



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



**CATHERINE OF SIENA
INSTITUTE**

EQUIPPING PARISHES TO FORM LAY APOSTLES

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.

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

Annual Plan 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

Annual Plan Report

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

Annual Plan Report

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

Annual Plan Report

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.



LEADERSHIP



VISION



CULTURE



PLANNING



MISSION

Annual Plan Report

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

Annual Plan Report

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

Overview	Eucharist	Church	Leadership	Stewardship	Evangelization	Love in Action	Admin / Comm.	Summary / Plan
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Completed by:

Resource reference: [Eucharist Vision Points and Parameters](#)

Have you formed/selected?	Status	Comments (note anticipated date/timeline for completion)	Remaining Characters
	<i>Click on dropdown to indicate status. Default is "No"</i>	<i>1500 characters (250 words) maximum length. Please add your comments to the yellow colored field.</i>	
Family Worship Staff/Director	In progress		1500
Family Worship Commission	In progress		1500
Have you completed Phase One Milestone for Eucharist?	In progress		1500
Is your Family of Parishes in conformity with the Beacons of Light parameters for Eucharist? Parameters Reference	No		1500


(Note: it is not expected that Families of Parishes will be in complete conformity at this time.)

Significant steps taken in year one:	<input type="text"/>	1500
Name challenges/obstacles the Family has faced or is facing:	<input type="text"/>	1500
What have you learned from inventories/vision-based assessments?	<input type="text"/>	1500
High-level plan for the Eucharist principle [see above link to Principles, Parameters]:	<input type="text"/>	1500

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



Beacons of Light: Summary and Strategic Plan
 Pastoral Planning Pathway

Year 1 Families of Parishes
 Annual Planning Report

Overview
Eucharist
Church
Leadership
Stewardship
Evangelization
Love in Action
Admin / Comm.
Summary / Plan

Have you completed Phase One Milestone for	Status (auto-filled)	Comments (auto-filled from other pages)
Eucharist	In progress	
Church	No	
Leadership	Yes	
Stewardship	No	
Evangelization	No	
Love in Action	No	

Note any temporal issues that require immediate attention	Remaining Characters
Financial	1500
Facilities	1500
Human Resources	1500
Schools (where applicable)	1500

Progress toward unification	
Obstacles/challenges anticipated	1500
Opportunities	1500

Progress toward mission focus	
Obstacles/challenges anticipated	1500
Opportunities	1500

Overall Plan for the coming year	Remaining Characters
	1500

Pastor Summary Comments	Remaining Characters
	1500

Pastor Sign Off

Annual Plan Report

Timeline

Now	CPV has shared read only version 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

Annual Plan Report

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

Beacons Roundtable

Annual Plan Report

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)

Using Talents and Building Strengths

Name...

Claim...

Aim...



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?

Strengths in Community

Gallup Engagement: “Belonging leads to believing”

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

Strengths in Community

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.

Strengths in Community

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

- ✦ Service
- ✦ Passion
- ✦ Innovation
- ✦ Money
- ✦ Overall health

Strengths in Community

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 form people 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

**Establish a vision of the Family as a
community of disciples who are
living and growing as good stewards**

Live in Mission

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

Beacons Roundtable 2023



Tuesdays, 1:30p-3p

*Video, Slides, and
Other Resources
Emailed Afterwards*

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

