**Pastoral Planning Guiding and Working Groups**

**Helpful qualities for team members**

* Open minded and able to see the “big picture”
* Ability to think "whole diocese"
* Good listener and willing to collaborate
* A passion to contribute to the team
* Committed to the process and will protect dates for meetings as the highest priority
* Willing to engage in healthy  conflict to respectfully challenge the “norms”
* Systems thinker
* Well respected - gives the team credibility
* Previous experience in change initiatives would be ideal (but not required)

**Anticipated roles and commitment**

**The Pastoral Planning Process Team** will provide high-level input and feedback during the development of the planning process as well as solicit feedback and facilitate consultation as the process is created, piloted, and implemented. The planning process team will begin meeting approximately 90 minutes every two to three weeks between January and May, with monthly meetings during the summer.

**Process Element Consultants** will facilitate the development of elements of the process, such as those related to Parish Pastoral Councils, staff and parishioner leader development, ministerial and fiscal stewardship, schools, evangelization, and parish life, ministry, service, and outreach. The commitment for the consultants will be shorter-term, perhaps serving a few hours per week for one to two months during the winter and spring of 2021.

**Facilitators** will assist pastors as their parish grouping proceeds through the pastoral planning process. Those who would serve as facilitators will be trained in August or September, 2021, and then serve during the pilot processes and the implementation waves. The commitment for facilitators will be based on each person’s availability. The hope is that each facilitator would only need to help with one grouping at a time, and in their geographic vicinity.