

PARISH LETTERHEAD

Parish Leader 3 Year Review - Trial Survey – Father XXXXX

Date:

Dear Parishioners,

At the beginning of my term in the parish, we met to discuss the following matters:

Some examples below

- Parish leadership matters,
- Reviews for leaders and parish, and
- Remembering the how and why of pastoral planning.

<i>Individual and Parish Review Cycle</i>	
Appointment Year	Activity
Year 1	Welcome to Parish – SWOT – Pastoral Planning Cycle External Financial Audit and Financial Plan
Year 2	
Year 3	Individual Parish Leader/s review
Year 4	
Year 5, end of	Parish Review
Year 6	Determination of new appointment

Now, it's time to engage my review. This review is focused on the individual appointed to the parish by the Bishop.

The questionnaire is anonymous. It will not be misused as a disciplinary or punitive measure.

Its aim is to provide feedback to me so that I can identify areas for improvement that will be incorporated into my Ongoing Continuous Development Plan and/or provide issues to be managed with my professional supervisor.

A member of Bishop's office will facilitate the process.

The method is simply a comparison of what my response is compared to parishioners' responses.

3 Year Review – Father XXXXX

If the response is similarly positive then nothing to work on, if similarly negative then it's an area for work, also if one is positive and the other not - again an area to work on.

It should take about 10 minutes maximum.

You may complete the questionnaire:

- online by following the **QR code link** with your smart phone's camera,
- complete an online form accessed via <https://forms.office.com/r/bT02e2Uyjd>
- or fill in a paper copy and place it in the box adjacent to the piano.



I am required to ask the following to complete the questionnaire:

- Chairpersons of the Parish Pastoral Council, Parish Finance Team, Parish Pastoral Team
- School Principal/s and School Religious Education/Ministry Coordinators
- Directors/Managers of any diocesan agencies present in the parish/s (Catholic Care, St Nicholas Early Education, etc.)
- At least 6 parishioners

In addition, I may open the questionnaire up to anyone else - even the whole parish.

It is encouraged, but not compulsory, that the I share the results with the parish.

Signature

**Fr XXXXXXXX
Parish Priest**



Seek First the Kingdom of God (Mt 6:33)

Our mission is to evangelise – to proclaim Christ, the Good News of God's love for all. All our pastoral activities must, therefore, flow from our personal response to Christ and be carried out in the spirit of the Gospel.

The Kingdom of God is like a treasure hidden in a field (Mt 13), like a net that gathers fish of every kind (Mt 20:1) ... The blind see, the deaf hear, the sick are healed, the hungry are fed, the lowly are exalted, the mourners are comforted, prisoners are set free ... The Kingdom of God is within you (Lk 17:21).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
My preaching is reflective of to the centrality of the gospel message of love in Christian life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My preaching provides outreach to those who are marginalised: physically, emotionally, spiritually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anything else you would like to add?					

The Equality of All Believers

All members of the Church, through baptism, have the same right and duty to participate in the life and mission of the Church and should be actively encouraged to participate in that mission.

All baptised in Christ, you have all clothed yourselves in Christ, and there are no more distinctions between Jew and Greek, slave and free, male and female, but all of you are one in Christ Jesus (Gal 3:27,28).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
I ensure leadership across the parish is collaborative, encouraging and enabling for all to participate in the mission of the church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All members of the community are treated fairly and with dignity by me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I recognise the 'Face of Christ' in daily encounters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anything else you would like to add?					



Faith Development is a Life-Long Process

To grow to Christian maturity and participate fully in Christ's mission, all of us – clergy and religious as well as lay men and women, youth and children – must continually deepen our understanding of the faith through formation that is faithful to the Scriptures and Sacred Tradition.

Formation is not the privilege of a few but the right and duty of all ... Possibilities of formation should be proposed to all, especially the poor who can be a source of formation for all (Pope John Paul II, CL63).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
I demonstrate my ministry through continuous faith development /formation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I encourage others to explore their faith formation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anything else you would like to add?					

The Dignity of the Human Person

The Church is called to heal, liberate and promote the growth of persons into maturity in Christ.

Structures and programmes exist to serve persons, not persons to serve structures or programmes.

All our pastoral activity should be marked by a concern for persons affected by it.

I came that they may have life and have it abundantly (Jn 10:10).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
I encourage people to live a Christian life in their community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I ensure that there are a variety of programs offered across the parish to meet the needs of those who connected with the church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anything else you would like to add?					



Diversity of Gifts

Each community must seek out, recognise and utilise the diversity of gifts, experience, knowledge and competence amongst its members. It is better that many people be involved, using their particular talents and abilities, than that a few try to do everything.

Allotting his gifts to everyone according as he wills (1 Cor 12:11) God distributes special graces among the faithful of every rank. By these gifts he makes them fit and ready to undertake the various tasks or offices advantageous to the upbuilding of the Church ... These gifts are to be received with thanksgiving (LG12).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
I encourage members of the community to develop their own talents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I ensure processes are in place to enhance opportunities for parishioners to work in cohesive teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I respect and empower people to use their gifts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anything else you would like to add?					

Diversity of Ministries, Unity of Purpose

We must respect and support the diversity of roles and functions in the community, those of the laity as well as those of the ordained ministers. The unity of purpose of all ministers is expressed in their union with the Bishop who as principal minister of the Eucharist - the sacrament of unity - is the Chief Pastor of the diocese.

For as in one body we have many members, and all the members do not have the same function so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them ... (Rom 12:4-6).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
I have processes in place to ensure all are encouraged to be involved in ministry across the parish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All are encouraged to co-operate and collaborate with other ministries and agencies of the church through my leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Anything else you would like to add?

Servant Leadership

Leadership at all levels within the Church is a ministry of service to God's People. The rulers of the gentiles' lord it over them ... It must not be so among you for whoever would be great among you must be your servant and whoever would be first among you must be your slave even as the Son of man came not to be served but to serve and to give his life as a ransom for many (Mt 20:25-28).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
My style of leadership is empowering to all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I model servant leadership in my ministry across the parish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anything else you would like to add?					

Decision-Making by Discernment

In keeping with what it means to be and to build Church, we seek to arrive at decisions which all can accept gracefully and support wholeheartedly (even if some wish the decision had been different) because they know the group honestly searched together for the Spirit of God in and for the life of the community.

Discernment of the Spirit ... listens to others so as to learn, is sensitive to all approaches, encourages collaboration rather than competition and aims not at majority vote but consensus. It recognises that each participant has a part of the truth and a share of the wisdom by reason of each one's unique experience of God in life, union with Christ and gifts of the Spirit. The process also recognises the right of each person to contribute his or her part without which the whole picture will not be presented and the whole wisdom of the spirit will not be available (Archbishop F Carroll, Canberra-Goulburn Synod, 1989).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
Fr XXX's involves others in decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fr XXX utilises discernment processes when making decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Anything else you would like to add?

Read the Signs of the Times

To fulfil our mission in today's world and become a credible sign of God's love for all people, we must discover the signs of God's presence and purpose in our culture and in our world. Reading the signs of God for our time means being open to hear what the Spirit is saying to the Church through the hearts and minds of his people.

The joys and hopes, the griefs and anxieties of people of this age, especially those who are poor or in any way afflicted, these are the joys and hopes, griefs and anxieties of the followers of Christ (GS 1).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
Fr XXX's ministry demonstrates that he understands people's needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fr XXX participates in open conversations about the church and its people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anything else you would like to add?					

Concern for Ecumenism

In keeping with the Lord's own prayer that all his followers be one, we acknowledge the need to deepen our bonds with all our brothers and sisters in Christ.

The concern for restoring unity involves the whole Church, faithful and clergy alike (UR5).

<i>You are asked to respond using the five point scale to the following statements.</i>	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>This doesn't matter to me</i>	<i>Agree</i>	<i>Strongly agree</i>
Fr XXX's works to develop closer relationships among our churches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fr XXX's ministry is involved in ecumenical activities between churches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



3 Year Review – Father XXXXX

Anything else you would like to add?

