

Appreciative Inquiry Summary from Vicariate Planning Meetings

DELIVER: Empower, sustain, develop financial capacity for dreams, lead change¹

- I. **Partnership** of diocese and parish
 - A. Next Vicariate Planning Meeting scheduled complete with:
 - COP recommendations and bishop's promulgation with priests and parish communities
 - Calendar for Liturgy/worship catechesis
 - Issues forum led by several parishes
 - Diaconate formation progress
 - B. Schedule Outreach presence at St. Bernard's, St. Benedict's
 - C. Review models for city and rural parish life for feedback
 - D. Consolidate administration in city model
 - E. Role of pastoral administrators as extension of diocese, coordinators/deacons and their connection with diocese/bishop
 - F. Leadership training for priests and laity
 - G. Do all we do in a spirit of joy and mutual support
- II. **Spirituality and Worship**
 - A. Place Sunday Mass Participation(Saturday) and Sabbath as a priority and special time in family life, not to be eclipsed by sports and family fragmentation
 - B. Provide a Conference on Holy Spirit
 - C. Diocesan trainer for implementation of liturgical changes
 - D. Annual Parish Mission or Retreat
- III. **Evangelization and faith formation**
 - A. Begin list-serve connection for college students with diocesan youth ministry information and updates
 - B. Further development of Vocation Presentations/panels at diocese and parish level: willing to share our children to be religious, but must have the connection and programs. Includes changing existing perception of priesthood.
 - C. Create a mindset to invite people into a new future where they are assured their needs, fears and insecurities about church are attended to.
- IV. **Stewardship**
 - A. Be committed and willing to pay
 - B. Electronically connect parishes and Diocese of Great Falls-Billings
 - C. Common chart of accounts and reporting process/template
 - D. Stewardship program and tithing
 - E. Develop a way to serve rural area and address reality of declining finances
- V. **Service and Social Justice**

¹ Several tables indicated that they did not have time to develop this part of the participation exercise

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DESIGN: co-construct some possibilities:

- I. **Partnership** of diocese and parish
 - A. Larger facility for diocesan Pastoral Center and Parish Center: St. Ann's?
 - B. Reconciling differences from priest down, by example, communication to heal
 - C. Inviting, appreciating, communicating, reconciling, healing
 - D. Schedule next Vicariate Planning: give a follow-up report on spring meetings, gather our further input, educate
 - E. Sharing priests: pulpit exchange, vocation presentations, invite among vicariate so we get to know our priests
 - F. Rotate priests in their assignments
 - G. Each parish be a reflection of the four directions of the Pastoral Plan
 - H. Continue to develop the deposit of input, data for planning for the future
 - I. Make the decisions to cluster and consolidate: build together
 - J. Broaden the vision of consolidation and coordination
 - K. Scholarship program for laity desiring to become Pastoral Administrators
 - L. Consider bringing ordained who are married into service and ordination of women
 - M. Unify, begin now to bring together parishes/missions to work together and co-sponsor activities
 - N. Further develop Councils in leadership/oriented to future vs. reactive
 - O. Assign a pastoral administrator/sacramental admin. at St. Labre, at Harden; serving Broadus in future
- II. **Spirituality and Worship**
 - A. Rituals for reconciliation and healing
 - B. Timelines and process for implementation of GIRM
- III. **Evangelization and faith formation**
 - A. Unified Catholic School system in Great Falls: one elementary school, one middle school. Boarding facility?
 - B. Mentoring in all aspects of parish life and leadership
 - C. Encourage cultural sensitivity
 - D. Foster small Christian communities of prayer and learning
 - E. Develop Catholic presence in community-especially among senior citizens
 - F. Organize SEARCH for youth
- IV. **Stewardship**
 - A. Develop finance potential
 - B. Priests & Finance Council: theology of stewardship; then to parishioners
 - C. Appoint a single administrative office for the city of Billings
 - D. Create an endowment program for the church
 - E. Develop accountability, communication and responsibility
 - F. Foster a culture of good stewardship and celebrate it
 - G. Stewardship program that is so successful there is no need for Care and Share and diocesan assessment (presented at Toronto mtg.)
- V. **Service and Social Justice**
 - A. Residence Hostel shelter for homeless
 - B. Service projects for youth: visit nursing homes, build and repair for elders
 - C. Develop ways for our parish/ mission involvement in our community for social justice here and in the wider church

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DISCOVER WHAT IS WORKING:

- I. **Partnership of diocese and parish**
 - A. Overall appreciation of communication, availability & accessibility of Outreach Staff
 - B. Bishop's leadership as shown in these Vicariate gatherings; office in Billings providing better access and presence
 - C. Shared leadership of priest and laity
 - D. Positive effort of diocese, here today to hear the voices of the parishes
 - E. Strong spirituality
 - F. Commitment to lay ministry: lay presiders trained for Word and Communion and Leaders of Prayer
 - G. Good Parish Pastoral Councils (variable as some areas express need for council development)
 - H. Diocesan paper: Harvest
 - I. What's not working:
 - when priest is not available to the parishioners and wider community involvement
 - Diocesan finance office: returning calls, timely response
 - Greater presence in rural areas (Roundup & missions)
 - Greater recognition of parish leadership
 - Gifts of laity recognized, developed & invited to serve
 - Workshops to retool, get ideas and support one another
 - Communication skills to interact with the congregation
 - J. Appreciation for priest's availability for mass & sacraments
 - K. RCIA
 - L. Sermons/preaching are well prepared (a few responses variable)
 - M. Generosity and co-operation among priests' in some areas
- II. **Spirituality and Worship**
 - A. Availability of Eucharistic Liturgy & Sacraments
 - B. What's not working:
 - enculturation of foreign born clergy
 - Parish individualism vs. unity with missions
- III. **Evangelization and faith formation**
 - A. Intergenerational prayer, catechesis, study (emphasis on family)
 - B. Catechesis of the Good Shepherd impact on adults and children
 - C. Tempus program
 - D. What's not working:
 - Welcoming back inactive parishioners
 - Initiative of priests and laity to be evangelizers
 - Sense of belonging and welcoming
 - Council self-study, plan for evangelization
- IV. **Stewardship theology and practice in the parish**
 - A. Positive finances
 - B. Priest's and finance councils take a better lead

¹ GF 4/28; MC 5/6; WP 5/7; Billings 6/4; Havre 6/25/2008 Total attendance approx. 350 people

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DREAM: WHAT IS CALLED FOR, BETTER THAN NOW, WHO CAN LEAD THE CHANGE:
What are the possibilities:

- I. **Partnership of Diocese and Parishes/Missions**
 - A. Structure processes at the city and vicariate level that tap into the energy and talents of laity
 - B. Structure processes for parishes to bring issues to the vicariate//diocese
 - C. More Vicariate meetings like today
 - D. Study local programs that are working & replicate/customize
 - E. Installation of Pastoral Administrators and explanation to parish of their role
 - F. Diaconate program
 - G. Reconcile differences, use conciliation process when needed
 - H. Rotate mass/events schedule among mother parish and missions as shortage of priests limits their availability
 - I. Expect our diocese to be consistent and reliable
 - J. Strengthen Parish Pastoral and Finance Councils
- II. **Spirituality and Worship**
 - A. More Eucharistic emphasis: mass, adoration, processions etc.
 - B. Invite all ages into participation (with training and age appropriate roles)
 - C. Greater uniformity in ritual of worship/liturgy
 - D. The church will continue even when the priest is not available
 - E. Develop our spirituality – have a Parish Mission
- III. **Evangelization and Faith Formation**
 - A. Make available education on website
 - B. Focus on vocations to priesthood and religious life and foster them
 - C. Bring priest's and sister's to our parish for fostering vocations among our children
 - D. Bishop endorse liturgical change among priests, catechesis at parish
 - E. Newman Center Reformation (Rocky and MSU)
 - F. Improve the Catholic School System
 - G. Give some direction to RENEW program
 - H. Young adult vicariate meetings (20-44 yo)
 - I. Fellowship with neighbors (welcoming back and inviting new members)
 - J. Telling Christ's vision, our vision: drawing lapsed catholics back
 - K. Focus groups for our children
- IV. **Stewardship**
 - A. More people and money
 - B. Have diocesan reps go to parishes to explain 'appeals'
 - C. Uniformity of financial systems and reporting programs
 - D. Improved medical & benefit plan
 - E. Dream big, DREAM BIGGER
 - F. Continue to develop Care and Share and our responsibilities to the wider church, not just our own needs
 - G. Welcome back letters as part of stewardship: suspend judgment and invite