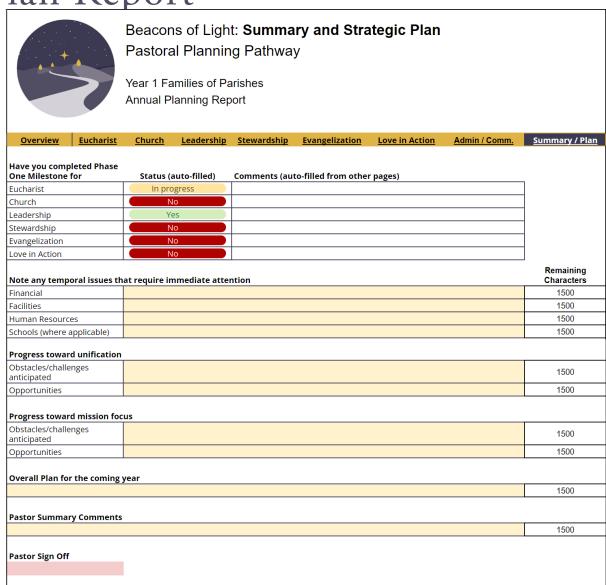
| <u>Overview</u> <u>Eucharist</u> | <u>Church</u> | <u>Leadership</u> | <u>Stewardship</u> | <u>Evangelization</u> | <u>Love in Action</u> | Admin / Comm. | Summary / Plan | | |
|--|---------------------|----------------------------------|--|-----------------------|-----------------------|------------------|----------------|--|--|
| Completed by: | | | | | | | | | |
| Resource reference: | Eucharist Visio | on Points and F | <u>Parameters</u> | | | | | | |
| Have you formed/selected? | Status | | Comments (note anticipated date/timeline for completion) | | | Remaining | | | |
| | | own to indicate fault is "No" | 1500 characters the yellow colore | | m length. Please add | your comments to | Characters | | |
| Family Worship Staff/Director | In prog | gress 🔻 | | | | | 1500 | | |
| Family Worship Commission | In prog | gress 🔻 | | | | | 1500 | | |
| Have you completed Phase One Milestone for Eucharist? | In prog | gress 🔻 | | | | | 1500 | | |
| ls your Family of Parishes in conformity with the Beacons of Light parameters for Eucharist? | No | · • | | | | | 1500 | | |
| Parameters Reference | | | | | | | | | |
| (Note: it is not expected that Families o | of Parishes will be | in complete conj | formity at this time.) | | | | | | |
| Significant steps taken in year one: | | | | | | | 1500 | | |
| Name challenges/obstacles the Family has faced or is facing: | | | | | | | 1500 | | |
| What have you learned from inventories/vision-based assessments? | | | | | | | 1500 | | |
| High-level plan for the Eucharist principle [see above link to Principles, Parameters]: | | | | | | | 1500 | | |

Beacons Roundtable

Annual Plan Report

Summary

- Pulls forward status of Phase 1 for each principle
- Ask overall qualitative questions temporal issues, progress toward unification and mission, future plans, and summary comments



Timeline

| Now | CPV has shared <u>read only version</u> on Pathway | | | |
|------------|--|--|--|--|
| May | CPV to share Family specific google sheet with Pastor and Pathway Lead | | | |
| May | Pastor/Pathway Lead to share their Family google sheet with their leadership | | | |
| May & June | Family leadership team to complete annual report | | | |
| By June 30 | Pastor to review and submit annual report | | | |
| July | Deans review | | | |
| August | Draft to Archbishop | | | |
| September | Parish Vitality Report Published | | | |

Tips

- It is ok to say no to answer a question ... the expectation is that no Family of Parishes will complete all parameters in their first year.
- Need help? Reach out to your Beacons Liaison or Deacon Mike Lippman if you don't have a liaison

Questions?



Living Your Strengths

You are a Gift from God!



"Be who you are and be that perfectly well."

— ST. FRANCIS DE SALES

Learning from CliftonStrengths

We are at our best when we do what we do best!

What is the distinction between talent and strength:

- A talent is a natural way of thinking, feeling, or behaving that can be productively applied.
- A strength is the consistent ability to provide near-perfect performance in a specific activity. We're energized when we use our strengths well.

Learning from CliftonStrengths

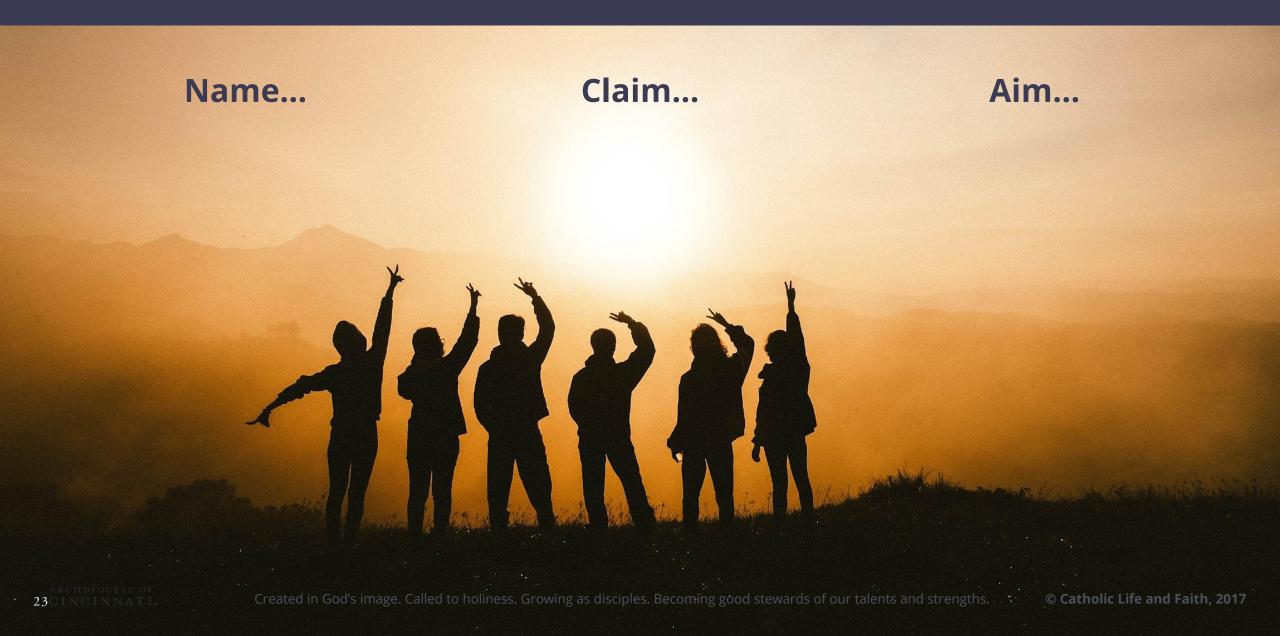
We are at our best when we do what we do best!

When we know and use our talents, gifts, and strengths:

- Greater sense of purpose, fulfillment, forward progress
- Less stress and burnout, more resilience, competence, and wellbeing
- * "You cannot be anything you want to be, but you can be a whole lot more of who you already are." (Liesveld)

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Using Talents and Building Strengths



Recognizing our Talents IRL

We are at our best when we do what we do best!

Questions to ask yourself

- What naturally comes easily to you?
- ♦ When have you lost track of time? "When do I get to do this again?"
- ♦ What energizes you? In what do you find meaning or purpose?



Don't be shy! Share with each other

- When you did something especially well or contributed to something through your talents or strengths?
- What happened?
- What did you learn about yourself that you can build on?

Gallup Engagement: "Belonging leads to believing"

- The engaged:
- Invite (10x)
- Greater life satisfaction (3x)
- Serve (2 hrs/week)
- Give (3x)



Why focus on strengths?

- "In my parish, I know what is expected of me."
- # "My spiritual needs are met."
- "In my parish I have the opportunity to do what I do best" Those who strongly agree are 2 ½ times as likely to be engaged and 38 times as likely to be engaged as they are to be actively disengaged.

Growing Young: Parishes that engage young people and their families have more:

- Service
- Passion
- Innovation
- Money
- Overall health



Why focus on strengths?

- Growing Young core commitments
- Keychain leadership
- Empathy Who am I? Where do I fit? What difference do I make?
- Warm community



Lead from Your Strengths

Where to begin?

- Become aware of your own talents and strengths and use them in ministry (name, claim, aim)
- Become attentive to the strengths of others and affirm them
- Build strengths-based, complementary partnerships



Lead from Your Strengths

The benefit of strengths in teams

*Knowing each other's top 5 strengths not only helps us know ourselves better, but each other. We have one staff member who when she is explaining a need or an issue always opens with "Context......begins the backstory behind the rest of her words". That's her top strength, we now say it with her and we all know what it means.

*Most of us are still very in tune with our top 5 and at least a few of each other's which makes it our most successful long-term assessment for staying power. Those of us with Significance lament (and celebrate) the challenge of needing appreciation, those of us with Maximizer appreciate the need to steer clear of thinking that resembles ".....but we've always done it that way."

*I've been able to share the good news of how powerful of a tool this is with at least 5 of our ministries – 1 has completed the assessment and the other 4 are in the process of getting the books and planning for it.



Lead from Your Strengths

Where to begin?

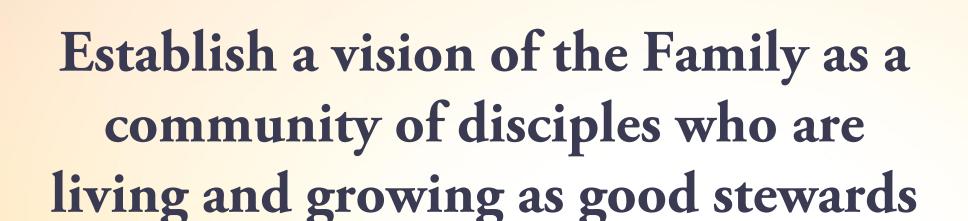
- Form people to embrace stewardship as a way of life
- Create opportunities for people to discover their talents and discern
 how they are called to offer them
- Establish a rhythm of life that includes discernment and commitment



What is your experience?

- How does your parish or Family currently formpeople to embrace stewardship as a way of life?
- What opportunities currently exist for people to discover their talents, discern their call to serve or give, or make a commitment to do so?

Live in Mission



Live in Mission



Create a culture in which everyone is valued and has opportunities to contribute with meaning

Beacons Roundtable 2023



April 25: Synodality and Planning & Pastoral Councils

Tuesdays, 1:30p-3p

Video, Slides, and Other Resources Emailed Afterwards 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

