



Archdiocese of Grouard-McLennan

Church Alive!

Pastoral Plan 2015-2020

Evaluation Report for the
Year Two Action Plan

Evaluation Report

Church Alive! Pastoral Plan 2015 – 2020

Year Two Action Plan

The action plan

In November 2016, the Archdiocesan Pastoral Council (APC) began the process of identifying the elements from the five-year pastoral plan that would make up the Year Two Action Plan. The APC selected actions from goals 2, 4, 5 and 6. The APC added new actions in Year Two, for the preliminary goal and goals 1, 2, 4, and 5.

The Year Two Action Plan was distributed to parishes in January 2017.

Analysis of APC creation of the Year Two Action Plan

- September 17, 2016 (Members present – 13)

The members of the APC at this meeting selected strategies and actions published for each of the seven goals of the Pastoral Plan. They also created three new actions. The APC will review the Year Two Action Plan document at the next meeting, in November 2016.

- November 26, 2016 (Members present – 17)

The members of the APC at this meeting identified the “who”, “how” and “when” for implementing the actions of the Year Two Action Plan. This information was incorporated into the Year Two Action Plan document. The Action Plan was distributed to parishes, by email, in January 2017.

The evaluation

In the first two years of the Pastoral Plan, the APC has determined it is necessary to evaluate the implementation of the various strategies. In the last three years, the evaluation will shift to the impact of the actions and strategies on people and groups in the Archdiocese.

What is being evaluated in Year Two?

Although there continues to be no consensus in the APC about what, whether and how to measure the implementation and experience of the pastoral plan, the APC determined it would continue with an evaluation of the Year Two Action Plan.

The APC confirmed that the identified strategies and their respective actions, for the preliminary goal and five of the six goals, of the Year Two Action Plan would be evaluated. The APC also determined that some actions from Year One should have been continued in Year Two and chose to evaluate those, too.

The APC asked a single question for each of the identified actions: “Was it done?” The APC encouraged comments below each action question.

The APC created questionnaires for the Archdiocese, parishes and for deanery councils.

Data Collection

At the meeting on June 3, 2017, the APC approved three tools for data collection on the Year Two Action Plan, one each for parishes, deanery councils, and offices and committees of the Archdiocese.

The APC asked Lauri Friesen, Executive Assistant to the Archbishop, to distribute the questionnaires for parishes and deanery councils to the appropriate priests and lay leaders as soon as possible. The deadline for submission of the information was set as September 30, 2017.

The APC asked L. Friesen to collect the data from the Archdiocese, as identified.

11 parishes and 3 deanery councils submitted responses to the questionnaires.

APC analysis of the data

At the meeting on November 25, 2017, the APC analyzed the collated information received from the parishes (11), deanery councils (3), and the Archdiocese. There were 18 members present and they split into four groups. Each group analyzed the results for two goals of the Pastoral Plan, and all the groups took responsibility for the Preliminary Objective. The results of the analysis are in the following pages of this report.

The APC expressed disappointment at the small number of responding parishes and requested that Archbishop Pettipas personally follow up with all the priests of the Archdiocese to learn the reasons so many provided no input to this evaluation.

APC recommendations for Year Three

The four groups completed their analysis of the data for the Year Two Action Plan by making recommendations for the continued implementation of the Pastoral Plan. The APC members at the November 25, 2017 meeting adopted all the recommendations offered by the four groups. The recommendations can be found in the following pages of this report.

Year Two Results and Year Three Recommendations

Preliminary goal Building leadership capacity in parishes

Strategy:

Provide leadership formation for the people in parishes who will have responsibility for implementing the pastoral plan.

Actions:

- Priests and PPC and PFC Chairpersons participated in “Effective Meeting Skills” workshops hosted in deaneries.
- Parishes create their own pastoral plans, in conjunction with this archdiocesan five-year plan.

Data:

- 1) Eight of the 11 responding parishes participated in workshops and five of the 11 indicated that they would like to have more workshops available. A slight preference was expressed that such workshops should be presented to deaneries, bringing all the parish leaders together.
- 2) The APC discussed making such workshops available to a wider range of people, that is, not only priests and PPC/PFC chairpersons. The APC also noted that leadership is more than directing meetings. It also includes building community and nurturing the gifts and talents in the people in those communities.
- 3) Ten of the 11 responding parishes said that they have created or intend to create their own pastoral plan. Parish comments indicated that several of the responding parishes have liturgical and sacramental preparation activities that they consider the equivalent of a pastoral plan.
- 4) The Archdiocese provided a template in Year Two that parishes can use, if they so choose, to create this plan.

Analysis:

The data indicate that parishes have an interest in developing various aspects of leadership and would participate in relevant, easily accessed workshops. There is also some evidence that people outside of the specific parish leadership would find benefits in participating in these workshops.

The data indicate that parishes are developing their understanding of the value of implementing some type of pastoral planning. There was no evidence that a significant number of parishes use the Archdiocesan Pastoral Plan, either as written or as a source for developing a parish plan.

Recommendation 1:

The Archdiocese needs to take action on providing workshops. It can proceed by surveying parishes about needs and interests, finding or developing corresponding workshops, and scheduling presentations.

Recommendation 2:

The Archdiocese needs to provide formation to parishes on the nature and work of the PPC. It should ensure that every PPC has a constitution, understands that constitution and abides by the constitution.

Recommendation 3:

The Archdiocese/Archbishop has to insist that all parishes create a pastoral plan of some type in 2018, for one or more years, either using the template provided by the Archdiocese or a design of their choosing. Throughout the year, the Archdiocese holds each parish priest accountable for the implementation of the parish pastoral plan.

Goal 1 Good liturgy: To foster more active participation in our liturgical celebrations

Strategy:

Provide catechesis on the meaning of “good liturgy”.

Actions:

- Establish parish liturgy committees, to provide education on and make decisions about Sunday Liturgy.
- Parishes use Sunday bulletins to publish educational material on elements of the Liturgy (provided by the Archdiocesan Liturgy Committee [ALC]).

Data:

- 1) Ten of the 11 responding parishes said they have or intend to have a parish liturgy committee.
- 2) Two of the three responding deanery councils said that the deanery council coordinates sharing of resources to assist parishes with Sunday Liturgy decisions and education around liturgy. Comments indicate that the sharing is of ideas, not resources.
- 3) The Archdiocese (Office of Evangelization and Catechesis) said that no parishes requested support or resources to assist with Sunday Liturgy decisions.
- 4) The ALC did not yet provide educational materials on the Liturgy for parishes to publish in Sunday bulletins. The ALC was still working on developing those materials at the end of Year Two.
- 5) Eight of the 11 responding parishes said they would use the bulletin to share the Q&A produced by the ALC. The other three parishes were “unsure”, either because there is no bulletin in the parish or because of concerns about the amount of space that will be required.
- 6) All of the responding deanery councils will promote and encourage publication of the ALC-produced materials when they become available.

Analysis:

The data indicate that parishes are feeling confident about their ability to provide good Sunday liturgies. There appears to be a willingness to participate in and promote all initiatives around education on liturgy.

Recommendation 4:

The Archdiocese should actively encourage a sharing of liturgical expertise, knowledge and resources by promoting deanery liturgical committees and developing standard liturgical resources, including music, such as for a “Youth Mass”.

Recommendation 5:

Make a principal focus of the education in liturgy to promote “full participation” in the Mass by explaining the “why” behind the Mass.

Goal 2 Good teaching: To promote a deeper understanding of the Christian life and encourage living the gospel values according to the teachings of the Catholic Church**Strategy #1:**

Establish parish RCIA communities that will also function as Adult Faith Formation Committees.

Actions:

- RCIA in each parish, with at least one parish-hosted adult faith formation event per year, in addition to running RCIA program.
- A Parish Mission in each parish, every five years.
- Parish discussions and decisions about using AV tools in Mass

Data:

- 1) Five of the 11 responding parishes said they have an RCIA team program, five do not, and one did not answer this question. Some of those are currently working on putting together a team, and one mentioned that the deanery “is in the process of establishing one.”
- 2) All of the responding deanery councils said that the deanery had discussed sharing resources and assisting parishes to create RCIA teams and faith formation activities.
- 3) The Archdiocese arranged for mission priests, from the Companions of Christ and the Redemptorists, to preach two-week missions in each of the five deaneries in March and April 2017.
- 4) Seven of the 11 responding parishes said they hosted a parish mission in 2016 or 2017. Six parishes said that their parishioners participated in a mission of a nearby parish in 2016 or

2017. Nine of the 11 responding parishes said they want to host future missions, with the remaining two not answering this question.

- 5) Seven of the 11 responding parishes said they use or would like to use A/V tools in Mass, two parishes said they do not or would not use A/V tools in Mass, and the remaining two parishes were not sure about using A/V tools. One respondent's comment was that, "The parish has to pay AV rights. It has no fund and physical set-up."

Analysis:

The data indicate that RCIA teams and programs are not well-established in the Archdiocese. Adult Faith Formation remains a principal concern for parishes and they are willing to participate in missions on a regular basis.

The APC discussed whether parish RCIA teams would be better considered as an element of adult faith formation, rather than being considered the principal group to provide adult faith formation activities. The APC discussed whether parish priests should be the principal catechist for adult faith formation.

Recommendation 6:

Encourage and help priests to use homilies for faith formation and catechesis or take 5 minutes before Sunday Mass to focus on an aspect of the Catholic faith.

Recommendation 7:

Help establish RCIA teams in parishes or, if more suitable, deaneries and give direction to how these teams can provide at least one parish/deanery Adult Faith Formation activity each year.

Strategy #2:

Identify and present Church teachings for youth.

Actions:

- Continue to host week-long youth camps annually at Camp Artaban.

Data:

- 1) The Archdiocese indicated that there were two week-long youth camps at Camp Artaban in 2017 and that there will be youth camps in the summer of 2018.
- 2) 11 of 11 responding parishes said that their youth know about the archdiocesan summer camps. Eight of the 11 parishes said that youth of the parish participated in the 2017 camps, two were unsure if youth of the parish participated and one did not respond. In the comments, some parishes mentioned their own summer camps and one comment noted the distance and expense made participation difficult for their parishioners.

Analysis:

The data indicate that young people are interested in and enthusiastic about faith-based activities in the Archdiocese. The APC discussed how best to ensure that youth activities maintain a focus on the relationship with Christ.

Recommendation 8:

Promote activities that encourage youth to answer the question: “Why do I need Jesus in my life today?”

Goal 3 Community: To build welcoming and inclusive communities of faith

Strategy:

Create a Pastoral Care for Families strategy.

Actions:

- Promote Family Prayer Movement – initiated by the Archdiocese.

Data:

- 1) Ten of the 11 responding parishes said they continue to share the Family Prayer Packages with parishioners and schools. One comment suggested more publicity about the program.

Analysis:

The data indicate that the Family Prayer Package has been successfully implemented in parishes.

Recommendation 9:

Develop additional prayer materials to include in the Family Prayer Packages and make them available for parish distribution.

Recommendation 10:

Encourage parishes to establish “welcoming committees” which would raise awareness of how to embrace newcomers, break our “cliques” and overcome our complacency.

Goal 4 Ministry: to identify the needs and gifts present in the community and to facilitate greater ministry involvement

Strategy:

Expand pastoral care services in the Archdiocese.

Actions:

- Hire Diocesan Director of Stewardship.
- Establish a Committee on Pastoral Care and End of Life Issues.
- Train parish volunteers in pastoral care and end of life issues.

Data:

- 1) Six of the 11 responding parishes said that the Director of Stewardship visited their parish in 2017.
- 2) Seven of the 11 responding parishes said that they would benefit from an archdiocesan Committee of Pastoral Care and End of Life Issues. One said they would not benefit from such a committee and two were unsure of the benefit.
- 3) Three parishes said that their parish had expertise to offer to such a committee. Four said no, the parish does not have such expertise, two were unsure and two did not answer. A few comments mentioned that the parish CWL had spent some time on discussion or education on these issues.
- 4) Two of the three responding deaneries said that the deanery council will host workshops on pastoral care and end of life issues.
- 5) The Archdiocese said that it did not establish a Committee on Pastoral Care and End of Life issues during Year Two.
- 6) Nine of the 11 responding parishes said that the parish provides pastoral care to homebound, hospital and/or extended care residents. One said the parish does not provide this pastoral care and one did not answer.
- 7) Six of the 11 responding parishes said they would like to know more about and/or begin offering pastoral care ministry in the community. Two said they would not, one was unsure and two did not answer.
- 8) Eight of the 11 responding parishes said that parishioners have an interest in knowing more about End of Life issues, one was unsure and two did not answer.

Analysis:

The survey did not ask for any information on how parishes have responded to the Director of Stewardship's visits and activities. The APC suggested this was a significant gap in the data for this evaluation.

The data indicate that there is some ambivalence among parishes about playing a role in expanding pastoral care services in the Archdiocese and that education on pastoral care and end of life issues is highly desirable.

Recommendation 11:

Annual report be made to the APC and parishes on the response to the Director of Stewardship's parish visits.

Recommendation 12:

Provide training and education for priests about end-of-life issues, euthanasia, and the laws of Canada around them, first. Then provide the same or similar sessions to deaneries.

Recommendation 13:

Hire a suitable person to lead the Committee on Pastoral Care and End-of-life Issues.

Recommendation 14:

More catechesis on and promotion of funeral Masses for the deceased.

Goal 5 Communication: to employ all media available in our society in order to lend greater connection between parishes and Archdiocese

Strategy:

Nurture more sharing of news and events from across the Archdiocese.

Actions:

- Hire Diocesan Director of Communications.
- Encourage use of bulletins and one-to-one communication of information via priests and committee representatives.

Data:

- 1) The Archdiocese did not hire a Director of Communications in Year Two.
- 2) Seven of the 11 responding parishes said they would benefit from better communication with the Archdiocese and parishioners, two said they would not benefit and two did not answer.
- 3) Ten of the 11 responding parishes said they publish a weekly bulletin, one did not answer.
- 4) Nine of the 11 responding parishes said that the priest and other parishioners work to keep everyone up to date about what is happening in the parish and in the Archdiocese. Two did not answer this question.
- 5) All three of the responding deanery councils said that the details of deanery council meetings are shared in parish bulletins. One council responded both “yes” and “no” to this question. The comments indicate a willingness to share this information and that other methods, such as sharing at the PPC meetings, are used.
- 6) The Archdiocese did not provide template designs and other support and resources to aid parishes to produce a bulletin.

Analysis:

The data indicate that the parish bulletin remains the principal communication tool in the Archdiocese.

Recommendation 15:

In conjunction with the Director of Communications, set up a Communications Committee to support and work with that archdiocesan employee.

Recommendation 16:

Use volunteer “phone committees” as a form of communication, in addition to technology-based means.

Recommendation 17:

Prepare tools on Catholic understanding of and responses to social and legal issues that people can access on the archdiocesan website.

Goal 6 Accountability: To increase the level of trust and to grow in a spirit of unity as a diocesan family

Strategy:

Evaluate these strategies.

Actions:

- Create tool for parishes to evaluate their progress under the pastoral plan.

Data:

- 1) Eight of the 11 responding parishes said that the parish benefits from doing this evaluation, two said the parish does not benefit, and one did not answer.
- 2) The Archdiocese did not create a simple checklist of Likert scale survey for parishes to use to complete this evaluation.

Analysis:

The data indicate that the evaluation of progress under the pastoral plan is valued by parishes.

Recommendation 18:

Provide teaching on ecclesiology to build understanding of relationships in a diocese. (This might be a good topic for the speech at the annual Archbishop’s Dinner; bring in subject-matter expert speakers.)

Recommendation 19:

Make archdiocesan financial information easily accessible and provide teaching on how money “flows” through the Archdiocese.