

# Health of Leadership Survey



## Disciples on the Way **PARISH MISSION PLANNING**



Diocese of  
Green Bay

## Introduction

### Welcome!

Thank you for agreeing to take this survey. **Before taking this survey, please consider why you have been chosen.** You were chosen by God.

*“You did not choose me, but I chose you  
and appointed you that you should go and bear fruit  
and that your fruit should abide...” – John 15:16*

Whether you are a volunteer catechist, paid DRE, school board member, teacher, parish secretary, deacon, finance committee member or ministry leader, you are a part of the leadership team in your parish community. Your perspective – honest assessment – is essential for effective parish mission planning.

*“Successful pastoral ministry is not just about planning programs and activities. It depends first on [lay and ecclesial leaders’] ongoing conversion and daily personal encounter with Christ, allowing the Holy Spirit to inspire and lead all ministries toward witness and discipleship, whether in liturgy, preaching, catechesis and education, administration, or works of mercy focused on the dignity of the human persona and care for the poor.”  
*Living as Missionary Disciples (USCCB), page 3**

*“Lead me in thy truth, and teach me,  
for thou art the God of my salvation;  
for thee I wait all the day long.” - Psalm 25:5*

Available online at <http://www.gbdioc.org/survey>

Before taking this survey, please pray.

## A Disciple's Prayer

*"Oh, Good Shepherd, Jesus,  
Help me to imitate You  
And reflect Your image to others,  
Especially those whom I guide and serve.*

*Help me to think with your mind,  
To see and gaze with your eyes,  
To hear with your ears,  
To speak with the words of your mouth.*

*Lord Jesus, use me to carry forth your mission,  
As your servant and disciple,  
Help me to carry out this work with your hands,  
To be a voice for You in all that I say and do.*

*Merciful Shepherd, Jesus,  
Help me to live in your Person,  
To share generously in the carrying of your cross,  
So that many others may be saved.  
By coming to know and love You  
Through my simple, faithful witness.*

*Glory be to the Father, and to the Son and to the Holy Spirit,  
As it was in the beginning, is now and every shall be, world without end. Amen."*

– Bishop David L. Ricken

### Please indicate your role/ministry (circle one below):

Please distribute this leadership survey to the following people in your parish/school:

- Staff/faculty: Pastor, Pastoral leader, Associate Pastor, Deacon, religious, parish staff, school administration/teachers, bookkeepers
- Ministry leaders: all individuals who lead/facilitate a parish or school ministry area (including volunteers) such as Altar Society, Liturgy/Worship, Men/Women's Ministry, Faith Formation, Catechists, RE, Youth Ministry, Prayer Groups, Pastoral Care Ministries, etc.
- Board members/Trustees: school board members, parish trustees, and other individuals/group deemed top-level advisory or governance
- Pastoral Council Chair or member: pastoral council chairs, council members
- Finance Council chair or member: finance committee members and council members
- Parish Mission Planning team member: all members of the parish mission planning team
- Committee member: Anyone actively attending committee meetings and or doing the work of the committee

### Considered Optional

- **Other ministries, Active Parent, Active Parishioner, Young Adult, Seniors, etc.:** Parents of school age children, young adults, seniors, parents of children attending school or RE, any demographic that might help decipher parish/community needs

City/Town: \_\_\_\_\_ Parish/School: \_\_\_\_\_

## *Evangelization: Discover Jesus*

*“...that utterance may be given me in opening my mouth boldly  
to proclaim the mystery of the gospel...” – Ephesians 6:19*

The New Evangelization is a call for all of us to have a deeper encounter with Christ, best expressed in a simple, confident, informed, and joyous witness to the faith, which attracts others and invites them to wonder what secret is motivating the Christian disciple.<sup>1</sup>

1. All parish programs and activities are intentional about inviting all people to a “renewed personal encounter with Jesus Christ” (EG, 3).  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
2. Evangelization is the focus of all ministry and outreach; forming people to go out to evangelize family, friends, and community.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
3. The parish is a place of true hospitality and welcome for all members of the community.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
4. The school is a place of true hospitality and welcome for all members of the community.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
5. I actively seek to invite people to experience the process of conversion.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
6. I understand my story of faith and the importance of sharing my faith with others.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
7. I have an understanding of the core Gospel message and the parish/school emphasizes the importance of a relationship with Jesus in and through His body, the Catholic Church.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
8. I am personally comfortable talking about my relationship with Jesus with family, friends, and the people in my community.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
9. The meetings I participate in always include discussions on how to invite the local community, and seekers in general, to parish/school prayer services and social events.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

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<sup>1</sup> Living as Missionary Disciples (USCCB), page 7.

## *Discipleship: Follow Jesus*

*“My sheep hear my voice, I know them, and they follow me.” – John 10:27*

Becoming a disciple of Jesus means accepting the invitation to belong to *God’s family*, to live in conformity with His way of life; ... not only keep the faith and live on it, but also profess it, confidently bear witness to it, and spread it.<sup>2</sup>

10. I understand the disciple-making process and feel comfortable speaking about discipleship.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
11. Everyone I work with in the parish/school sees making disciples as our primary objective.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
12. We pray and discuss our faith together every time we meet as a group.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
13. I personally pray privately every day.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
14. We read and discuss the Word of God every time we meet as a group.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
15. I personally read the Word of God every day and share that Word with others.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
16. I am a member of a small faith sharing group.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
17. The parish/school encourages active participation in prayers, devotions, and popular piety.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
18. Liturgies are accessible to the faithful and various cultures that fosters the participation of all the faithful.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
19. I/we actively seek to engage young adults to participate in liturgy and in parish life.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know
20. The parish/school communicates, supports, and fosters an understanding of parents as the first educators of their children and, together with godparents, is responsible for cultivating children’s faith and giving them the example of life infused with the Gospel.  
(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don’t know

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<sup>2</sup> Catechism of the Catholic Church, USCCB, 1816, 2233.

21. The parish/school fosters an accurate understanding and appreciation for marriage as the permanent, faithful, and fruitful union of one man and one woman as the foundation of the family in God's plan.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
22. The parish prepares and equips people to be missionary disciples by providing formation opportunities for people of all ages and cultures.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
23. The parish/school promotes respect for the sacredness of human life, justice for all, and the innate dignity of the human person as the foundation of a moral vision for society.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
24. The parish/school calls Catholics to be informed and active citizens; fosters participation in the common good and in debate over the values and vision that guide our nation.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know

### *Leadership*

*"Jesus is the True Vine – Abide in me and I in you...  
The branch cannot bear fruit by itself, unless it abides in the vine...  
He who abides in me bears much fruit ...  
apart from me you can do nothing." – John 15:1-11*

25. My role and the roles of the individuals I work with are clearly defined.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
26. The pastor/principal trusts me to do my job or ministry.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
- a. I receive regular constructive feedback on my work or ministry role.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
- b. I receive an annual evaluation that helps me to grow and set goals in my position.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Not an employee
27. Team members (those that you meet with or interact with regularly) are passionate and unguarded in their discussion of issues.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
28. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
29. Parish ministers/ministry leaders (pastors, pastoral leaders, ministry leaders) are compassionate, effective, and well-formed as both leaders and team members.
- (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know

30. Parish/school leaders (staff, boards, councils/committees) are well-formed and represent the various communities and cultures within the parish/school.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
31. Parish ministers demonstrate commitment to leading others in their daily lives and are good stewards of people's time, talent, and treasure.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
32. I am encouraged to explore my God-given potential and utilize the gifts each of us has to accomplish the vision and mission of the Church to evangelize and impact communities.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
33. I/we actively seek to engage young adults to participate in leadership and parish life.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
34. We are able to accomplish more together than we can on our own. The connection we have with God and others creates growth and excitement.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree
35. All of our interactions communicate the positive regard and appreciation we have for each and every individual.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
36. I am empowered to take responsibility to act by living out the vision and mission according to the gifts given to me by God.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

### *Community Impact: Share Jesus*

*"... as you did it to one of the least of these my brethren, you did it to me." – Matthew 25:40*

A disciple is constantly ready to bring the love of Jesus to others, and this can happen unexpectedly and in any place: on the street, in a city square, during work, on a journey.<sup>3</sup>

37. The parish/school serves as an anchor of hope and community of caring; helps families meet their needs and reach out to others, and serves as a center of community life and network of assistance.  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
38. The parish/school fosters and actively engages all people in the community to be "an instrument of God for the liberation and promotion of the poor, and for enabling them to be fully a part of society" (EG, 187).  
 (1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know
39. Team members (those that you meet with or interact with regularly) know about one another's personal lives and are comfortable discussing them.

<sup>3</sup> Evangelium Vitae, John Paul II, #127.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

40. I know generally the geographical boundaries of the parish/school.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

41. **For parish:** I know the name of the school that my parish directly/indirectly supports.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know

42. **For school:** I know the name of the parish(es) that my school is supported by.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know

43. I know the general demographics of:

a. The registered/enrolled parish/school (family types, ages, ethnicity, occupations, interests and social values).

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

b. The community in which the parish/school resides (family types, ages, ethnicity, occupations, interests and social values).

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

44. I can name three to five community/outreach services operating in my parish/school boundaries (e.g. civic, non-profit, Catholic apostolates).

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

45. I can name at least three social or community needs in my parish/school boundaries.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

46. I can name at least three ways in which the parish/school is engaged within their boundaries (mission field).

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

47. I know the diocesan/parish/school vision and mission and can recite them.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

48. I have shared the diocesan/parish/school vision and mission with more than three people in the last month.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree

49. Everything the parish/school offers is available in both English and Spanish.

(1) Strongly Agree (2) Agree (3) Disagree (4) Strongly Disagree (5) Don't know

**Thank you for completing our survey. We appreciate your feedback.**