

Summary

All Saints Parish Leadership Retreat, December 10, 2016

Retreat Content and Structure Prepared and Led by
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Opening Prayer: Fr. Bob led us in an opening prayer reflecting on the letter of James, Paul's letter to Timothy, which emphasize the need for us to be open and non-judgmental as we engage with each other in this retreat.

Expected Outcomes

We will leave the retreat with an understanding of us and our relationship to the parish, the roles and responsibilities of the commissions and parish goals for the next five years.

Retreat Bullseye: our vision, mission, goals strategies and tactics leading to action.

Role of Pastoral Council, Finance Committee, Commissions

It was said that people meet Christ through us to find the desire of their heart (Christ). The Parish Council's role and responsibility is to "tend the sheep" making sure that we as a parish teach, sanctify, serve and unite:

- 1) Making Holy (sanctifying) – place ourselves in the midst of the "unholy"
- 2) Teaching – through formation and evangelization
- 3) Service to others
- 4) Unifying ourselves in a mission to Jesus

Finances are defined as whatever we need to keep going. The finance committee works with the parish council to make sure we have the materials we need to meet our goals. Each parish commission takes a particular aspect of our mission, which helps to define who we are today.

SWOT - Strengths, Weaknesses, Opportunities, Threats

Working through a SWOT format, we arrived at our goal priorities and addressed our Lamentations and Special Intentions, we arrived at our goals and priorities for the next five years. Commissions' co-chairs will fill in a planning work book with their members as the next step.

Goals

- 1) Better Communication (communication audit)
- 2) Lifting up our multicultural parish community, a uniquely blended cultural heritage from African, African American and European backgrounds, emphasizing these in theology.
- 3) Creating an authentic encounter with parish visitors
- 4) Lifting up our unique role in the Archdiocese, develop our prophetic voices to promote Catholic Social Teaching in relation to social injustice.
- 5) Promoting and develop parish lay ministry
- 6) Promoting religious vocations

Lamentations and Petitions (Special Intentions)

Lamentations were numerous, in relation to our attitudes and parish disruptions over the past years. It was noted that we tend to have a "victim" attitude, a tendency to say "I can't do it, someone else should, no one does." Many parish members are still hurt and in need of healing from the parish disruptions over the past many years. In addition, we have ineffective communication modes in the parish that need extensive upgrading. Concern was raised over our parish interaction with "visitors", feeling it is too much like us putting on a minstrel show.

While we are now almost in the black, overcoming the possibility of parish bankruptcy, we still are not quite financially solvent. At this time we are not able to hire more staff, or increase the hours of existing staff. We don't have consistent services or expectations on how things get done and who to go to for what. This requires the parish members to step up to the plate to volunteer.

To move forward, the following ideas were put forth on these lamentations:

- 1) Change attitudes to operating out of abundance; share our story as part of parish "resurrection", acknowledging that we have resources through all of us.
- 2) Replenish ourselves to keep from burnout, so we can continue our
- 3) Praying together with a period of reflection
- 4) Take responsibility with a sense of humility and accountability
- 5) Create a Lenten journey to heal the hurts of the past, lifting up the spirit of Fr. Augustine Tolkin
- 6) Commission co-chairs meet with the parish council quarterly
- 7) Training for lay leadership
- 8) Develop a system for buildings and grounds
- 9) Develop protocol for parish operations, with a flow chart of who is responsible for what among staff and communicate it to the parish
- 10) Do a communications audit for the parish and use technology to improve communications

Respectfully submitted, Marjorie Morgan, Stewardship Commission Co-Chair