

MISSIONARY LEADER

Update

Archdiocese of Milwaukee
Office of Missionary Planning & Leadership

The *Update* is sent monthly via email to pastors, parish directors, staff, council members, and committee chairs. The purpose of the publication is to highlight important information for leaders in parishes.



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Guiding Principles of the Post 2020 Plan – Part III

Office of Missionary Planning and Leadership

By Rich Harter, M.T.S.
Director of Missionary Planning and Leadership

We continue our walk through the list of “**Guiding Principles**” that form the heart of our Post 2020 planning vision and process. This month I would like to explore principles three and four to discover how they give shape to our leadership and provide a vision for the future Church.

The third principle challenges us to be “**Focused on growth of the Church** and Her mission with confidence in the power of the Holy Spirit unleashed at Pentecost.” This might sound simple at first, but this statement is packed with nuance and meaning. All at once it is a leadership decision, a leadership direction, and a statement of faith. Let’s unpack this some more.

It is a leadership decision to be optimistic and forward moving or pessimistic and fatalistic. Let’s make no mistake, it’s easy to be pessimistic as leaders in the Church today. Mass attendance is declining, many young people are opting out of religion entirely, and the sexual abuse scandal still looms large. It would be easy to throw up our hands and give up, feeling all is lost.

But leaders choose their attitude. More to the point, true leaders always choose an optimistic stance, focusing on how to move forward with joy and purpose. And here’s the key thing – our leadership attitude fundamentally determines our leadership direction! So real leaders choose to be optimistic and, thus, focus on the growth possibilities of the Church.

The third principle is also a daring statement of faith. It affirms that everything is possible because Jesus died for our sins and conquered everything by rising from the dead. And His promise of the Advocate has been fulfilled through the unleashing of the Holy Spirit at Pentecost! The Church will grow, not because of us, but because of the Power of God.

The fourth principle of missionary leadership and planning invites us into “**Strengthening the Catholic impact** by identifying and coordinating effective ways for parishes and schools to collaborate in advancing the Church’s mission.” This principle echoes a guiding principle of the Church herself – we are stronger together than we are apart. Community is our identity!

If the Catholic impact is to be strengthened and the Church’s mission is to be advanced, we all need to be pulling in the same direction. And the only way for that to happen is for us to be working less on our own and more in collaboration. There are many parishes and schools, but there is only one Church of Jesus Christ with His singular mission to “make disciples.”

**Leading People to Christ:
Guiding Principles for Parish and School Planning in the Archdiocese of Milwaukee**

- **Rooted in fervent prayer** and reliant upon the Divine Providence of God.
- **Mission-driven** with a singular focus on proclaiming Christ and making disciples through the Sacramental Life of the Church.
- **Focused on growth of the Church** and Her mission with confidence in the power of the Holy Spirit unleashed at Pentecost.
- **Strengthening the Catholic impact** by identifying and coordinating effective ways for parishes and schools to collaborate in advancing the Church's mission.
- **Accompanying ordained and lay leaders** by supporting them, affirming their gifts, and equipping them for missionary leadership.
- **Practicing subsidiarity** to ensure that planning initiatives are designed, owned, and implemented through broad consultation and local collaboration, under the authority of the archbishop.
- **Allowing for new models of leadership and mission** that are both faithful to the Church's Tradition and bold in missionary outreach, especially in urban and rural contexts.
-) **Data-informed** to ensure that planning initiatives are grounded in key indicators such as financial sustainability, potential for growth, facility analysis, sacramental trends, producing vocations, etc.

Archdiocesan Resources During CoVid-19/Coronavirus

With things changing, often daily, and with new directives being sent, we want you to have the main link on the Archdiocese website where you can access the latest information and resources for your use. This main page (that includes links to other pages) is:

CoVid-9/Coronavirus Updates: <https://www.archmil.org/Our-Faith/CoVID-19-Updates.htm> - This lists updates for parishes and schools, and includes updates in Spanish. Prayers and other resources are on this site. This page will also take you to links on other web pages on the Archdiocese website, such as:

-) Catechetical Resources
-) [Liturgy Resources](#) – including information & documents for Holy Week in English & Spanish
-) Resources for Youth Leaders
-) Mass Information
-) Courageous Communion – resources during a time of quarantined living

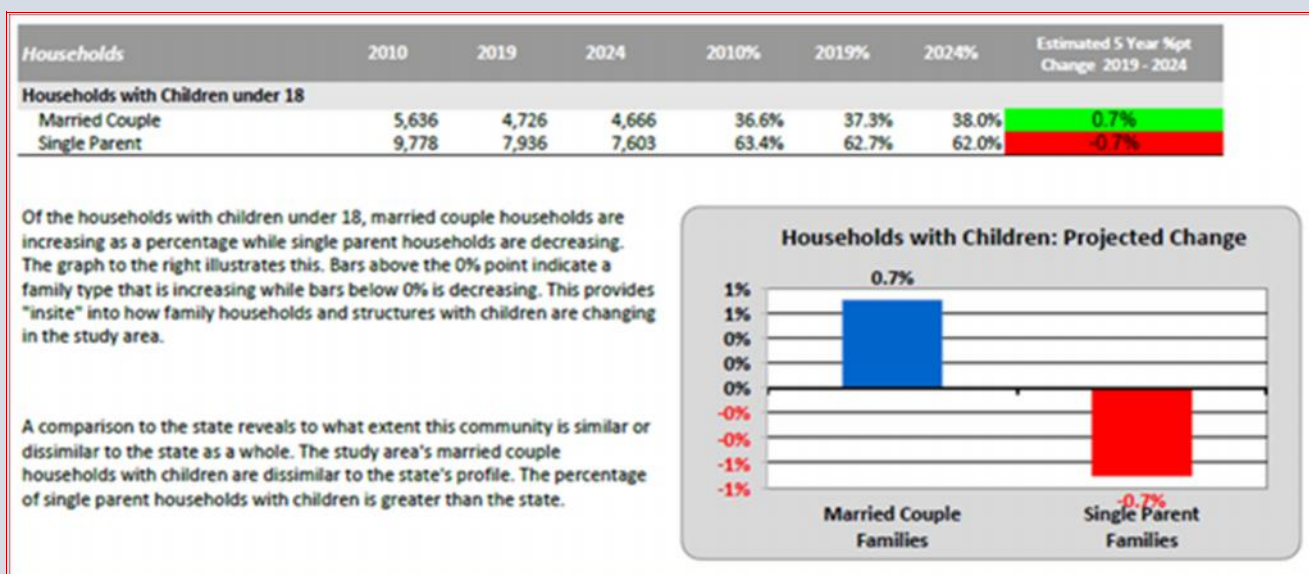
Check back often on these web page for updates and new material.

A Tale of Two Stories

Can data appear to tell two different stories? Absolutely! It all depends on how you view the data.

In last month's Missionary Leader Update, I brought attention to possible gaps we find in demographic profiles when we compare two sets of data. One such gap in data can appear when we analyze a time gap, or a time interval. Let's take a look at how to easily analyze data trends over time.

Take a look at the data chart below, taken from a MissionInsite ExecutiveInsite report. At first glance, what do you think it tells us?



One interpretation could be that it shows married couples will be increasing between 2019 and 2024 while single parents will be declining.

Let's take a closer look. In some data charts, MissionInsite highlights areas of growth or decline, for quick review – green for growth and red for decline. The data presented is accurate, but here's what we need to look at more closely.

The heading of the column shaded red and green states "%pt change" over a time interval of five years, and the narrative explains that these family types are increasing or decreasing *as a percentage* of all households. This column analyzes the *composition* of households, or the *distribution* or *concentration* of these family structure types. Composition analysis is dependent upon proportions, and may not reflect true growth or decline of a demographic segment.

Now let's look at the raw numbers in the chart. We see a different side of the story. Of households with children under 18, the number of married couples in 2019 is 4,726 and is projected to be 4,666 in 2024. That's a decline of 1.3%. Similarly, the number of single parent households will decline by 4.2%, and overall, the number of households with children under 18 will decline by 3.1%.

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A Tale of Two Stories *continued*

So, after viewing the data in two different ways, here's my overall analysis: of households with children under 18, the number with single parents is expected to decline at a higher rate than those with married couples over five years; hence, an increase in percentage, or concentration, of married couples. But, the number of households in both categories is projected to decline, as well as the total number of households with children.

If you would like to explore these charts, or charts you have in your own reports in more depth, contact me!

Let me know how I can help and support you through your data analysis. I can provide assistance in reading and interpreting the data.

I look forward to hearing from you. I can be reached at engell@archmil.org.

Blessings,
Laura Engel
Associate Director
Missionary Planning and Leadership

Chrism Mass Delayed

Normally, Chrism Mass is always held on the Tuesday of Holy Week. However, with the CoVID-19 pandemic and the Safer at Home directive from Governor Evers, Chrism Mass will not take place on Tuesday, April 7.

However, per Archbishop ListECKI, the Chrism Mass will be rescheduled for a later date when the public can attend. It will be our opportunity to pray in thanksgiving for the opportunity to gather once again as Church. Once the new date has been set, we will let you know.

Office Services of Missionary Planning and Leadership

The Office of Missionary Planning and Leadership serves parishes in the following ways:

- Provide vision and training for centering a parish on mission
- Provide training to equip leaders for missionary leadership
- Provide coaching on organizational best practices and team-building
- Provide strategic missionary planning for parishes
- Walk parishes through the Building Committee proxy process
- Provide parishes with MissionInsite "Big Data" reports
- Walk with leaders through mergers, multi-parish configurations, and transitions
- Provide norms for parishes on Pastoral Councils, Finance Councils, and Parish Committees
- Provide manuals and training to Pastoral Councils, Finance Councils, and Trustees

The Office of Missionary Planning and Leadership serves the archdiocese in the following ways:

- Articulate and implement a parish and school plan for Post-2020
- Coordinate the Archdiocesan Pastoral Council

Missionary Planning and Leadership Contact Information

For questions or to request services, please contact:

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MissionInsite Musings
Use PeoplePlot to Reach Out During Pandemic

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Last month we reviewed plotting congregants using PeoplePlot. Originally, this month was to cover ComparativeInsite. However, now with the pandemic, social distancing and Safer at Home, we want to continue with PeoplePlot, and show how you can use it to stay connected to your parishioners.

Reminder: When plotting your people, be sure to click on “Show Labels” before you run the report. By showing labels, this allows you to hover over any dot on the map and see the name and address for that person in your parish. You need to run the report yourself since if I ran the report and emailed it to you, it would be a PDF, which does not include the hovering capability.

How does this help? It shows you where your parishioners live. It shows you clusters of parishioners who live nearby. By knowing this, you can reach out to your parishioners, particularly the elderly, making sure that they have what they need. Some ways are:

-) Call the parishioners to see how things are going.
 - o Is shopping needed?
 - o Do they need information, such as how to view Mass and what to do during Holy Week?
 - o Can you pray together over the phone?
-) Let them know when you or someone else will come to their house just to wave at them through the window as a physical way to let them that they are not alone.
-) Think of other ways you can connect during this time – and feel free to share them with us. We could print them in the next *Missionary Leader Update*.

Next Month: ComparativeInsite – the one predefined report that needs people plotted on the map before it can be run.

As always, if you have questions, please contact me, Susan Skibba, at either skibbas@archmil.org or 414-769-3355. Currently, with the Safer at Home, I see emails faster than phone messages.

Contact Susan Skibba at skibbas@archmil.org if you know someone who would be interested in receiving the *Missionary Leader Update*.