



Fostering A Life- Giving Grouping

Parish Leadership Enrichment– October 19, 2016
St. Mary of Vernon

Mark Mogilka



Overview

- Pastoral Imagination & Discernment
 - Dysfunctional Groupings (Teams)
 - Building Unity
 - Some Best Practices
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Pastoral Imagination

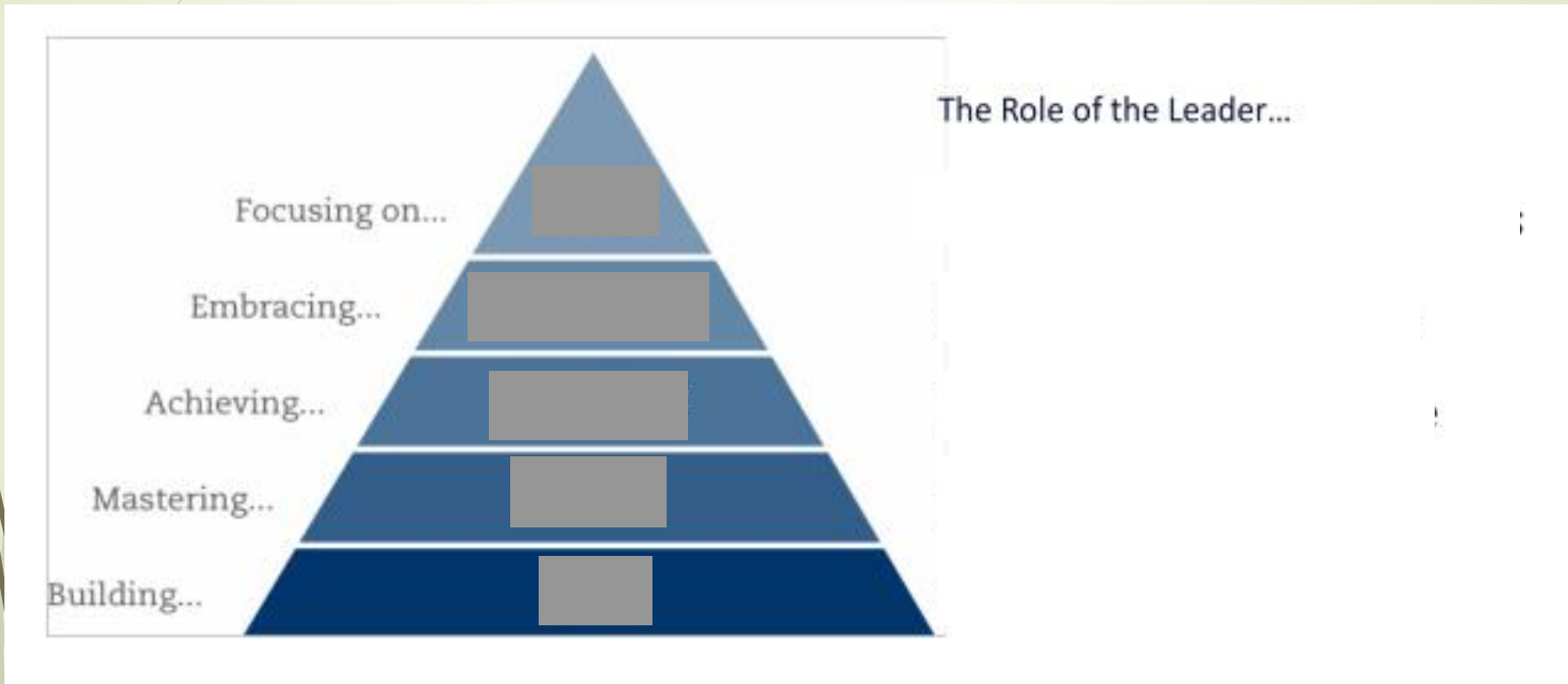
The ability to see the hand of God, hear the voice of God, welcome the Holy Spirit to animate the mind, heart and soul, dream new dreams, explore new possibilities, and then with God's help –
do the impossible.



Discernment

- Prayer for Indifference & Openness to Spirit
- Identify Ultimate Objective
- Ask God for Help
- Prayerfully List Pros & Cons for Alternatives
- Pray about lists
 - WWJD – What Would Jesus Do?

The Five Dysfunctions of a Team



Trust

“No quality or characteristic is more important than trust”

“Trust is about vulnerability..., able to admit faults, weaknesses, mistakes...,”

“takes time and must be maintained”



Conflict

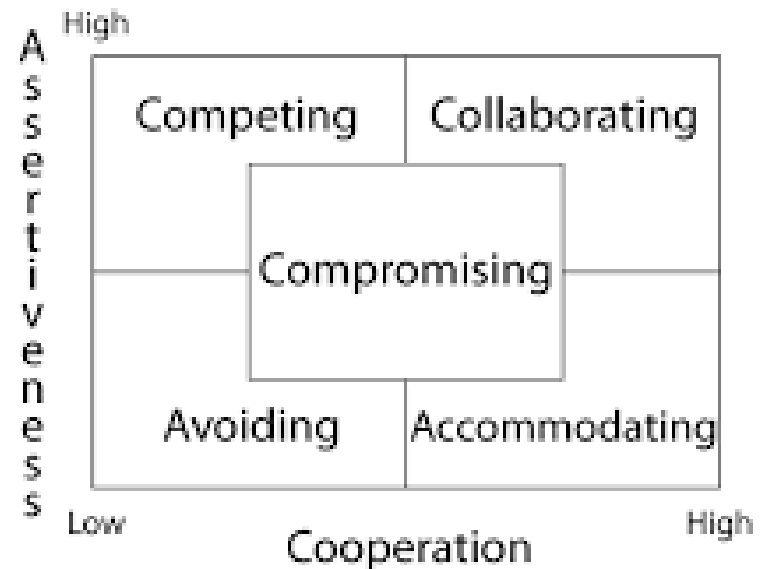
Biggest challenge –
“fear of conflict”

It's inevitable!

“productive, ideological
conflict: passionate,
unfiltered debate
around issues of
importance”

“builds confidence
(when worked through)
builds trust”

Conflict Management Styles



Commitment

“it’s not consensus”..., “it’s buying in when they don’t naturally agree – the ability to defy a lack of consensus”

Commitment also needs – clarity – “the avoidance of assumptions and ambiguity – they know what they have decided upon”



Accountability

“the willingness to remind one another when they are not living up to the performance standards of the group”

“the best kind of accountability is peer to peer”

“team leader actions set tone”



Results

“the ultimate measure of a great team: **results.**”

“must clarify their (measurable) desired results and keep them visible”



The Five Dysfunctions of Team



AmazingParish.org

Building Unity?

*Help
Communities
learn to work
together*



The by product is relationship building and, in time
a new sense of identity and **unity**

Stumbling Block to Unity

Announce it as your goal

Systems (Parishes) Naturally Resist Change

Will Circle the Wagons, Set Up Defenses

Draw Boundaries Tighter



Social Psychology – Summer Camp Study

- Randomly assigned to groups
- Formed strong identity bonds
- Competition
- Result – Mistrust Violence
- Undo it?
- Social - No
- Work Together - Yes
 - Built Relationships
 - Pride in Accomplishment

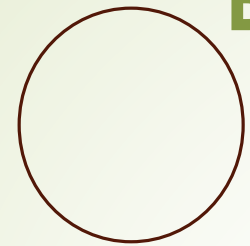


Mazafer Sharif – Robbers Cave Experiment - 1961

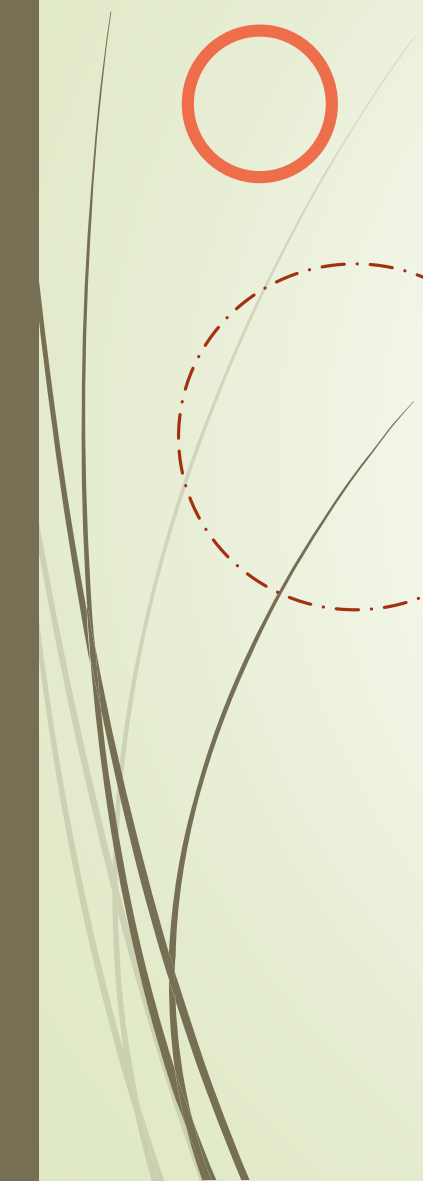
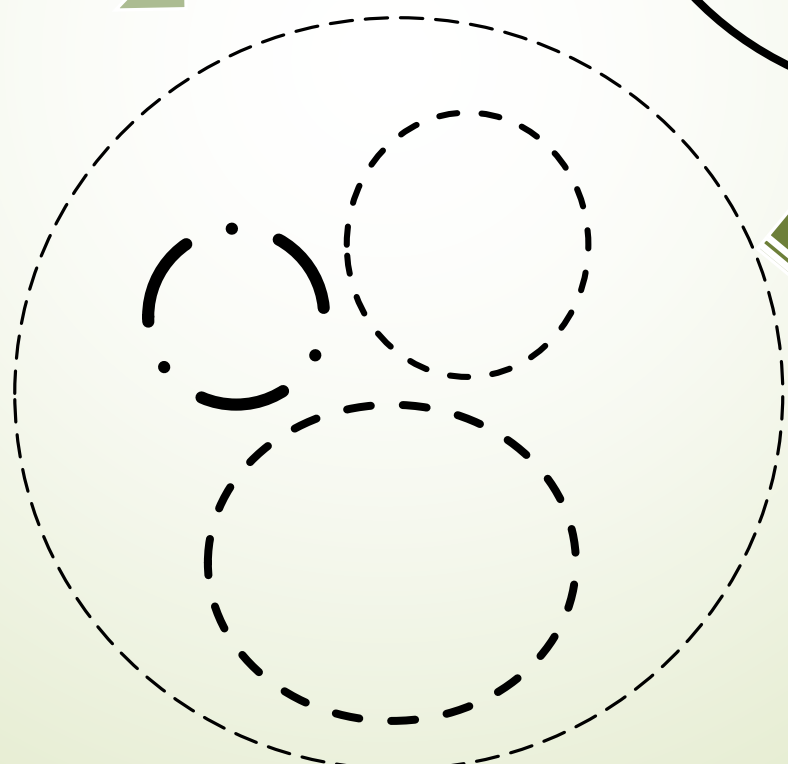
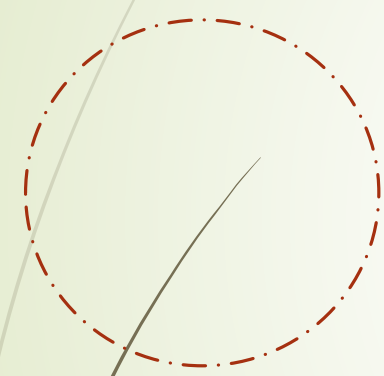
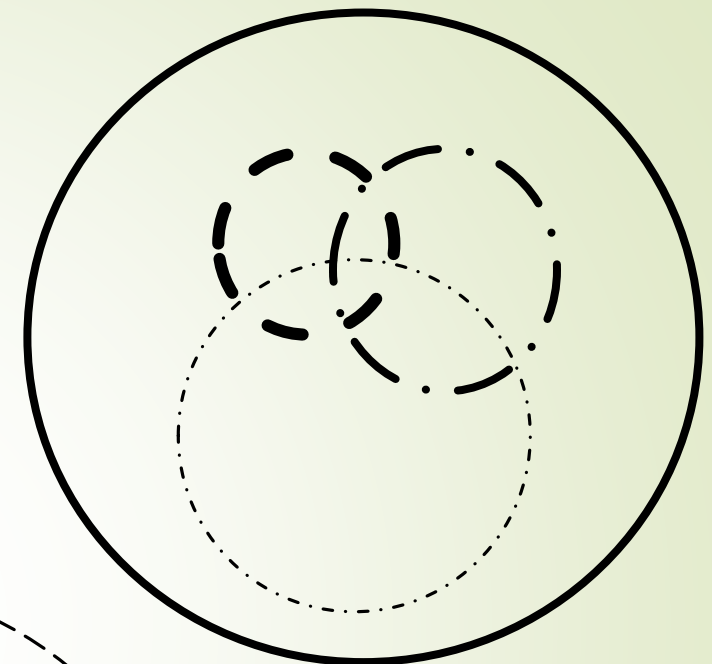
Boundaries and Cohesiveness (Psychological/Spiritual)

- How tight/thick are boundaries surrounding a community?
- How semi-permeable/fluid might they be?
- Use “best practices” to bridge boundaries





Boundaries & Identity



Best Practices



Brand It!

➤ Give Grouping an Identity

➤ Name

➤ Logo

➤ Slogan

➤ Banner



Leadership Summit

- ▶ Time Commitment?
 - ▶ Fri eve – Saturday morning
- ▶ Who Is Invited?
 - ▶ Clergy, staff, councils, parish leaders
- ▶ Hoped for Outcomes?
 - ▶ Review mission
 - ▶ Update Goals
 - ▶ Create Implementation Plans
 - ▶ Build greater community



Best Practice - Service

- Mission Trips
- Twinning
- Special Fund Raising
- Random Acts of Kindness



Best Practices – Inter-Parish Community Building

- Ministry and Leadership Training
 - Pastoral Council and Finance Councils
 - Liturgical Ministers
 - Catechists
 - Pastoral Care/Visitors



Best Practices – Inter-Parish Community Building

- Adult Faith Formation
 - Mixed small faith sharing groups i.e. Alpha - Christlife
 - Retreats and Missions (Christ Renews His Parish)
 - Adult Faith Formation
 - Inter-generational opportunities
 - Disciple Making

Best Practices - Worship

- Rotate Major Celebrations
 - Confirmation
 - Triduum - Easter
 - Christmas
 - Lent – Advent Penance Services

- Sacristan or Liturgy Coordinator at each worship site
 - Coordinates liturgical ministers
 - Everything ready to go when priest arrives



Best Practices - Worship

- Inter-Parish Worship committee
- Inter-Parish Choir
- Use of Transition Rituals
- Common worship aids and song books



Best Practices - Miscellaneous

- Shared Youth Ministry – Young Adult programs
- Joint Confirmation program
- If pastor lives at parish A – consider housing staff at parish B
- Recruit and train sponsor couples for
 - Baptism preparation
 - Marriage preparation

Best Practices - Miscellaneous

- Learn from parents of blended families
- Shared RCIA
- Create new traditions – events
(While respecting - affirming old)
- Annual picnics – festival
- New fun(d) raiser

What Might a Grouping Plan Look Like?

Preliminary, Tentative Caution!!!

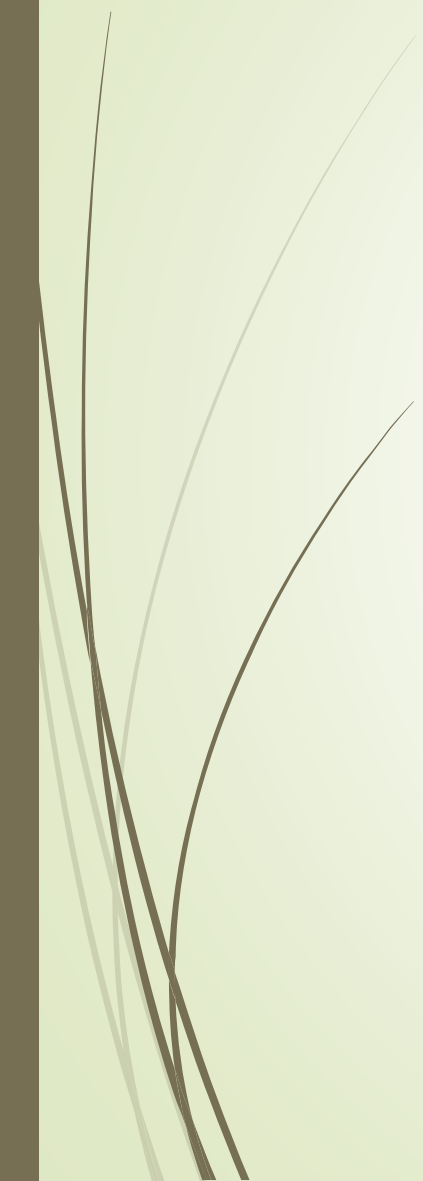
- www.BostonCatholic.org
(Archdiocese of Boston)
- Click – ***Disciples In Mission***
- Click – The Collaboratives
- Click – Phase I



Disciples in Mission
Archdiocese of Boston



Wrap Up

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Final Thought - Pope Francis

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“Look at the past with gratitude, live the present with enthusiasm and embrace the future with hope.”

Pope Francis – Oct, 6, 2016

Mark Mogilka

**Director
Dept. of Stewardship & Pastoral
Services**

**Diocese of Green Bay
PO Box 23825
Green Bay, WI 54305-3825
920-272-8297
email: markmogil@aol.com**