

building a **CULTURE of FORMATION**

STAFF REFLECTION SHEET

Please reflect on the following eight principles. Place a “GS” next to your greatest strengths, and a “GC” next to your greatest challenges. After you identify your two greatest strengths, identify two ways you have seen this principle in action at your parish or school. For the two that are your greatest challenges identify two ways that you believe that your school or parish could be strengthened in this area, or two ways in which you have witnessed the challenge.

As a staff, discuss what each of you placed as a “GS” and why. Listen to what you are doing well, and the ways in which you are doing things well. Discuss the various points raised. Then, look at the areas of greatest challenge. Where is there agreement? What does that agreement suggest?

Principle One: *Recognizes Mission, Call and Need*

Parishes and schools where a culture of formation exists have pastoral leaders and pastoral staff members who recognize that the call to ministry is rooted in baptism. They recognize the great need for all to serve the Gospel of Jesus Christ.

Principle Two: *Respects and Celebrates a Multicultural Church*

Parishes and schools where a culture of formation for ministry exists have pastoral leaders and pastoral staff members who serve and celebrate a multicultural church. They exhibit sensitivity to and solidarity with the many different people who come together as one church.

Principle Three: *Acknowledges the Value of Lay Ministry*

Parishes and schools where a culture of formation for ministry exists have pastoral leaders and pastoral staff members who value the work of lay ministers as co-laborers in the vineyard of the Lord.

Principle Four: *Calling for Competency and On-Going Formation*

Parishes and schools where a culture of formation for ministry exists have pastoral leaders and pastoral staff members that value competency in lay ministry, and regularly ask: “What are we doing to increase the competency of our lay ministers to serve the people of God?” There is a high value placed on the ongoing human, spiritual, intellectual and pastoral formation of lay ministers.

Principle Five: *Provides for Formation and Celebration*

Parishes and schools where a culture of formation for ministry exists have pastoral leaders and pastoral staff members that provide and encourage opportunities for growth and for financial support for formation of lay ministers. They celebrate milestones along the way; installations in ministry, completed courses, archdiocesan recognitions, etc.

Principle Six: *Establishes Clear Expectations*

Parishes and schools where a culture of formation for ministry exists have pastoral leaders and pastoral staff members that provide clear expectations for ministry and assist lay ministers in meeting those expectations.

Principle Seven: *Maximizes Technology*

Parishes and schools where a culture of formation for ministry exists have pastoral leaders and pastoral staff members willing to provide for increased use of technology in their parishes and schools.

Principle Eight: *Serves as Role Models and Collaborators*

Parishes and schools where a culture of formation for ministry exists have pastoral leaders and pastoral staff members who serve as models of formation; living out their call to holiness as they grow in the areas of human, spiritual intellectual and personal formation. They collaborate with one another, regionally, and on an archdiocesan level.