**Recruitment of leadership**

**1.  How do we identify those with a desire/gift to serve in a leadership position?**

 Administration

- self nominations

--nominations from other leaders

- add’l role for ministry leaders – through cycle of leadership

- succession planning for existing leaders

Community Life

-Continue with Volunteer  Coordinator contacting new parishioners; encouraging folks to take “Living Your Gifts”; Quarterly “Meet  ‘n’ Greets” at Cambria’s condo

- recruit/meet parishioners at Continental breakfast; Welcome & Volunteer Center

- have HF leadership wear nametags at mass

- have Commissions, Pastoral Council, Finance Council, etc. serve as Greeters at mass

- discuss parish leadership from pulpit…

- have staff/Ministry leaders, etc. identify potential future leaders from their ministry

-share message that the “Body of Christ” is lacking when people not utilizing their strengths in discipleship of parish

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- Nominations from Commission members

- Invite Ministry Leader Chairs to one of our upcoming commission meetings

- Self-nominations

- Mentor existing ministry leaders

- Meet & Greet Social Events

- Provide leadership training and support to ministries and leaders

- Homilies with a Pastoral/Church Leadership Invitation

- Monthly Campaign after Easter Season dedicated to promote Leadership in Holy Family, all commissions and ministries involved in the promotion campaign

- One Sunday dedicated to a "Ministry Fair" in the Parish Hall where ministries showcase their work and recruit members

Outreach Commission

How do we engage?

                - people like to be invited

                - when people come to parish – listen, Identify, follow-up

                - encourage people to find their own faith – what inspires them, what can Holy Family do to act, motivate them

                - “Pull out” Christ versus “put on” Christ

                -articles about parishioners-inspire – if others are doing this, so can I

Worship Commission

1. Begin with ministries – EM, Lectors, people who are interested in liturgy –

                application form

                observe parishioners talents

**2. What should leadership for the parish look like in the future?  5 years?**

 Administration

- Experienced in parish activities and roles

-start at entry level and “work up”

- integration of technology to attract young people

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- A process for mentoring leaders within commissions and ministries

- Opportunities for commission members to transition off into other commissions

- Yearly Leadership Retreats

- Parish Leadership as a paramount goal for Holy Family

- Yearly evaluation of Pastoral Leader Revisioning process

- Pastoral/Church Leadership is a permanent goal for Holy Family. It needs to be an on-going mission/campaign

- Commissions and ministries collaboratively work together to promote church leadership as a Holy Family goal

Outreach Commission

- A lot more people – variety of people, more engaged

-develop competent volunteers who are mentored (by leaders), start with young adults

Worship Commission

-Empowering parishioners – engage

-discipleship  - this is their parish

-recruit younger people

**Development of leadership**

**1. How does leadership development support personal faith development?**

Administration

-servant leader concept

- all volunteers bring something special to the process

- training (prayer)

Community Life

-Discipleship; reinforcing connect to God-given gifts using your gifts is your own development

-continue to have faith development opps at meetings

-faith development should drive leadership development

-bible study – model of integration

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- allows leaders an opportunity maximize their "spiritual gifts/strengths"

- Leaders feel a part of the Church and are living out Christ in their lives and putting on Christ in their service and discipleship.

- Leadership development fosters faith development and faith development fosters leadership development

- The Golden Rule of Love is lived out and brings leaders closer to Christ and God's Church

Outreach

- more, but smaller retreats

- assess everything we do in the context of Christ

- -Inspire – encourage volunteer activities that develop and grow their faith

- form yourself in faithfulness to develop and lead

- as you develop as a leader help you identify what is important

Worship Commission-

- Retreat –annual?

-prayer at all meetings

-Reflection on scripture that’s relevant

**2. What kind of support do ministries need?**

Administration

-          help in understanding roles and responsibilities

-          written guidelines and job descriptions

-          guidelines on terms and length of leadership

-          create simple profile on each ministry to help determine its effectiveness

Community Life

-opportunities to mix with other leaders

-ministry meetings – more time at meetings for social interaction, to build personal relationships

- empower current leadership to be ambassadors of the parish

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- How to embed personal faith development/formation into their ministry work and meetings

- Opportunities to promote their ministry work

- Yearly Event to celebrate our ministry's accomplishments and leaders

- Handbook that articulates their Roles/Responsibilities as a Holy Family Ministry

Outreach

- Get priest minister to start our ministry meetings (rather than TED talk) get priest minister perspective – mini homily

-provide events that engage the entire family

-Babysitter ministry

Worship Commission

- Staff support

-everything ministries/ministers  do should be led to worship/faith and family

-meaningful accomplishments

-leadership nights – include a mass

-common faith questions open-ended prayers

-better participation in what already do

**3. How do we ensure continuity of institutional knowledge, processes and practices with a changing volunteer leadership?**

Administration

-          utilize website and staff to develop step by step guide to implementation

-          utilize past chairs as advisory committee to train new chairs

Community Life

-1 on 1 mentoring

-leadership cycle – ministry leader, Commission co-chair, Comm. Chair, Pastoral Council

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- on-going mentoring of parish leaders

- Yearly Celebration of Pastoral Leadership at Holy Family

- Meet & Greet Events for Volunteer Leadership

- Develop and update ministry handbooks for seamless transition year to year

 Outreach

- keep people engaged

-Good note taker and documentation

-binder s- streamline/institutionalize

-have information available electronically

-a documentation process

**4. How do we develop in leaders a desire for commitment?**

Administration

-          reinforcement of a job well done

-          responsibility

Community Life

-          reinforcing that we are part of something bigger

-          community building events

-          - use bulletin to feature ministries to expose to the community

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 - celebrate and recognize their service

- provide them opportunities to share their talents and gifts with other leaders

- support their leadership efforts for visioning and initiation of projects that will support the parish

 Outreach

-          celebrate accomplishments

-          gratitude

-          inspire and encourage volunteers