



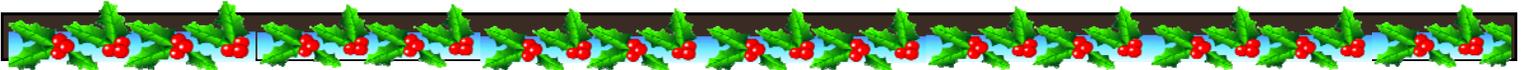
InFormation

News for Pastoral Planners and Those Making the Plan a Reality!

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<http://archphila.org/pastplan/INDEX/InFormationindex.html>



*Merry
Christmas*

*A most "Blessed Christmas"
to: all the faithful readers of the
InFormation newsletter From:
Everyone at Parish Services & Support*



Pope Calls Laity to Responsibility in the Church

Pope Benedict Says a Change of Mentality Is Needed

CASTEL GANDOLFO, Italy, AUG. 24, 2012 according to: Zenit.org- Benedict XVI says the laity should be seen as truly "co-responsible" for the Church, and not just "collaborators" with the clergy.

The Pope said this in an Aug. 10 message released Thursday by the Vatican. It is addressed to the 6th Assembly of the International Catholic Action Forum. The five-day assembly is under way through Sunday in Romania.

"Co-responsibility requires a change in mentality, particularly with regard to the role of the laity in the Church," the Holy Father said. Laity should be considered "persons truly 'co-responsible' for the

being and activity of the Church," he stated.

Hence, he called for a committed laity who are united, each making his own "specific contribution to the Church's mission, in accordance with the ministries and tasks each one has in the life of the Church, and always in cordial communion with the bishops."

Recalling that Lumen Gentium spoke of the laity-clergy relationship as "familiar," the Pontiff said it is "important to deepen and to live out this spirit of profound communion in the Church, which characterized the early Christian community, as the book of the Acts of the Apostles attests."



Better Support for Parishes



The Office for Parish Service and Support is an integration of Parish Finance, Audit Services and the Office for Research and Planning. The combination of these services in one office facilitates collaboration among departments and allows us to more effectively address the needs of the parishes we serve.

The Office for Parish Service & Support serves the needs of parishes within the Archdiocese by providing pastors and staff the support they need to manage their parish operations. They offer guidance on pastoral planning, budgeting, accounting and financial reporting as well as providing information to help familiarize parishes with Archdiocesan policies, procedures, and best practices. The individuals within this office work closely with parish staff and financial representatives and provide consultation regarding accounting practices, policies, and procedures. The Office supports and facilitates planning, by providing information, research, and education to pastoral planners at every level in the Archdiocese.

Mark Fischer is the director of the new office.

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The InFormation Newsletter is published by:

The Office of Parish Service & Support for the use of Parish Pastoral Planners and those who implement those plans.

Suggestions for future articles should be directed to Ron Lill *editor*

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These suggestions are encouraged and welcomed

Identification with vision



Identification with vision is a powerful motivator for everyone

"The leader's style pulls ... (and) a pull style of influence works by attracting and energizing people to an exciting vision of the future. It motivates by identification, rather than through rewards and punishments."

- Warren Bennis and Burt Nanus

In the non-profit world where financial rewards can be hard to find, leadership that motivates by identification is often the only practical option. That is to say, staff comes to deeply identify with the organization's mission and vision.

And make no mistake: It's important, too, in for-profit organizations.

According to Owen Phelps Ph.D.
Director, Yeshua Catholic International Leadership Institute.

Phelps goes on to say

"a vision by itself is not enough. To achieve identification, leaders have to "empower" their staffs to pursue the vision. The word is overused, but the concept is essential to effective organizational performance -- especially in the complex, highly-volatile and uncertain environments in which we all operate today".

In their book *Leaders: The Strategies for Taking Charge*, Bennis and Nanus outline the four factors that lead to empowerment.

- **Significance** -- provide a vision that shows people the importance of their contributions to your organization and to the larger world. Don't just talk in general terms. Connect each and every person's work to your vision.
- **Competence** -- make sure your people keep learning and developing their skills. You may lose them, but that's better than keeping them without competence.
- **Community** -- they don't have to like each other, but they do have to have a sense of how they rely on one another to achieve a common purpose.
- **Enjoyment** -- find ways to make it and keep it fun no matter what the circumstances.

Keep those four markers in mind and you and your team will be far more effective than you have ever been before.



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Has your parish or pastoral planning area

Entered into a planning process

Do you need a professional facilitator?

The office for parish service & support

maintains a list

of trained and experienced resource people.

Contact us at: The Archdiocese of Philadelphia

222 N. 17th St Rm 216 Phila. Pa. 19103

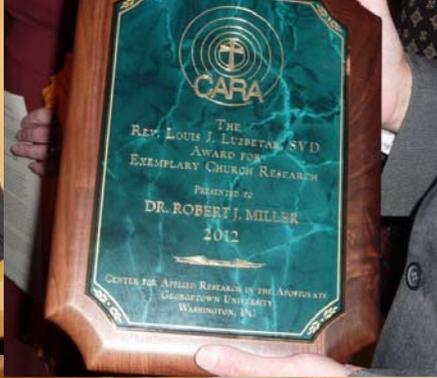
Phone 215-587-3545 E-mail rlill@adphila.org

Trivia Question

Do you follow Philly Catholic on Twitter? How many do follow us on Twitter?

See answer on Page 5

CONGRATULATIONS DR. MILLER



Upper left -Dr. Robert Miller accepting his award from Sr. Sharon Euart RSM. middle -The Reverend Louis J. Luzbetak, SVD, Award for Exemplary Church Research. Upper rt. Bob Miller, Bishop T. Senior, Sherry Miller. Bottom Members of Bob's team and family attending: left to right Chuck Zech, Sr. Janet Baker SM, Evelyn Tarp, Sherry Miller, Dr. Miller, Marti Harrington, Fran Stratton, Ron Lill Lower rt. Dr. Miller receives a standing ovation in recognition for his years of excellence in the art of research & Planning. Seen applauding Lydia Lill

October 16th 2012 was a memorable day for the former Office for Research and Planning of the Archdiocese of Philadelphia. At Regents Hall Georgetown University Washington D.C. It was the night CARA (Center for Applied Research in the Apostolate) awarded our own Dr. Robert J. Miller the Reverend Louis J. Luzbatak award for his achievements. It is awarded annually to a researcher who has made a significant lifetime contribution to research on the Catholic church. Sr. Sharon Euart SRM, J.C.D. Executive Coordinator, Canon Law Society of America Vice-Chair of CARA made the presentation, giving Dr. Miller credit for developing many of the methods that are now used throughout the Catholic Church in the United States of America. In his humble fashion Bob gave most of the credit to his wife Sherry and the members of his team. I was in awe of the great esteem in which Bob was held by the many distinguished members of CARA from all over the USA. If you have the opportunity, give Dr. Miller a well done!

Fran Stratton



Fran Stratton is retiring after 18 years of faithful service. Fran has been the voice and face of the Office for Research & Planning for as long as most can remember. We were always greeted with a welcoming smile and a can do attitude everyday. Fran will be spending most of her time with her children and grandchildren. But she will not become a stranger, and has already been called upon to help with facilitator training. Fran continues to work with the Conference for Pastoral Planning and Council Development As the administrative director. Our wish for Fran is a wonderful retirement. We send her off with our prayers and best wishes for a long and prosperous retirement. Her work as Office Manager will be assumed by Annette Siegel. Annette has been a staff member of Audit Services for 6 yrs. Annette is excited about the new position and looks forward to learning more about our parishes and participating in helping them. We look forward to working with Annette.

Annette Siegel



Parish Pastoral Planning in Philadelphia

Prayer for a Meeting



Leader: Father we gather today to seek your guidance in the use of your resources to best serve your people. Bless our efforts to live out the Gospel and spread your word. Please show us the way.

Reader:

Reading from Scripture: 1 Cor 12:4-7

"There are different kinds of spiritual gifts but the same Spirit; there are different forms of service but the same Lord; there are different workings but the same God who produces all of them in everyone. To each individual the manifestation of the Spirit is given for some benefit."

(A moment of silence as we meditate on God's word.)

Leader: Please share any insight you may have received from this scripture reading. (give everyone a chance to speak)

Leader: Let us call upon the intercession of our Blessed Mother as we pray; *the hail Mary*.....

Parish Pastoral Planning in Philadelphia, 2010- 2015

This is the beginning of a series of articles that will deal with the current planning processes going on in the Archdiocese of Philadelphia. Begun in 2010, this round of planning will continue until all of the parishes are involved. The series will present the stages of the planning processes, the role of the Archdiocesan Strategic Planning Committee, the criteria that will be used by the Committee and the parish planners, the role of the parish planners and the parishioners, and the source of information about the parishes for everyone involved.

1-The pastoral planning process

In the Fall of 2010, a pastoral letter "Called to Conversion and Holiness," was distributed to all the faithful of the Archdiocese. It outlined the necessity of examining all parishes in order to determine if they possess the resources to accomplish their role in the mission of Christ and remain sustainable and vibrant faith communities. The full letter can be found on the Archdiocesan website at http://archphila.org/conversion/conversion_index.php

To facilitate this process, the Archdiocese was divided into 44 Pastoral Planning Areas (PPA's), each made up of several parishes in the same geographic vicinity. Each PPA is supported through a prayerful and participative process by which each parish clearly defines its identity, mission, and goals and works to determine if it has the resources required to sustain itself. (To view all of these P.P.A.'s and their physical relationships goto:

Map of Parishes, Pastoral Planning Areas, Deaneries and Episcopal Regions <http://archphila.org/pastplan/MAPS/Arch.pdf>

Statistics from the past two decades show that numerous factors including demographic shifts, a decline in weekly Mass attendance, a high density of parishes in a relatively small geographic area, the availability of clergy, serious financial challenges, and underutilized parish facilities have seriously impacted the quality of parish life.

There are Three Stages of Parish Area Pastoral Planning:

Stage 1: Pastors meet with the Coordinator of Archdiocesan Planning Initiatives and members of the Archdiocesan Strategic Planning Committee to review the process as well as demographic trends, spiritual activity and financial data pertaining to their parishes over the past several years.

Stage 2: Pastors bring this information to their parishioners, their pastoral and financial councils plus work to formulate recommendations regarding how best to carry out the mission of the Church in their area. This effort is meant to ensure that resources of parishes in the pastoral planning area are being used to create the most vibrant and sustainable parishes possible.

Stage 3: Pastors in each PPA submit recommendations to the Coordinator of Archdiocesan Planning Initiatives who reviews them with the Archdiocesan Strategic Planning Committee. After continued communication with pastors, a final recommendation is presented to the groups of priests who advise the Archbishop (College of Consultors and Presbyteral Council) and to the Archbishop.

2-The Archdiocesan Strategic Planning Committee (A.S.P.C.)

The archdiocesan strategic planning committee seeks to address concerns about parish stability by conducting a comprehensive study of parishes throughout the entire Archdiocese in collaboration with the pastors and the parishioners in each parish. As part of their work, parishioners will be consulted via their pastor, together with the parish and finance councils, on how to best go forward. Parishes will also be consulted about the best way for the Pastoral Planning Area to provide for the Catholic community into the future. The members of the Archdiocesan Pastors consists of the Regional Bishop and the Dean for the area under study, Coordinator of Archdiocese Planning Initiatives, Monsignor Arthur E. Rodgers; Vicar General and Moderator of the Curia, Monsignor Daniel J. Kutys; Chancellor, Monsignor Gerard C. Mesure; Vicar for Clergy, Monsignor Daniel J. Sullivan;

Continued on P. 5

Parish Pastoral Planning in Philadelphia

(continued)

Office for Black Catholics William Bradley; Office for Catholic Education, Jacqueline Coccia; Office for Communications, Ken Gavin; Office for Cultural Diversity, Reverend A. Bruce Lewandowski; Office for Parish Services and Support, Marc Fisher; Office for Parish Services and Support, Bob Miller; Office for Stewardship and Development, Sarah Hanley; Office for Real Estate Services, Deacon Thomas Croke; Office for Secretary for Temporal Services, Jim Bock.

The ASPC meets to identify and recommend the parish planning areas that should participate in planning in a given year, in some cases propose a possible plan, evaluate the information and the parishioners' ideas about the future of the area and make a recommendation to the Archbishop.

(Next issue: The role of parishioners and the criteria used)



Article by Dr. Robert Miller

The Rise of E-Reading

According to Pew Research in a February survey, 21% of adults said they had read an e-book in the last year, compared to 17% who reported doing so in December. This tracked with a major spike in ownership of e-reader devices that occurred during the holiday gift-giving season in December. During that period, ownership of an e-book reader or a tablet each increased to 19% of adults, compared to 10% for each

device in mid-December. The rise of e-books in American culture is part of a larger story about a shift from printed to digital material. Using a broader definition of e-content in a survey ending in December 2011, some 43% of Americans age 16 and older say they have either read an e-book in the past year or have read other long-form content such as magazines, journals, and news articles in digital format on an e-book reader, tablet computer, regular computer, or cell phone.

White Births No Longer a Majority in U.S.



The U.S. Census Bureau has confirmed that minority births have surpassed the number of white births for the first time. This marks an expected but meaningful turning point, "While over all, whites will remain a majority for some time, the fact that a younger generation is being born in which minorities are the majority has broad implications for the country's economy, its political life, and its identity."

Results from the 2010 Census showed that racial and ethnic minorities accounted for 91.7% of the nation's growth since 2000. Most of that increase from 2000 to 2010—56%—was due to Hispanics. Non-Hispanic whites, though still a majority of the nation's population, accounted for only 8.3% of its growth over the decade.

Hispanics, already the nation's largest minority group, are projected to continue to account for most population growth.

Hispanics are more than a quarter of the nation's youngest residents, accounting for 26.3% of the population younger than age 1. Among other major non-Hispanic groups, the share for whites is 49.6%; for blacks, 13.7%; and for Asians 4.4%.

This is an important part of the explanation for changing birth patterns. Minority populations are younger than whites, so are more likely to be having and raising children. The national median age (the age at which half a group is younger and half older) in 2011 was 37.3. Non-Hispanic whites have the oldest median age, 42.3. Hispanics have the youngest at 27.6. The median age for non-Hispanic blacks at 32.9 and non-Hispanic Asians at 35.9 are also younger than whites.

The news serves as one more reminder that demographic change is coming to a school near you in about 5 years.

Factoid

A total of 8.2 million Pennsylvanians are registered to vote. More registered voters in the state are Democrats (4.1 million) than Republicans (3.1 million). The remaining voters were registered with no party affiliation (540,718) or some other party (477,373).



Trivia answer

(question on page 2)

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