

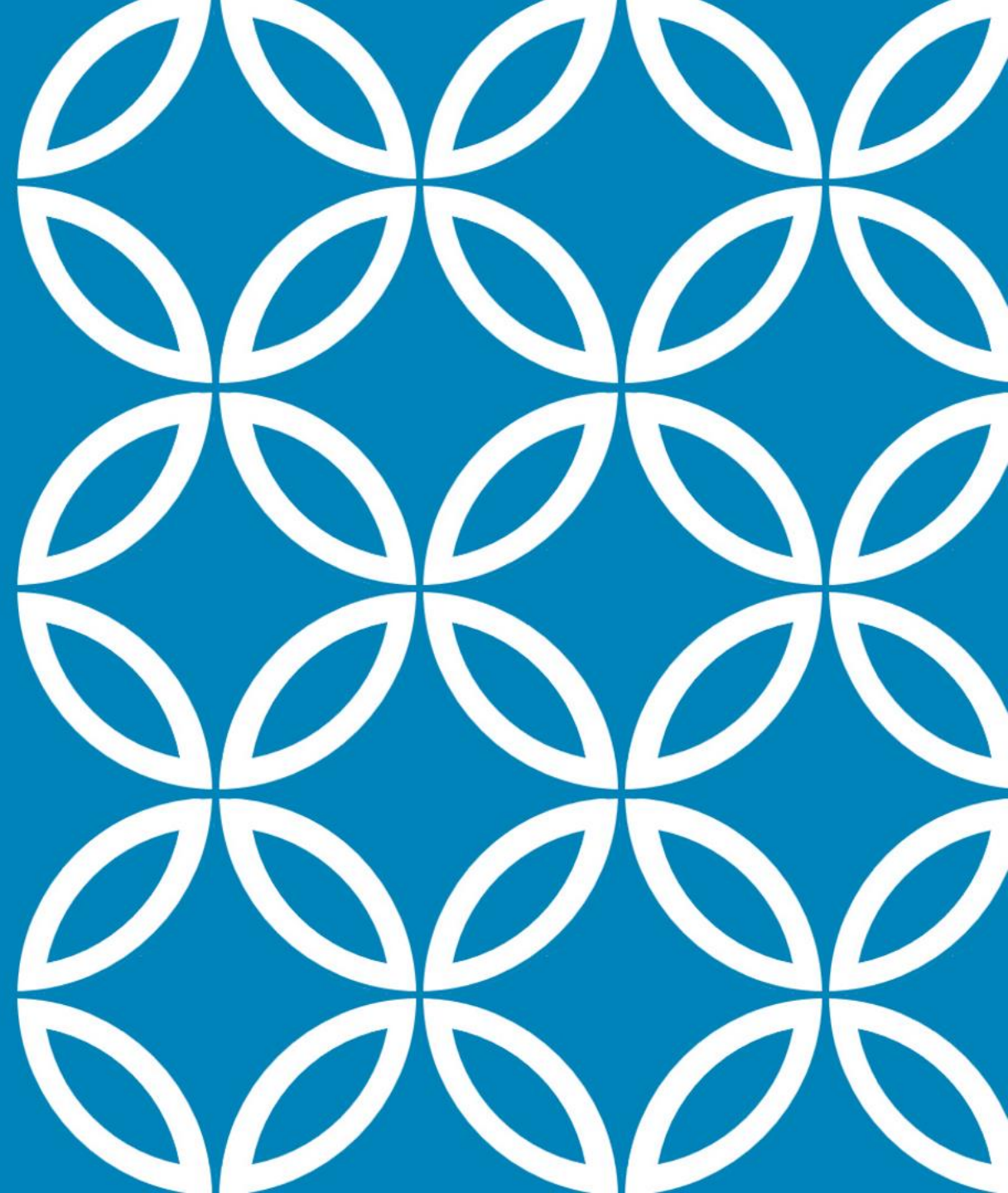


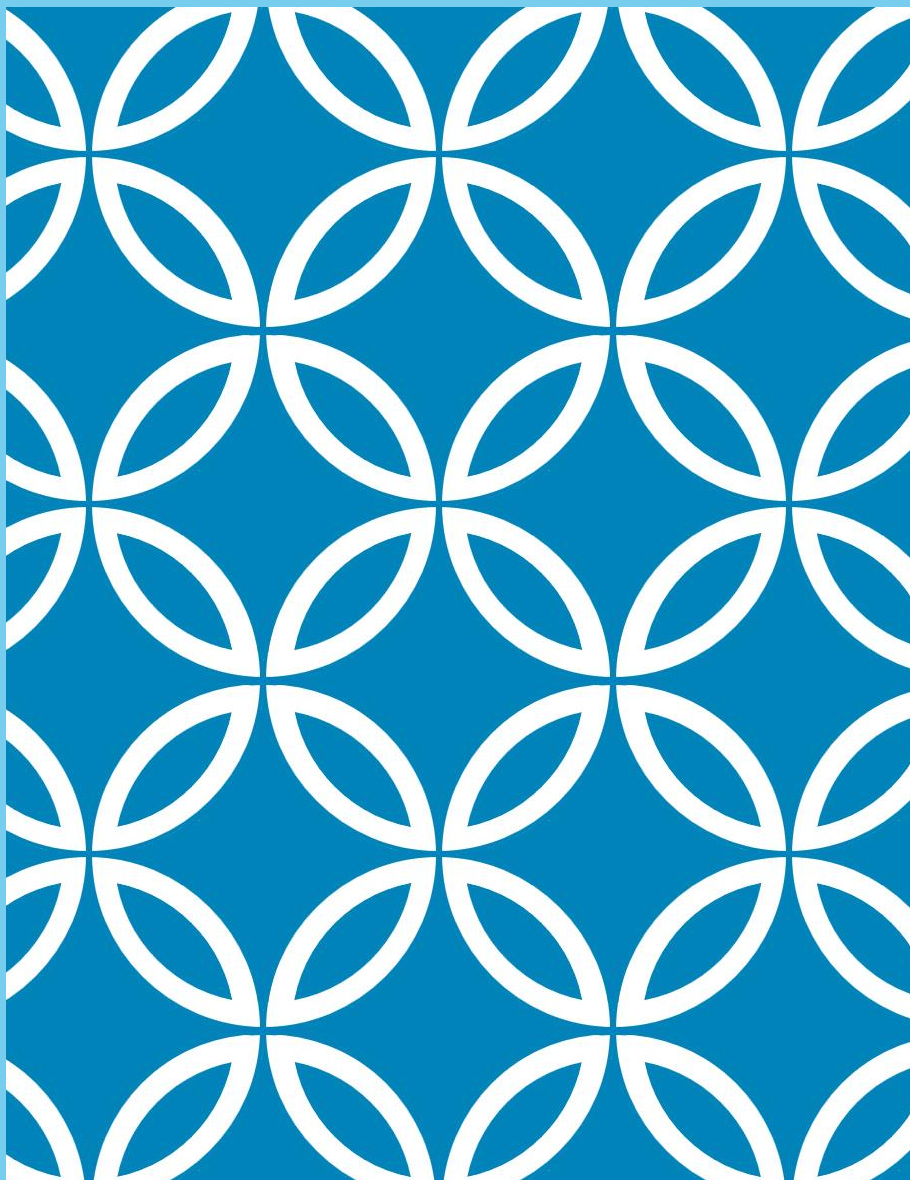
GSCC Spring Leadership Summit 2024

Refreshed by the Spirit

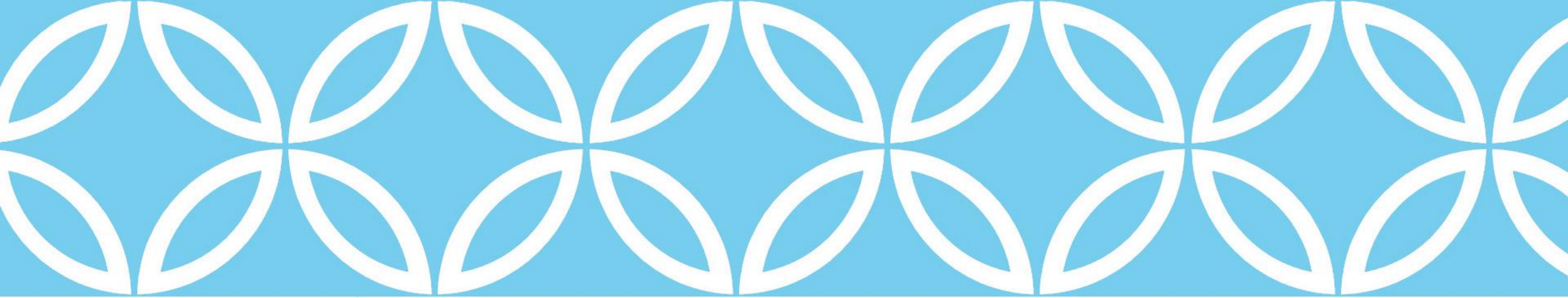
Psalm 23:3 He refreshes my soul.

MEDITATIVE PRAYER & MUSIC
MICHAEL WILLIAMS



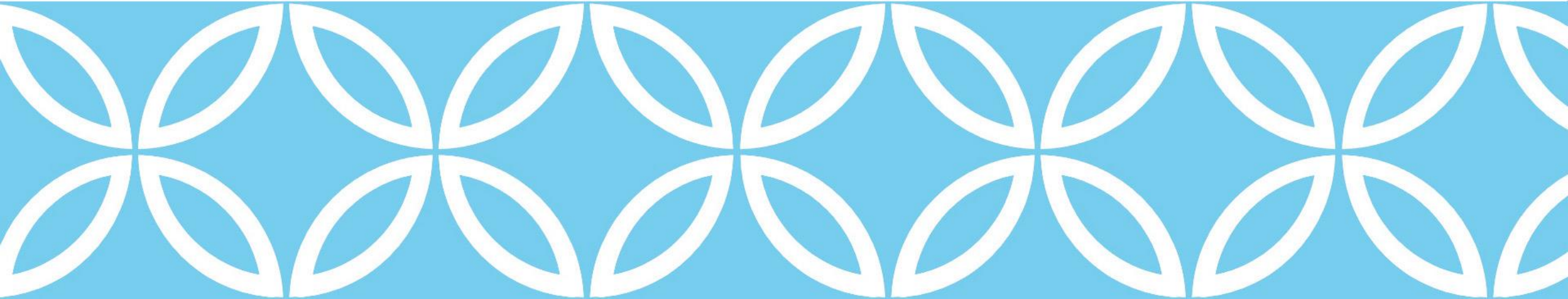


WELCOME REMARKS FR. MIKE CISKI



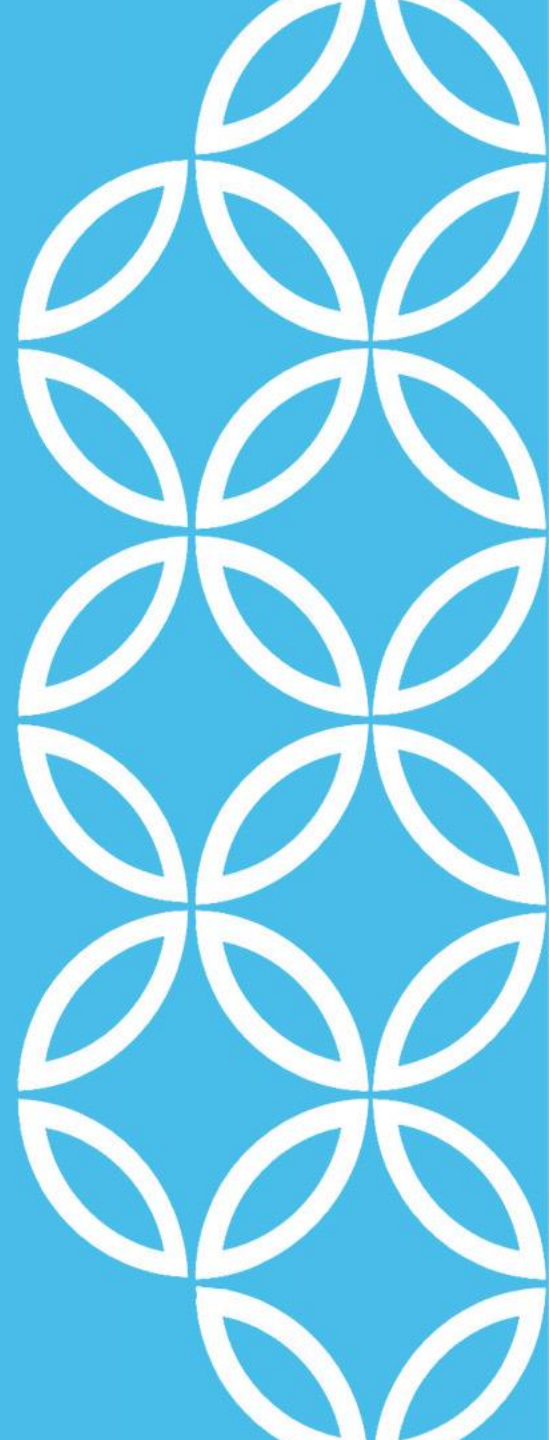
INTRODUCTIONS

DONNA
CAMPBELL



STEWARDSHIP COMMITMENT WEEKEND: THE NUMBERS ARE IN...HOW DID WE DO?

ERIN RACKEL

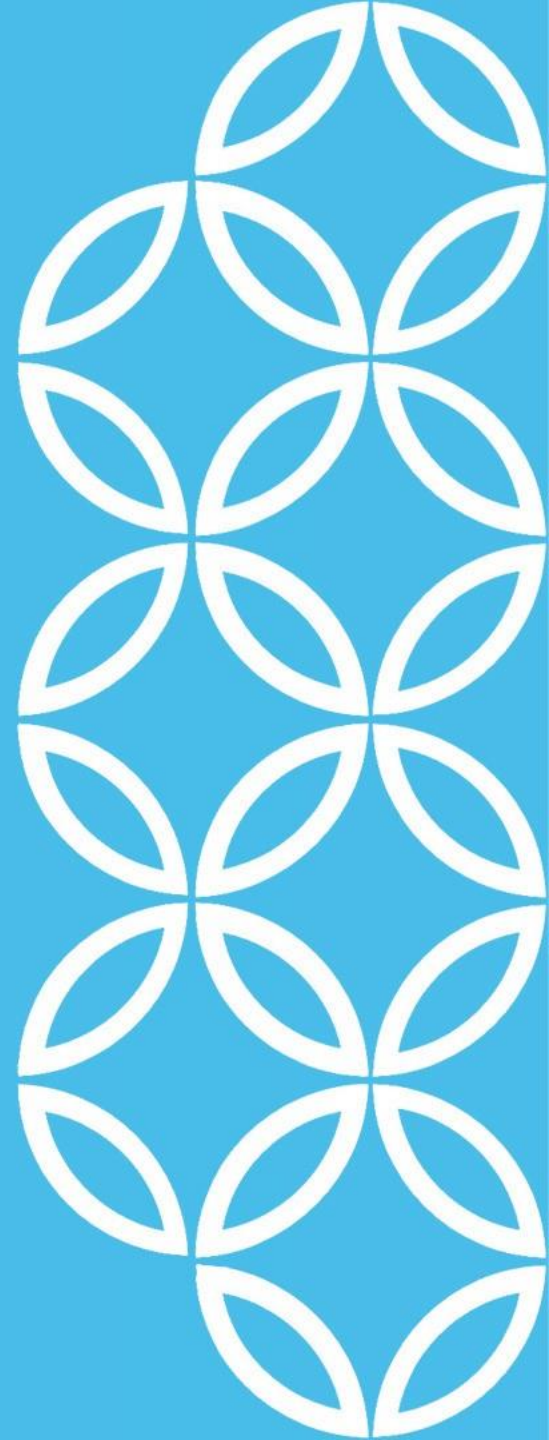


Implement a comprehensive stewardship program by 2025

Annual: laying the foundation for something concrete, to serve as an ongoing stewardship resource for the parish to use and adapt

Beneficial: layers on useful resources for ministries to recruit and retain volunteers (and for the parish to recruit and retain parishioners who give back)

Cycle: predictable stewardship plan that programs, ministries and others can rely on



LENTEN STEWARDSHIP CAMPAIGN

Mini Ministry Fairs
Lay Testimonials
Bulletin Announcements
Emails
Social Media Posts
Commitment Sunday
(March 16-17)



RESULTS



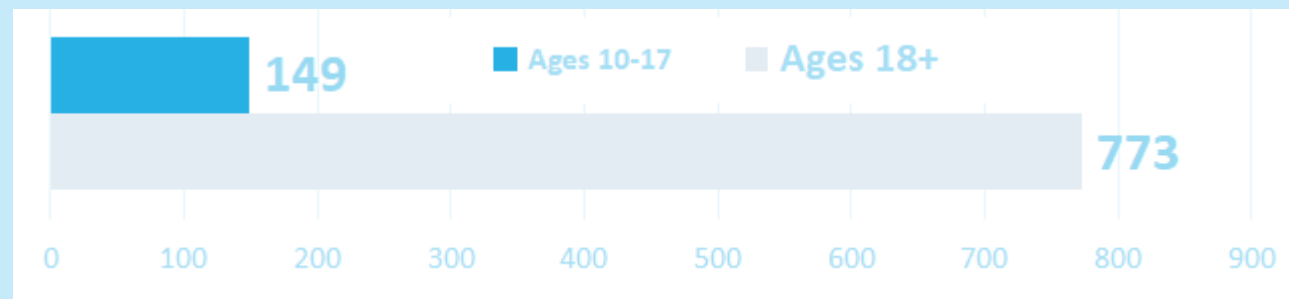
922 Pledges



493 People Pledged to a Ministry



201 NEW People to Ministry

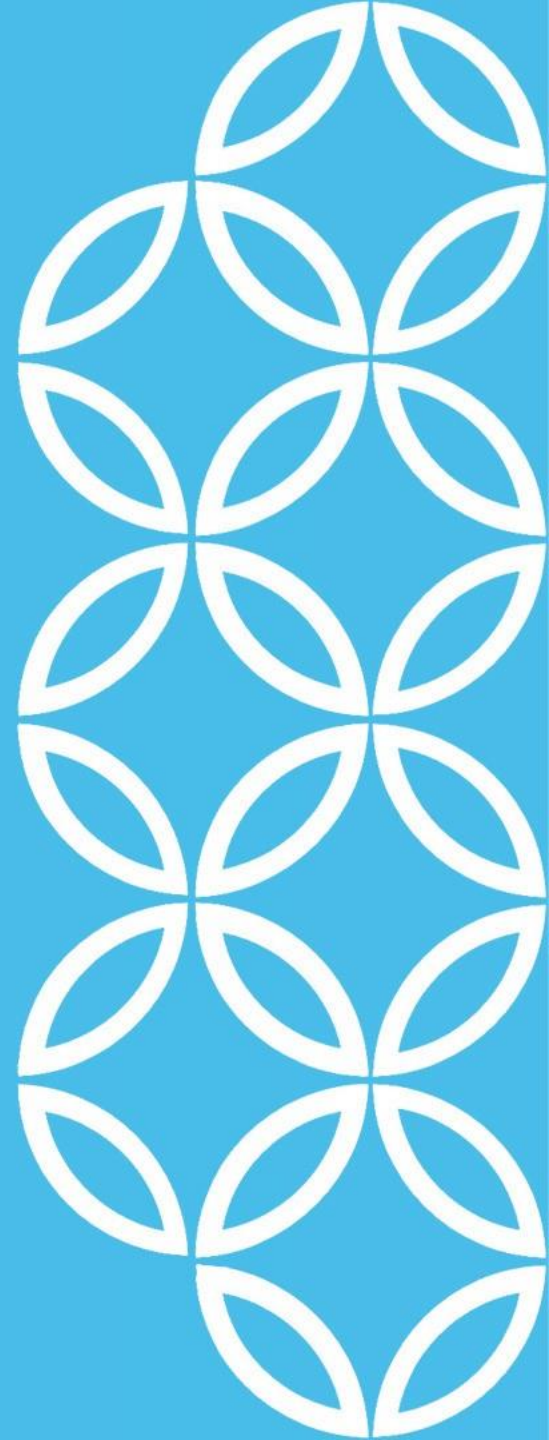


Pledge Outreach

- ✓ **Distributed Pledges to Ministry Leaders:**
 - Emailed Ministry leaders with their specific pledges for follow-up
 - Called Ministries to gather feedback and provide support

- ✓ **Final Call to Pledge:**
 - Email to parishioners April 26

- ✓ **Follow-up to Pledges:**
 - Emails and Calls
 - Introductions and Training sessions
 - Full Commitment





Impact Across 3 Generations

STEWARDSHIP CAMPAIGN

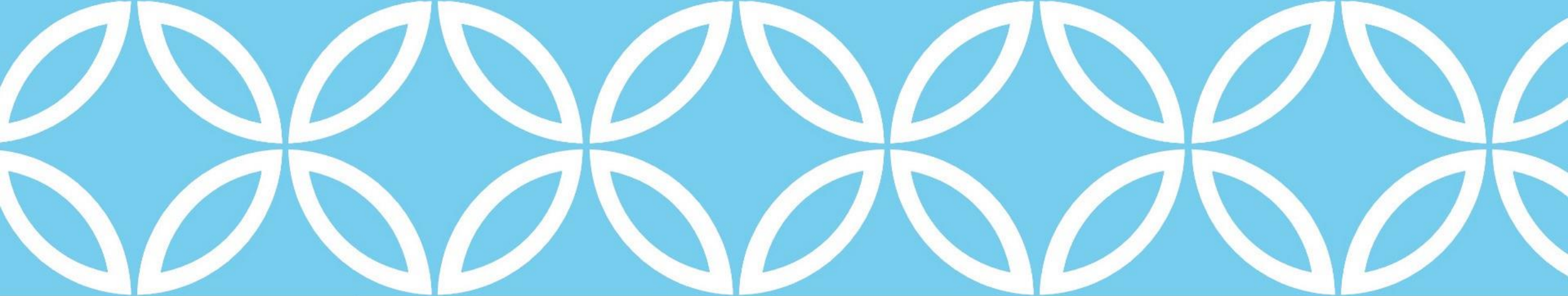
Implement a
comprehensive
stewardship
program by
2025

Looking Forward

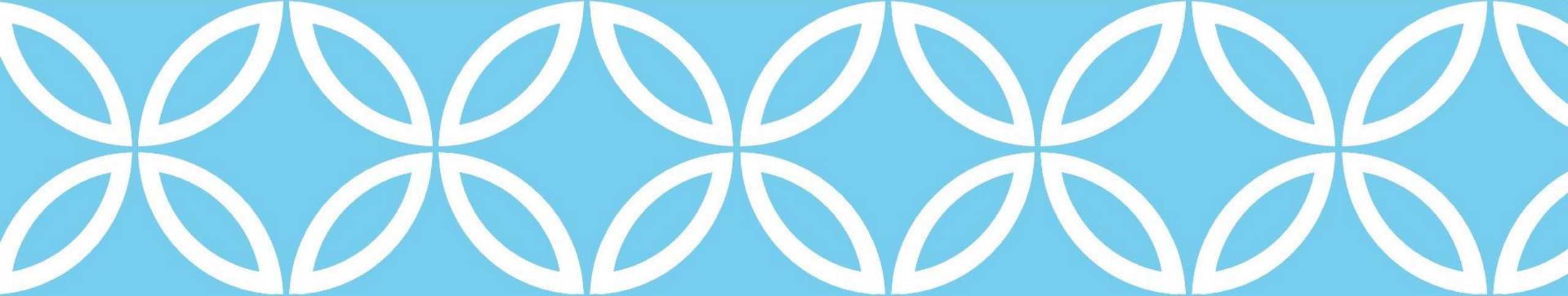
Refocus on the A, B, Cs:

- Report back on results
- Build helpful resources for ministries
- Develop appreciation and recognition toolset
- Establish 2025 plan and beyond

We Want to Hear From YOU!



THANK YOU

A decorative border at the bottom of the slide, identical to the one at the top, featuring a repeating pattern of white leaf-like shapes on a blue background.

**MINISTRY
LEADER
TESTIMONIALS
FROM LENT
STEWARDSHIP
INITIATIVES**

BARBARA SHEA

Welcome to Good Shepherd!

Greeting people as they enter Good Shepherd is more than a handshake and a smile...it is an opportunity to express God's love through Christ and welcome the faithful at the church doors.

- Share a kind word - Welcome...Good to see you!
- Be friendly to all who enter...if they don't have a smile... give them yours!
- Open a door and offer a handshake
- Lend a hand to people if they need physical assistance
- Greeting is an opportunity for parishioners of all ages!
- It's fun - very little training!

Recruiting and Managing Greeters

Mini Ministry Fairs

- Tables in the Narthex- 17 new Greeters!!

Commitment Weekend

- 29 people showed interest, 6 have committed...

Challenges

- QR Code sign-up, Planning Center, Safe Environment Training, Age

Scheduling

- Getting volunteers to volunteer...

Succession Plan

- My 3-Year Term is up at the end of this year!
- Do you know someone looking for a leadership role who may be a good fit?

Ministry Leader: Barbara Shea
Email: sheabarbara7@gmail.com
Training: On the job

MINISTRY
LEADER
TESTIMONIALS
FROM LENT
STEWARDSHIP
INITIATIVES

KEN ROSS

Stewardship Weekend: Reader Ministry

By the
numbers:

- 85/72/82
- 44
- 24
- 10
- 8

Focus on the “catch,” not those who “fled.”



Advancing the Ministry

Communication

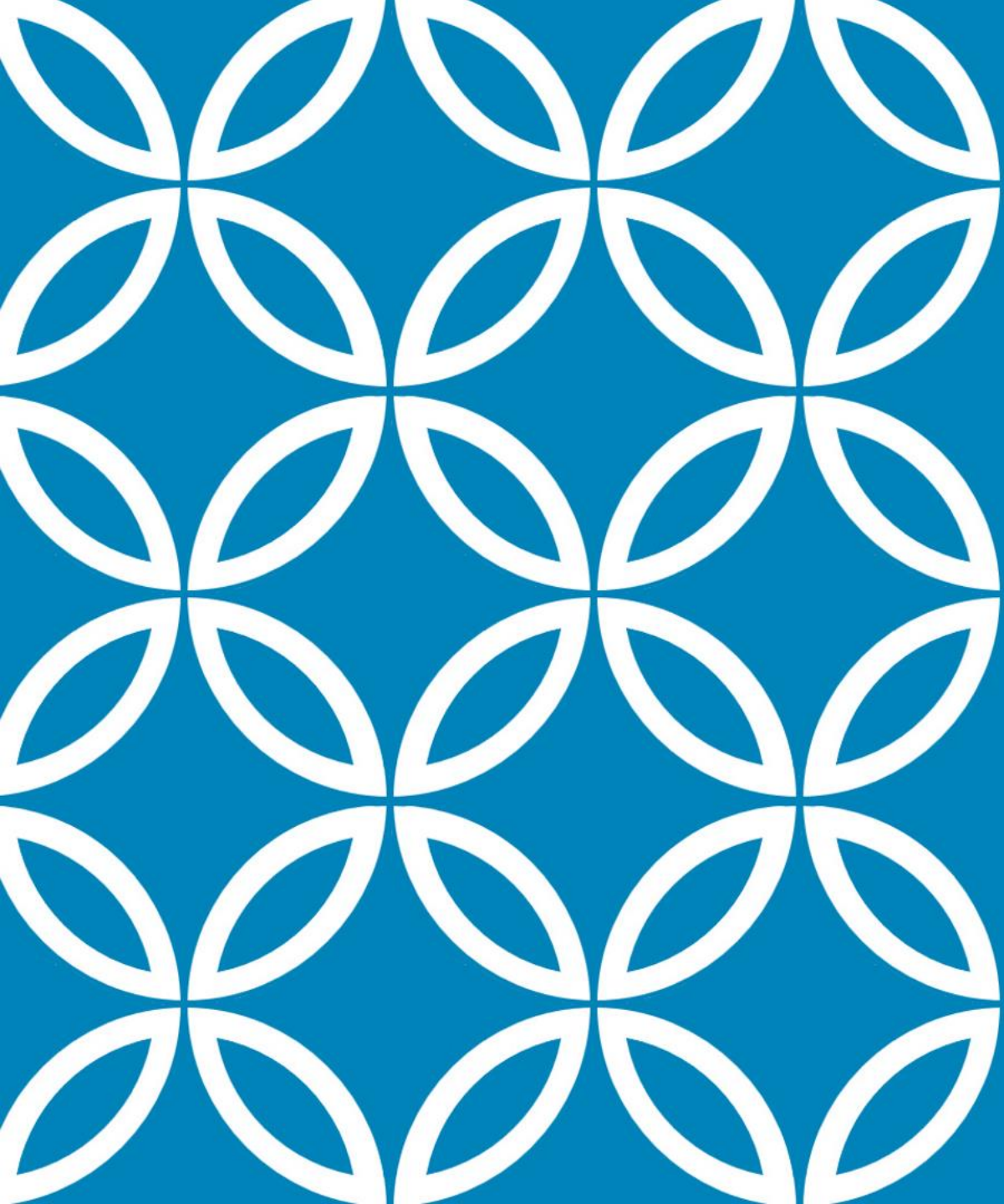
- Regular, but purposely limited

Feedback

- Always open, but specifically solicit
- Parishioners with experiences at other parishes can always be sources for fresh ideas

Succession

- New path for me...



DISCIPLES TO DISCIPLE MAKERS

JACOB HUBBARD

FRAMING QUESTION FOR 2024 AND BEYOND

- How do we set up our parish and ministries for success?
 - We have a wonderful parish – active, exciting, and welcoming
 - We have amazing ministries, both volunteer-led and staff-led

How can we grow from here?



HOW HAS OUR DEPARTMENT GROWN?

- 8 full-time positions
- Staff dedicated to the whole family: children (2), teenagers (3), and adults (2)
- For the first time in our parish's history, we have staff members dedicated to formation at each life-stage

OUR MISSION:
TO MAKE
DISCIPLES
WHO MAKE
DISCIPLES

- **Disciple:** A person who has made the decision to live in relationship with Christ and His Church and to reflect His Light to the world.
 - We want to offer support for the whole family at every stage in this process in a lasting way!
- 

HOW CAN WE ACCOMPLISH OUR MISSION?

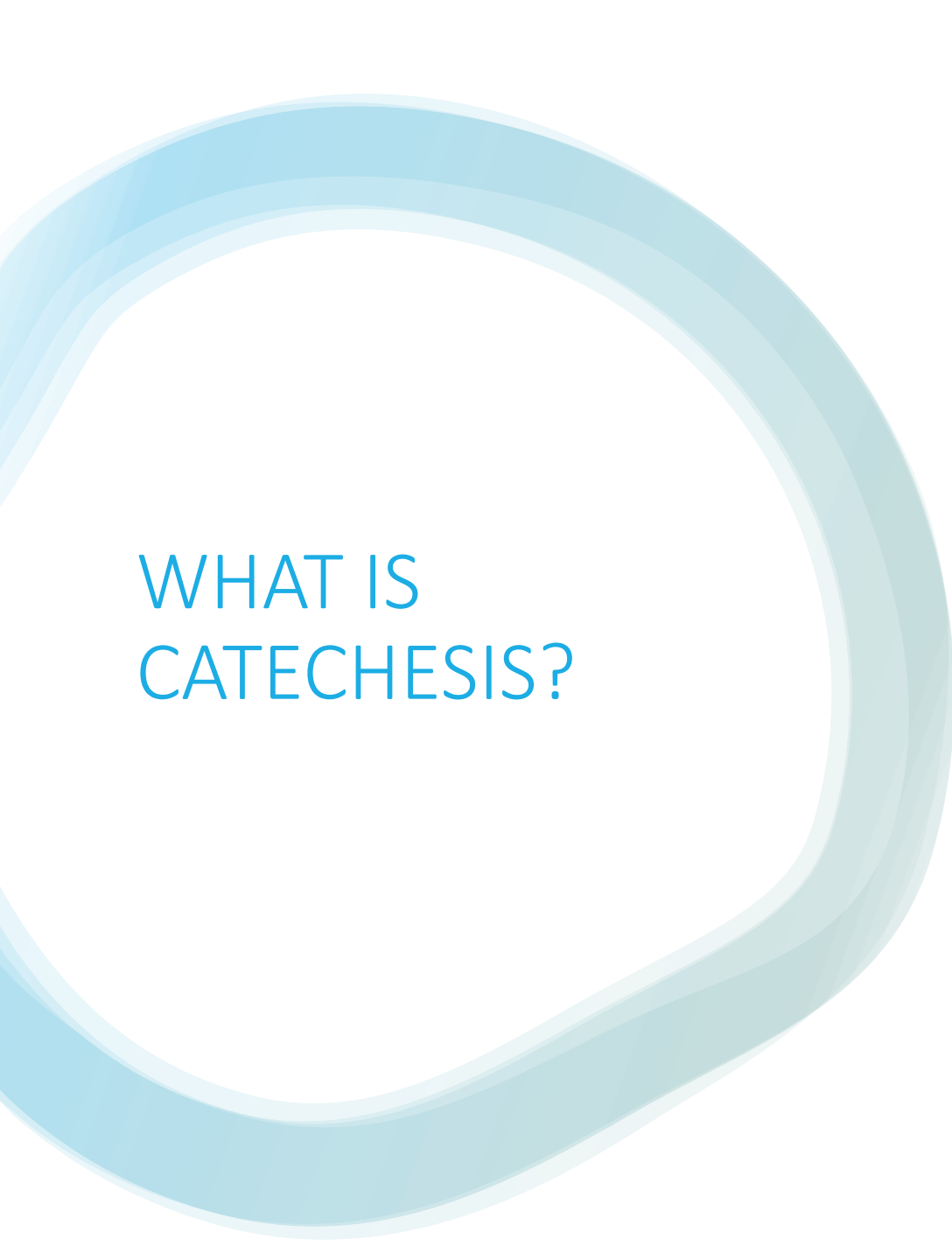
- “At the heart of the Church’s mission to all people, an **evangelizing catechesis** seeks to deepen a personal encounter with Jesus Christ through the power of the Holy Spirit.”
- Our job – to evangelize, to catechize





WHAT IS EVANGELIZATION?

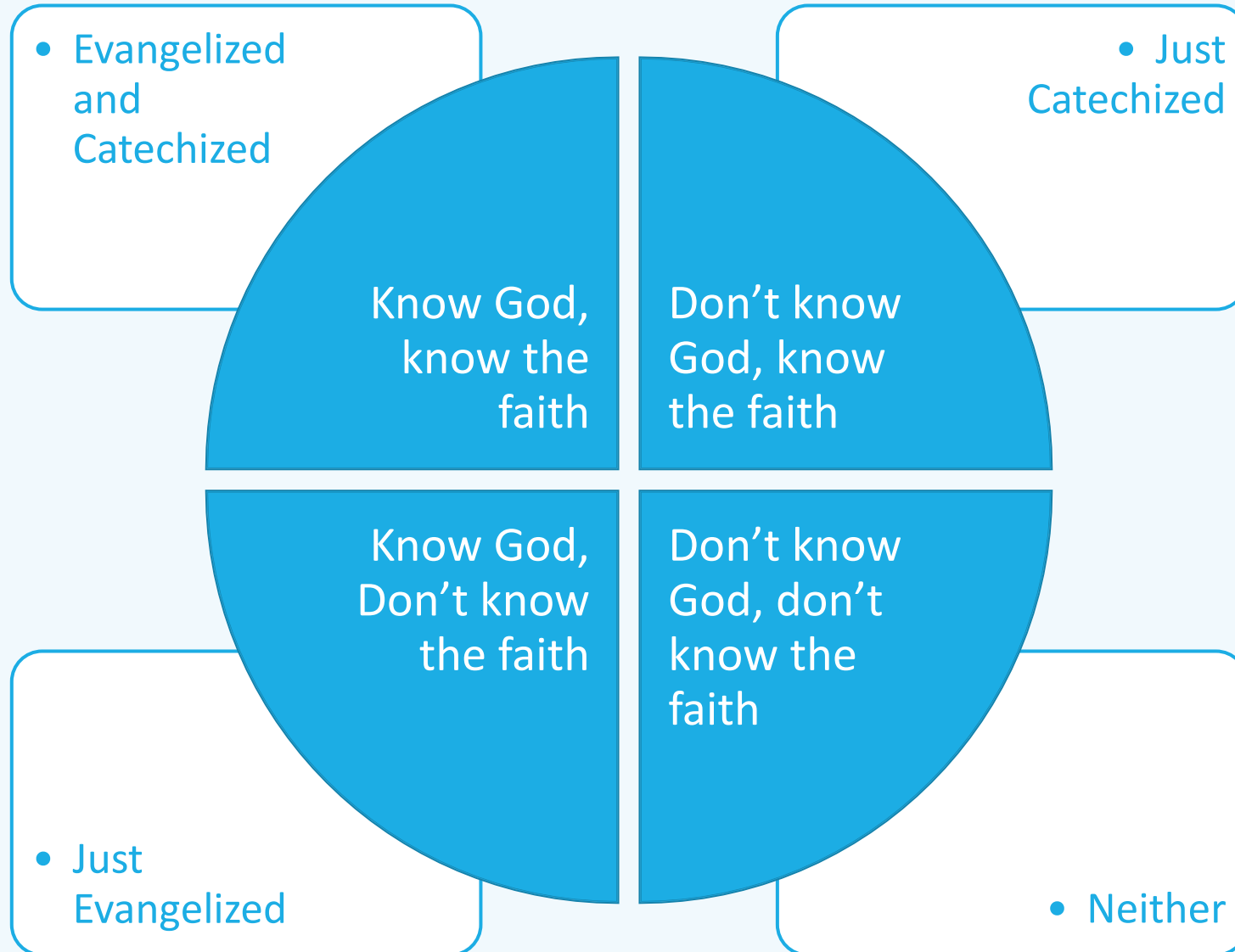
- The process of sharing the Gospel message with a person so that they can fall in love with God.
 - By word and by deed!
 - Simple form: We are sinners, Jesus died for our sins, will you give your life to Him?



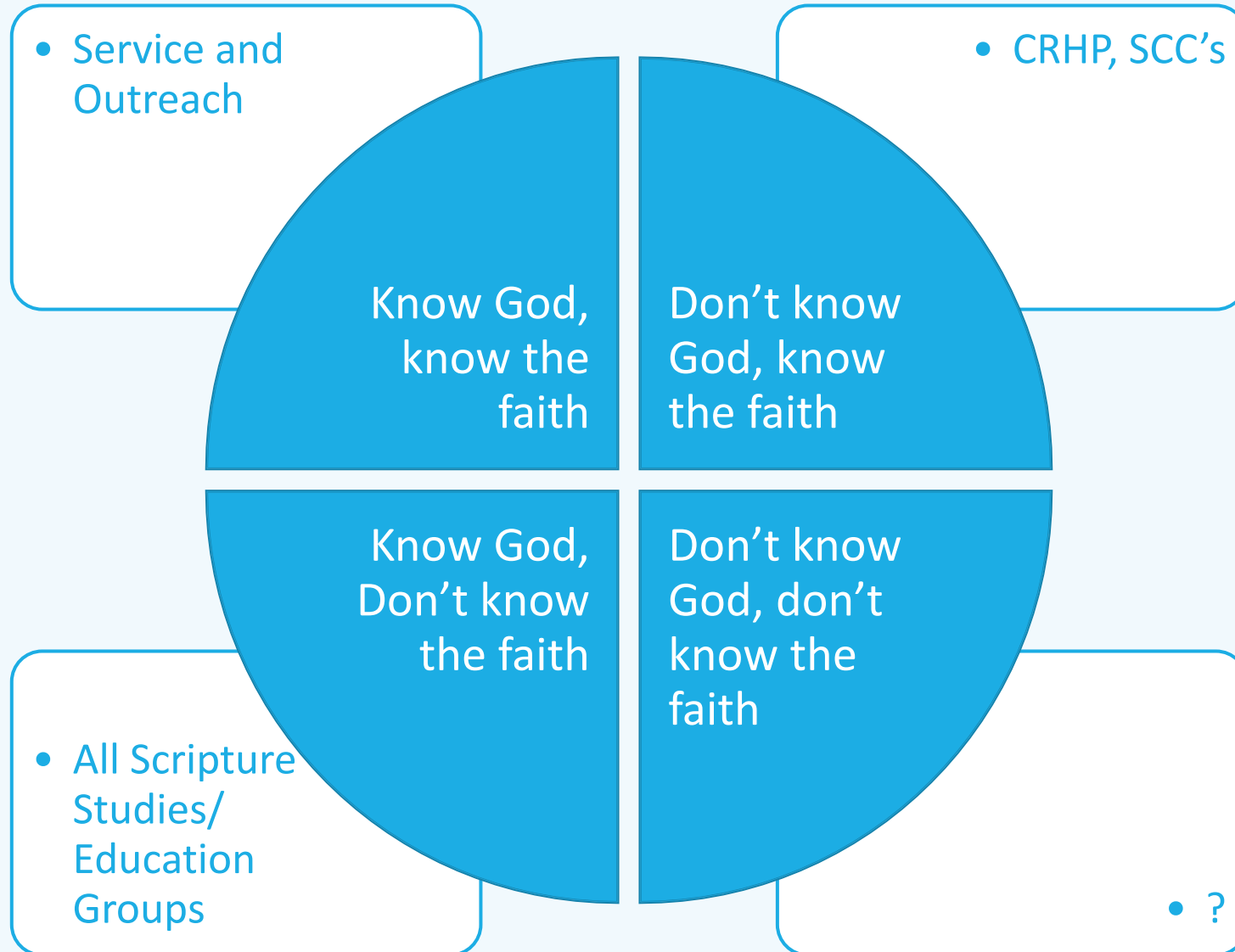
WHAT IS CATECHESIS?

- The process of teaching the truths of the faith and the Church for the sake of conversion.
 - Examples: Scripture studies, Catechism in a Year, talks/classes given at church
- Why are both catechesis and evangelization necessary?
 - We have a mind and a heart, and both are made for God!

THE FOUR QUADRANTS OF CONVERSION



THE FOUR QUADRANTS OF CONVERSION

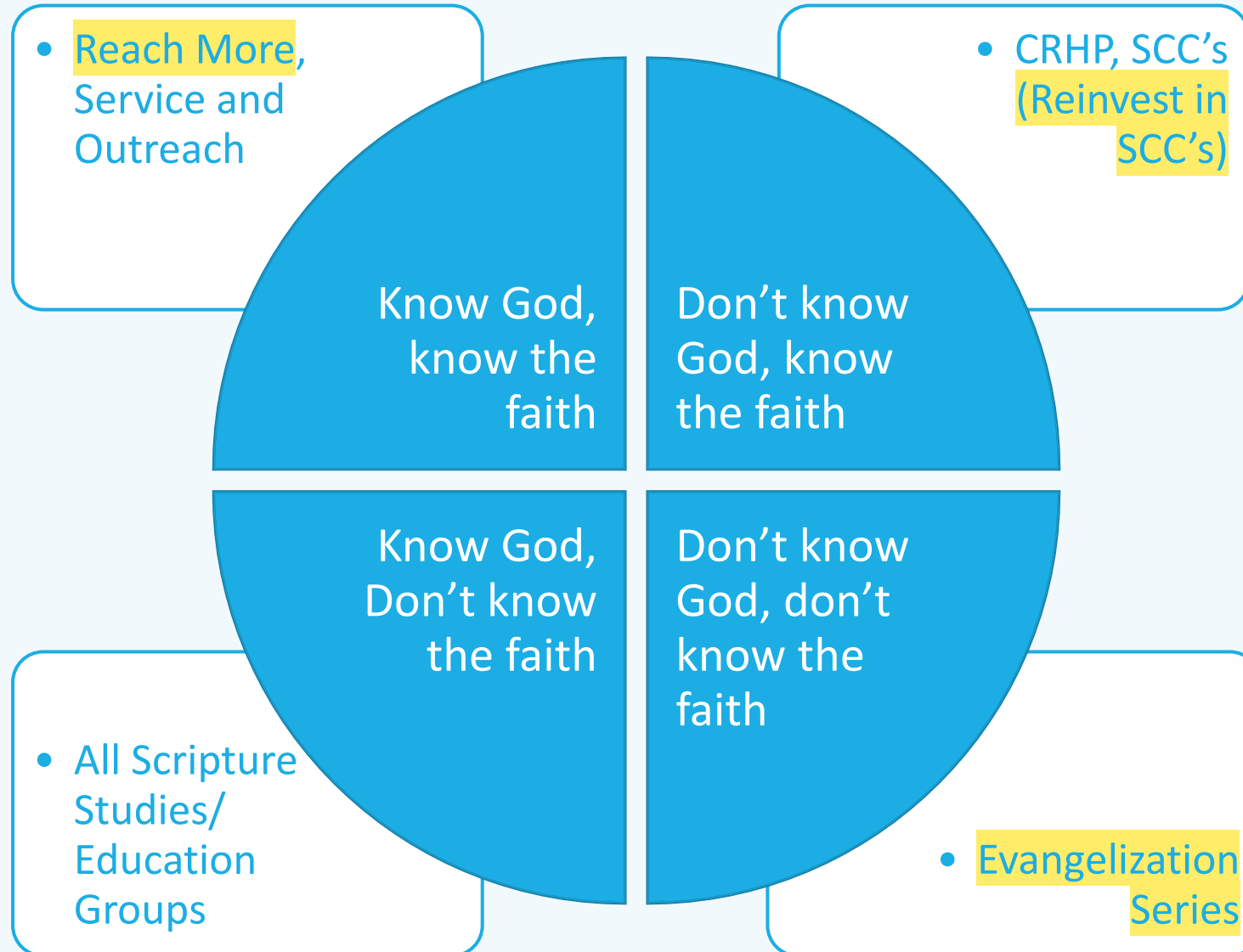


CURRENT CHALLENGES:

- Burnout for leaders
- No landing spot for the “Neither’s”
- Limited movement creating frustration
- Water analogy
 - Need to create streams for our pools



OUR GOAL: INTENTIONALLY DEVELOP MOVEMENT





REACH MORE™

LAY TRAINING SMALL GROUPS EVANGELIZATION

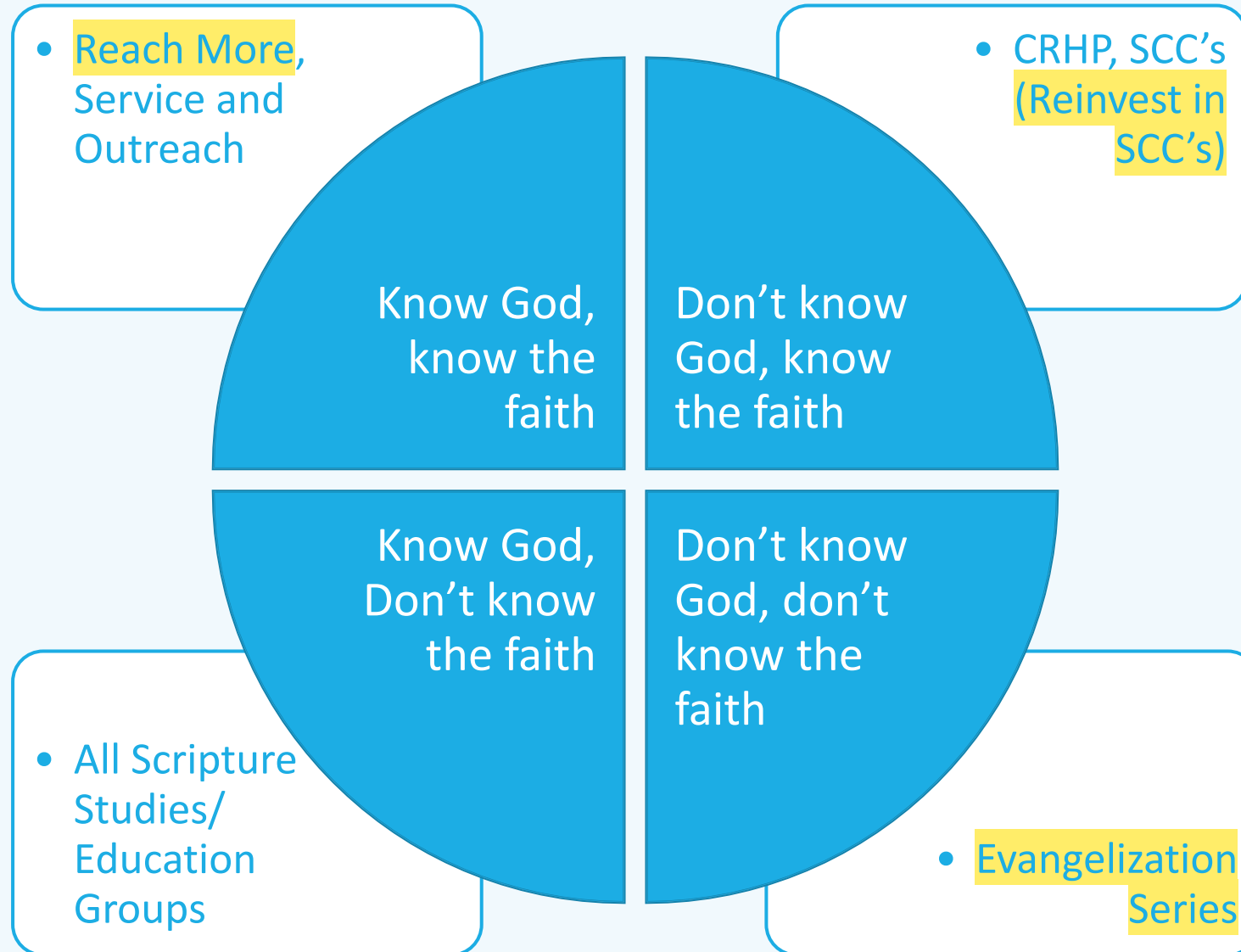
PARKER BERTHELOT, COORDINATOR OF DISCIPLESHIP

JOE TREMBLAY
COORDINATOR OF
ADULT FORMATION:

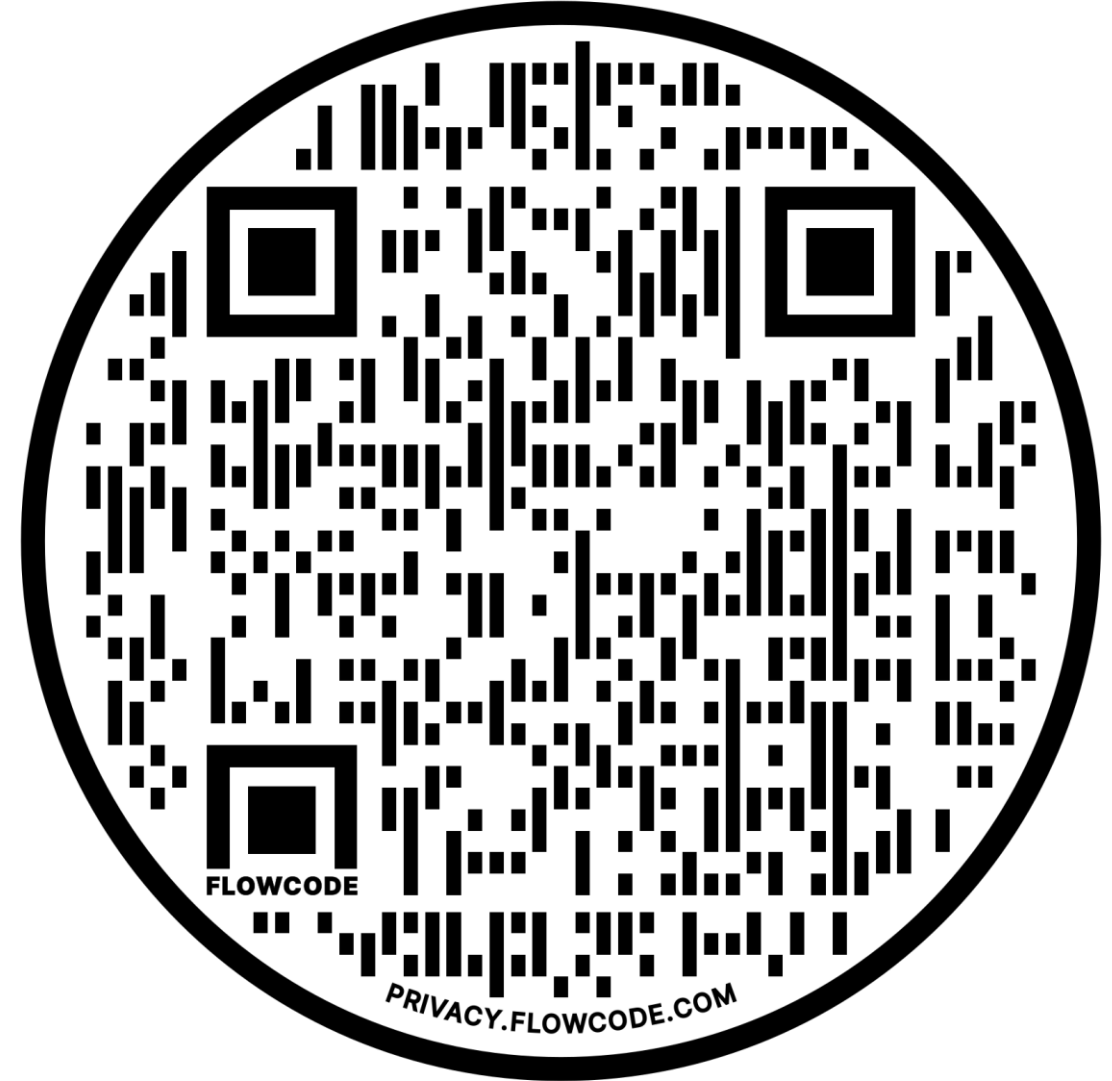
EVANGELIZATION SERIES

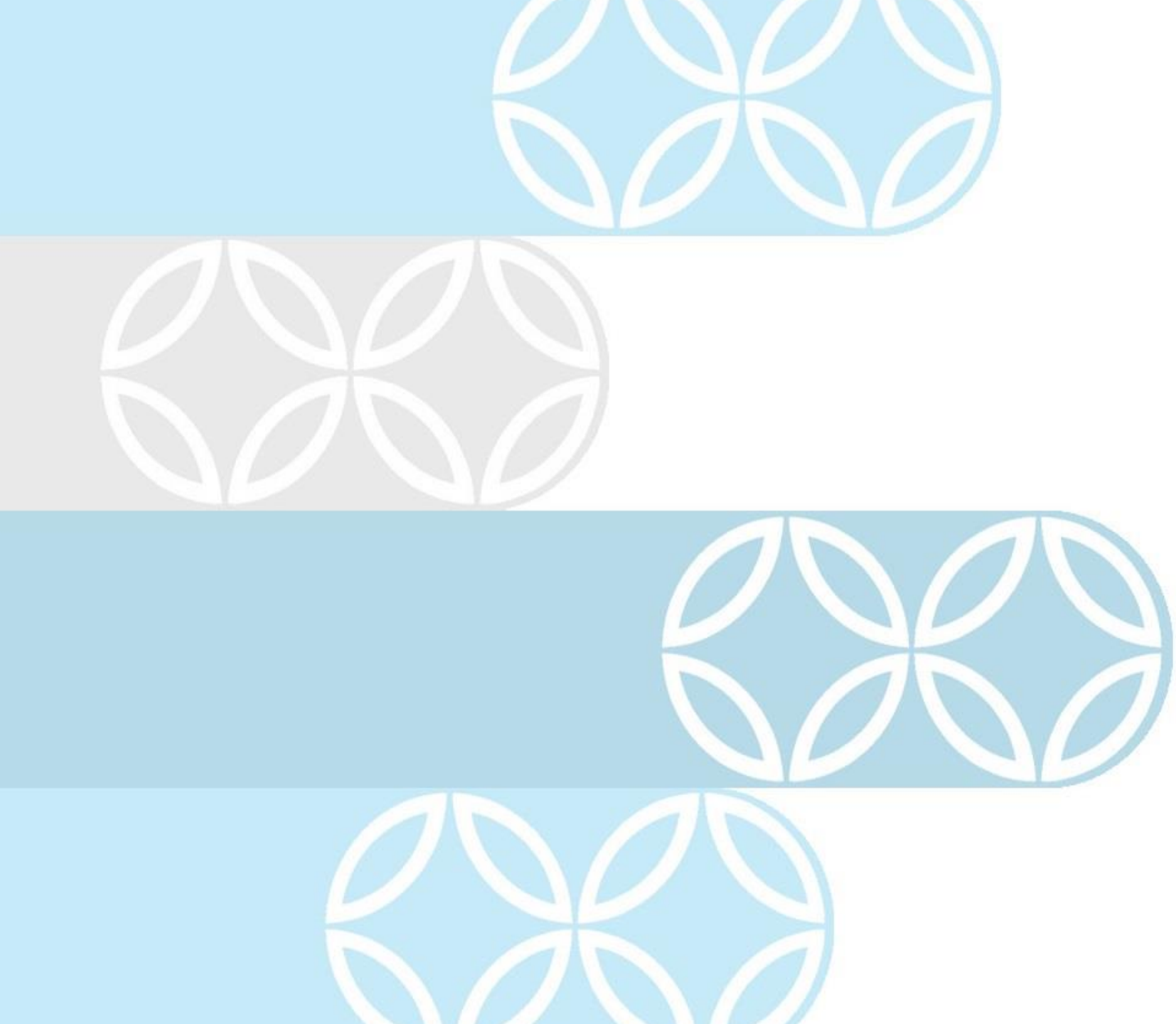


PRACTICAL EXAMPLES: FROM DISCIPLES TO DISCIPLE-MAKERS



HELP US LEAD
THIS MOVEMENT





BREAK

**MINISTRY
LEADER
TESTIMONIALS
FROM
SUCCESSION
PLANNING**

REGAN GRELLING

Regan Grelling

Parishioner since Dec 2021

Archangels Co-leader

Little Lambs Teacher

CRHP 25





Est 2008

Co-leader Responsibilities

Regan (year 2)

- Finalize meeting schedule with the church and request rooms
- Submit communications information for all event promotions
- Coordinate with childcare ministry for morning meetings
- Gradually train Abby ^

Abby (year 1)

- Communicate with HTCS rep for playdates regarding RSVPs
- Coordinate with expecting moms for meal train
 - Represent Archangels at Oktoberfest planning meetings

Shared Responsibilities

- Choose books for fall and spring meetings
- Co-lead discussions in book meetings
- Decide meeting schedule (personal/school schedules)
- Take turns bringing snacks to meetings
- Promote events on Church Center and Facebook page
- Plan social events – Mass + Mom's Nights Out and play dates
- Brainstorm ways to support each mom in their vocation and spiritual journey

Leadership Terms - 2 Years

New co-leader starts June

How we choose co-leaders

- Prayer and discernment by co-leader entering her 2nd year
- Member consistency is considered
- Reach out around January to ask if a mom will consider taking on this role
- We're also blessed to have Amber Sanchez run our evening meetings!
- Fall 2021, a mom started evening sessions for moms who couldn't make the mornings

**MINISTRY
LEADER
TESTIMONIALS
FROM
SUCCESSION
PLANNING**

JOHN BORLEY

Succession Planning Considerations

By Laws: The glue that holds succession together

- **Examples:** Use Key Word search: Nonprofit By Laws

Ministry Meeting Frequency / Dates

- Set Day / Time of the Month: Example: second Monday
- Set Frequency: monthly, quarterly, etc.

Officers / Elections

- Description of Officer Duties and term of office: President, VP, Treasurer, Recorder, Trustees (Past Presidents), Others
- Ideally the VP should be someone who will become President
- Nominating Process: Set the Open/Close dates – Post candidate names to membership 30 days prior to election
- Election – Use scheduled meeting dates if possible.
- Installation of Officers Process: Set effective Start / End dates

Succession Planning Considerations

Committees

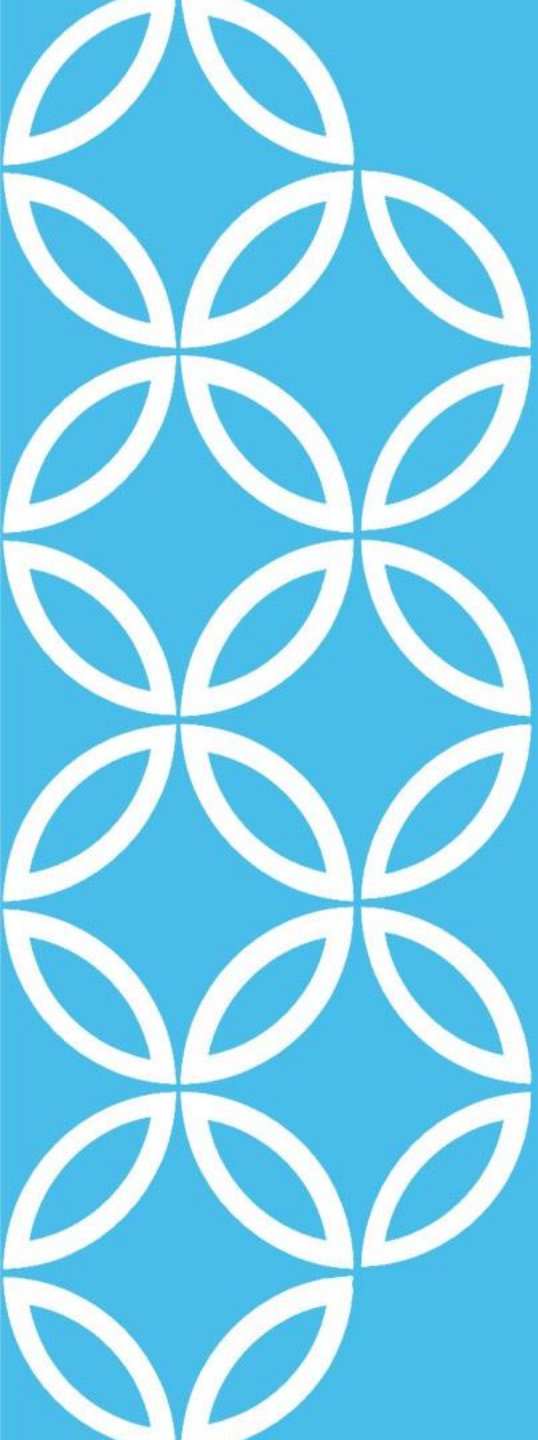
- Standing or Permanent Committees
- Ad Hoc or Temporary Committees

Funds

- Determine who is authorized to request / deposit funds from your ministry's Parish account?
- Set up approval process within your ministry to authorize disbursement of funds.
- Accounting / Receipts/Cash Management – check with GSCC Business Office. Report current balance at meetings.

Conclusion

- By Laws codify everything needed for continuity of leadership along with good order and management of your ministry. Sample By Laws Template will be handed out separately.



SUCCESSION PLANNING UPDATE & NEXT STEPS

MATT DONALDSON

Succession Planning is not new, please check your Bible:
Gospel of *Matthew 28:16-20*

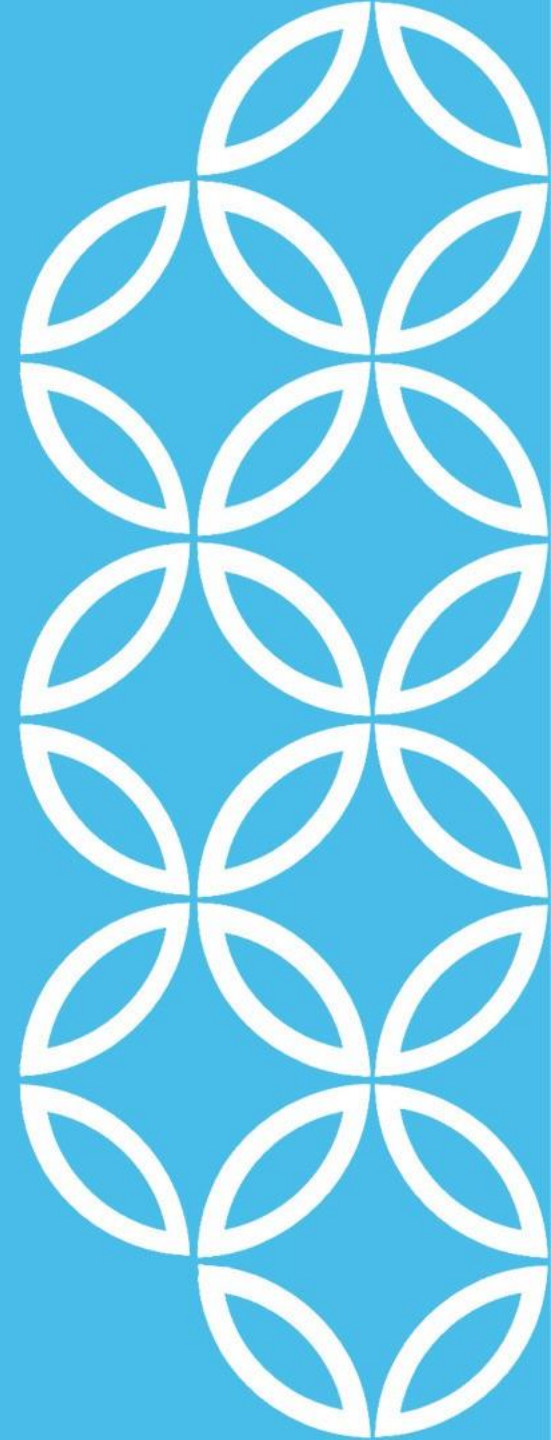
Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go

When they saw him, they worshiped him; but some doubted

Then Jesus came to them and said, “All authority in heaven and on earth has been given to me

Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit

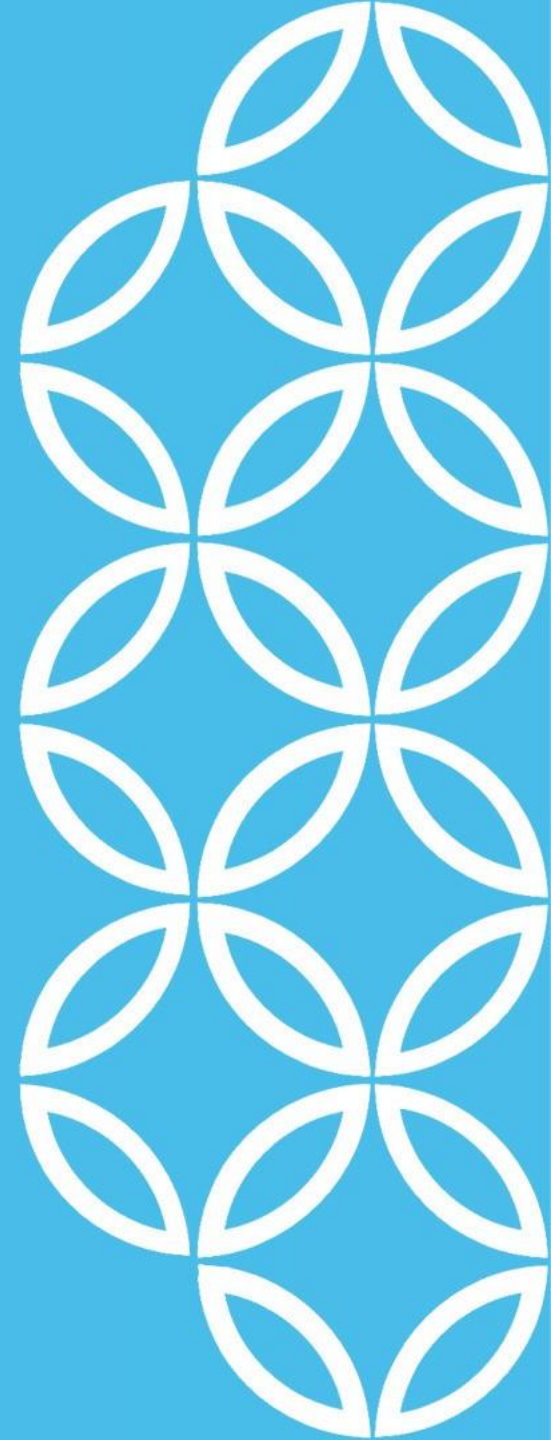
Teaching them to obey everything I have commanded you”



Why Prioritize Succession Planning with our Ministries?



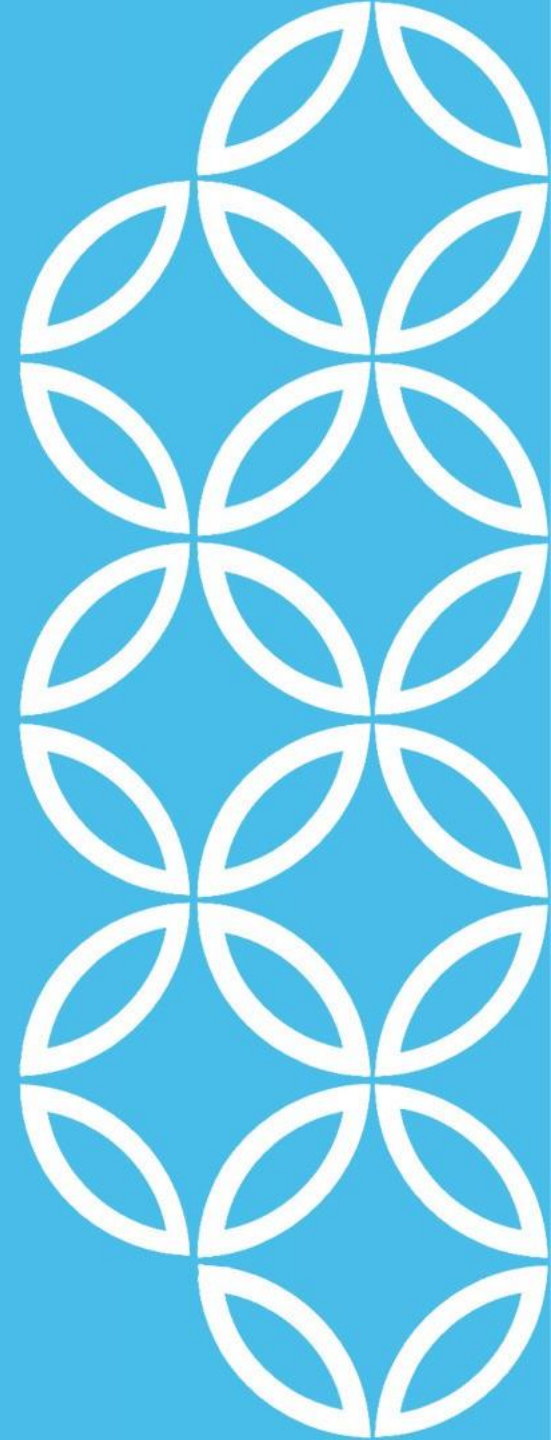
- GSCC Staff and Ministry Leaders told us it was a priority!
 - Grow more leaders within staff and ministry leaders
 - Better define roles between staff and ministry leaders
 - Desire to engage more people and keep our ministries impactful



How do we keep our ministries Healthy?



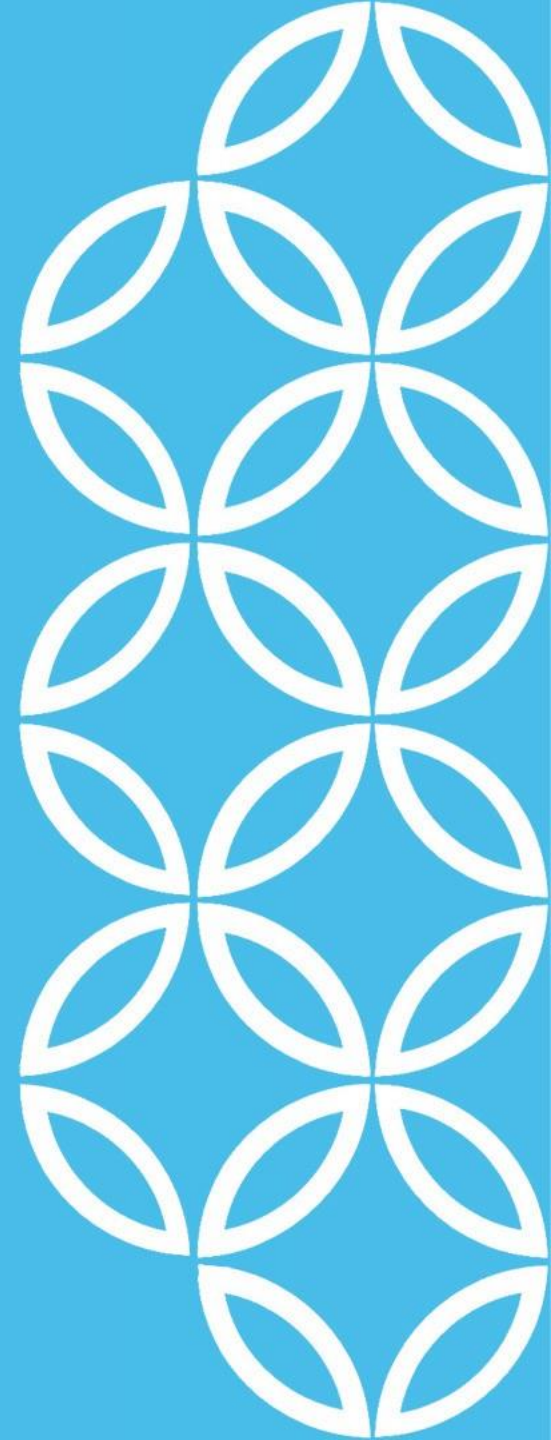
- The best volunteer organizations rotate leadership positions
 - Reinforce our “community” identity, and shared learning
 - Fosters broader engagement
 - Planning is KEY: GSCC standard rotation for leadership is not to exceed 3 years
 - **THANK YOU** for your leadership in sustaining our ministries for GSCC



So, lets take some action: We did!!!



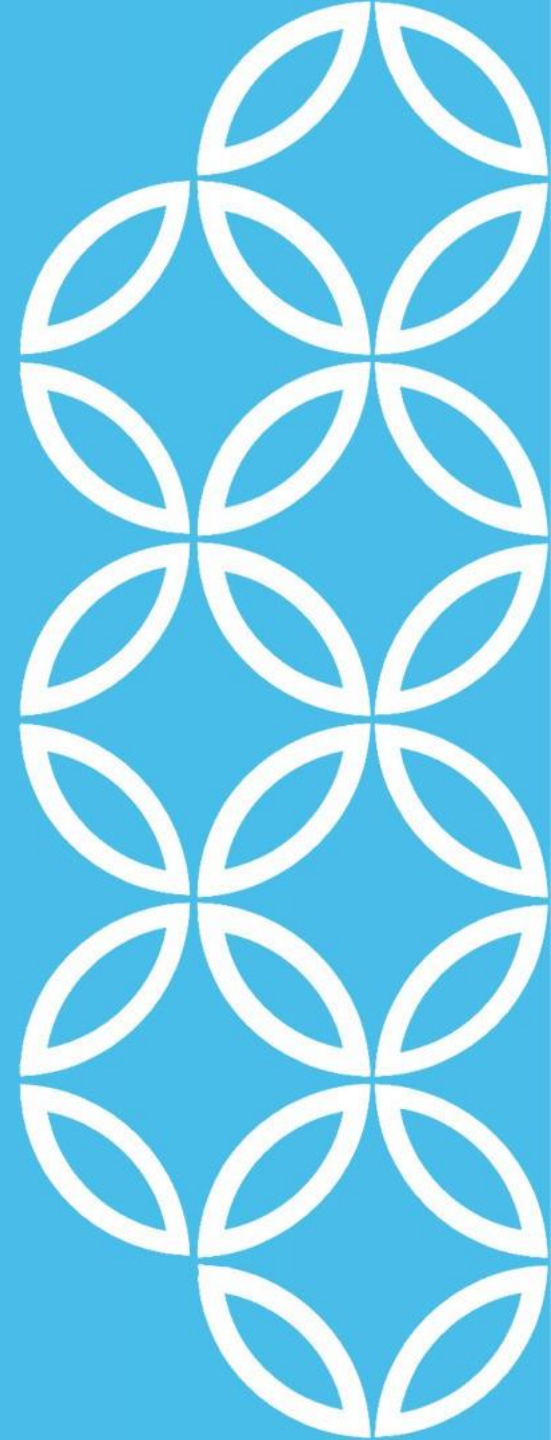
- L&G Team partnered with **22** ministries to review and update succession plans
- Great insights on future leaders, key leadership competencies and skills required
- Each ministry is at a different stage and that's ok!
- We also understand where some ministries may need extra support



Succession Planning is a Team Sport



- L&G Team developed a simple process to support
- Process Champions are members of GSCC Leadership Team (Friars and Directors)
- Process Owners are the Ministry Leaders and Staff Liaisons
- Succession Planning process is completed annually to ensure sustainability

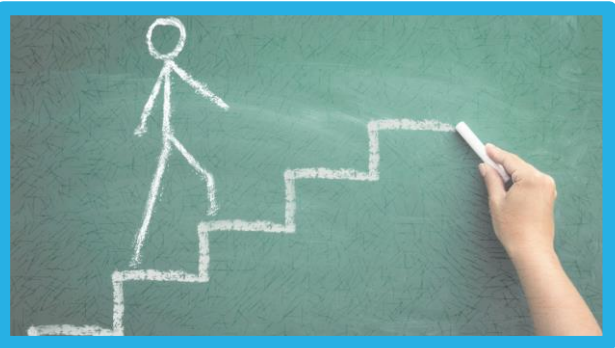


Where do we go from here? Next Steps and Thank you!

- Achieve our 2025 strategic vision: We are on the path!

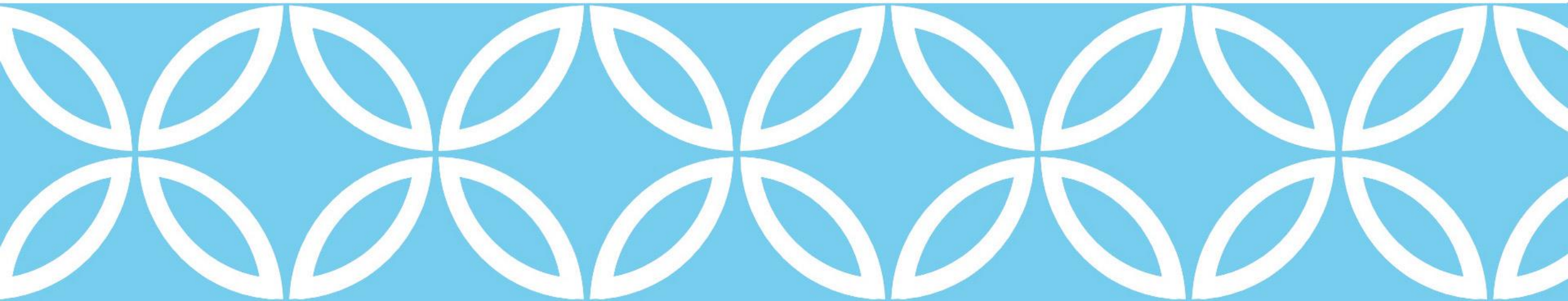


- Ministry Leaders and Staff Liaisons will be responsible for facilitating the ongoing process
- Ministry Leaders and Staff Liaisons in the annual review process

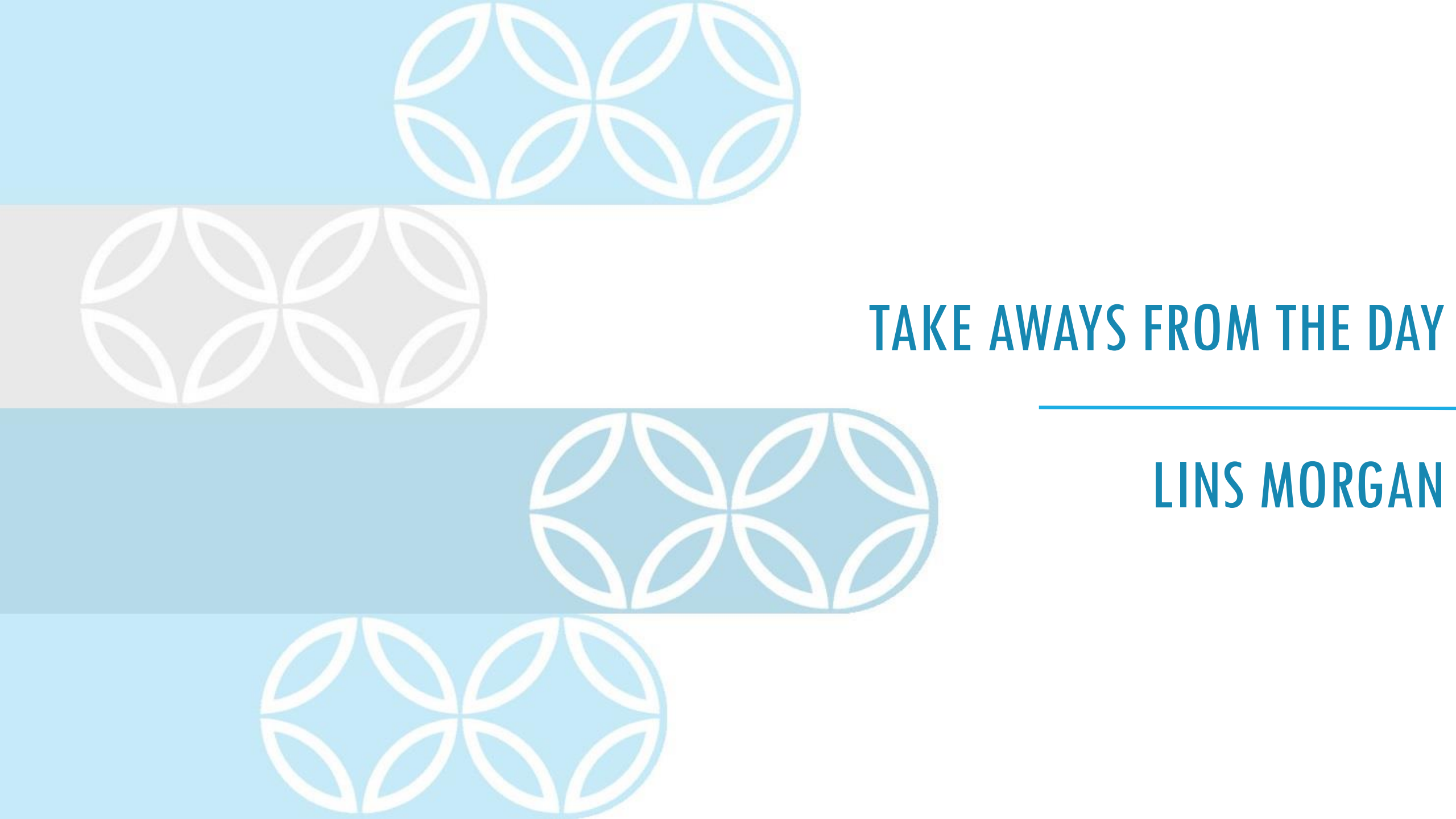


**LEADER APPRECIATION
& RECOGNITION**

**DONNA
CAMPBELL**





The background features a series of horizontal bands in light blue, grey, and medium blue. Overlaid on these bands are four circular motifs, each composed of eight white, leaf-like shapes arranged in a symmetrical pattern. Two motifs are positioned on the light blue bands, and two are on the medium blue band.

TAKE AWAYS FROM THE DAY

LINS MORGAN

THANK YOU & CLOSING PRAYER
FR. ZACK BURNS

