

MISSIONARY LEADER *Update*

Archdiocese of Milwaukee Office of Missionary Planning & Leadership

The *Update* is designed to inspire, inform, engage, and empower leaders in the Archdiocese of Milwaukee so that they are equipped for data-informed mission-driven planning and leadership.



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A Message of Gratitude and Change

After almost a decade of working at the Archdiocese of Milwaukee, I will be resigning my position of Director of Missionary Planning and Leadership as of mid-December. I am leaving to pursue a new adventure at Cardinal Stritch University as the Director of the St. Clare Center for Ministry and Leadership.

It has been my great honor and privilege to work with all of you over these many years. Please keep me in your prayers and I promise to do the same. My beloved colleagues (Rosalita, Laura and Michael) are still ready to serve you, so please contact them. Watch the January newsletter for more transition details.

-Rich Harter

Lead Toward a Culture of Invitation and Welcome

“Having doubts and fears [of the unknown] is not a sin,” says Pope Francis about newcomers in our midst. “The sin is to refuse to encounter the other, to encounter the different, to encounter the neighbor, when this is in fact a privileged opportunity to encounter the Lord.”

An overarching theme to all parish planning, and important for leaders to embrace, is a parish culture of invitation and welcome – not just greeting people prior to Mass, but truly getting to know those inside your parish and surrounding community.

Welcoming is not a committee, but a continuous effort involving the whole parish. A culture of invitation and welcome fosters building relationships and a sense of belonging, which leads to community and fellowship.

Leaders may think their parish is welcoming and friendly because members are friendly to one another. What about those unknown? “Every stranger who knocks on our door is an opportunity to meet Jesus Christ,” continues Pope Francis.

Look around your parish as if it was the first time you saw everyone and everything. What do you see? Would anyone notice you?

Hospitality is a mark of a missionary parish, and the fruit of being a welcoming and inviting parish is a community where all can feel they belong.

Contact us to schedule a leadership training session on creating a culture of invitation and welcome at your parish.

What is your plan to welcome those you don't know?

Growing as Leaders

So often as leaders we talk about “what” we are doing and “how” we are doing it. We neglect to speak about “the why,” when, in fact, that is the most important and compelling aspect, and the essential thing we should really be talking about. For example, we announce that “next week is the parish food drive and everyone should bring a non-perishable item,” and never say “the why” of

“Jesus teaches us to feed the hungry, and whatever we do for them, we do for him.”

Starting with “the why” is how we, as leaders, can inspire action and conversion. To learn more about this approach, watch this brief and compelling [TED Talk](#) by [Simon Sinek](#) and discuss the implications for your parish.

Planning Tools Building Focus on Mission (Part 3 in a Series)

The Office of Missionary Planning and Leadership can assist in helping parish leaders with many planning tools ... check out our **Planning Toolbox**.

Since October, we have been highlighting tools in our Office of Missionary Planning and Leadership Toolbox. This month we want to introduce you to the *Disciple Maker Index Survey Results Review*. This tool sheds light on your general parish vibrancy based on the feedback of your parish

members. It helps to identify the discipleship journey of your parishioners. A member of our office will analyze the data, then bring you an executive level report on key benchmarks and trends. Our staff will then help you to identify opportunities for growth. This is a very exciting tool ... give it a try!

(Parts 1 and 2 of this series were published in previous [Missionary Leader Update newsletters](#))

Leading like Jesus

He came to Jericho and intended to pass through the town. Now a man there named Zacchaeus, who was a chief tax collector and also a wealthy man, was seeking to see who Jesus was; but he could not see him because of the crowd, for he was short in stature. So he ran ahead and climbed a sycamore tree in order to see Jesus, who was about to pass that way. When he reached the place, Jesus looked up and said to him, “Zacchaeus, come down quickly, for today I must stay at your house.” And he came down quickly and received him with joy. When they all saw this, they began to grumble, saying, “He has gone to stay at the house of a sinner.” But Zacchaeus stood there and said to the Lord, “Behold, half of my possessions, Lord, I shall give to the

poor, and if I have extorted anything from anyone I shall repay it four times over.”

- Luke 19:1-10

- How often do you make a solid effort to experience Jesus and allow the transforming power of God’s Grace to work in you?
- Zacchaeus was pure of heart. Are you a leader who encourages others to have a more personal relationship with Jesus?
- Regardless of other opinions, do you notice the goodness and leadership potential of others around you?

Answering the Call to Lead: Pastoral Council 101

Leadership is tactical and strategic. In other words, it is focused on clear goals and how to achieve them. Rather than meetings with reports and updates, the pastoral council should be working on specific priorities and plans. These priorities and plans should be clear and owned by all.

As it says in the “Pastoral Councils Manual” on page 54, “Every

council member should be able to say: ‘this is what our council is working on this year.’” Every parish leader should not only know the yearly goals, but, more importantly, “the why” that drives them.

For more information on being tactical and strategic, see pages 54-55 of the [“Pastoral Councils Manual.”](#)

GalileeU – Upcoming Sessions for Parish Leaders

Only 13% of members in our archdiocese feel their parish teaches them how to share their personal faith story; 16% feel their parish teaches them how to share the story of Jesus.* As a parish leader, how can you help teach them to share these faith stories?

Consider attending these two sessions to explore great content on these topics:

[Sharing Your Story](#) – December 9, 7 p.m. (in-person at St. Alphonsus, Greendale)

Every disciple has a story of how they have experienced God in their daily life. Come learn how to recognize and share the stories of God’s loving action in your life.



[Sharing the Great Story](#) – January 13, 7 p.m. (virtual)

The great story of God’s plan for His people has been told through the centuries and we, as missionary disciples, need to be able to tell it to others in a simple and genuine way. This session will equip you for sharing the Kerygma (the great story of Christ).

Check out [GalileeU](#) for more information and registration links. Invite your fellow parish leaders!

** Percentages reflect those who strongly agreed to these statements, according to the 2020 Disciple Maker Index archdiocesan-wide survey results.*

How Beautiful are the Feet of Those who Bring the Good News!

Advent gets its name from the Latin word for arrival. During the darkest days of winter, it is a season of candlelight, reflection, and expectation. As leaders, you help direct others toward the light in the darkness. You contemplate and reflect on how you can better serve Jesus by serving others. In faith, you open your hearts with renewed expectation of Jesus coming in and revealing Himself in a new more intimate way.

With much gratitude, we praise God for your dedication to

sharing the Good news of Jesus’ presence yesterday, today, and tomorrow. Our prayers for you are that you find time to experience Advent more profoundly, enjoy Holy Spirit peace more often, and be renewed by the warmth and love of those God puts in your path to encourage you.

Merry Christmas from your fellow travelers here in the office of Missionary Planning and Leadership.

- Rich Harter, Laura Engel, Michael Laird and Rosalita Villa

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