

Indicators of Vitality

IN SERVICE OF THE
NEW EVANGELIZATION



A User's Guide

**INDICATORS
OF
VITALITY**

**IN SERVICE OF THE
NEW EVANGELIZATION**

2010

A USER'S GUIDE

INDICATORS OF VITALITY
A USER'S GUIDE
TABLE OF CONTENTS

Letter from Archbishop

- | | |
|--|---------|
| 1. Introduction | Page 1 |
| 2. Using the Indicators of Vitality Assessment Tool | Page 2 |
| <ul style="list-style-type: none">- <i>Orienting a New Pastor to the Parish</i>- <i>Developing Short-term and Long-term Goals for the Parish</i>- <i>Re-allocation of Parish Resources</i>- <i>Embarking on a Building and Development Project</i>- <i>By the Dean When Reviewing Parish Life and Ministry</i> | |
| 3. What a Pastor Needs to Know | Page 4 |
| <ul style="list-style-type: none">- <i>Flexibility</i>- <i>Completing the Assessment</i>- <i>Directing the Assessment</i> | |
| 4. Facilitating the Assessment | Page 5 |
| 5. The Assessment Process | Page 6 |
| 6. Samples of Parish Vitality Survey Form | Page 9 |
| 7. Training and Formation Offered by
the ADW – Central Pastoral Administration | Page 14 |
| <ul style="list-style-type: none">- <i>Worship</i>- <i>Education</i>- <i>Community</i>- <i>Service</i>- <i>Administration</i> | |



ARCHDIOCESE OF WASHINGTON

5001 EASTERN AVENUE
POST OFFICE BOX 29260
WASHINGTON, D.C. 20017

OFFICE OF THE ARCHBISHOP

Dear Brother Priests,

As we carry out our pastoral service as priests, we recognize that for the most part the parish is the place where our ministry of word and sacrament unfolds. The parish is the community of faithful gathered with their pastor in the daily effort to respond to Jesus and his Gospel. You and I also realize that this is a time of challenge calling for a renewed evangelization reaching out to people living, as our Holy Father, Pope Benedict XVI, describes, “in a time of a progressive secularization of society and a kind of eclipse of the sense of God.”

The Pope calls us to a New Evangelization. The starting point for such an initiative is, as Pope John Paul II reminded us in *Ecclesia in America*, an encounter with the living Lord. The New Evangelization is not a program but rather a realization that we must repropose the good news of the Gospel to a culture that really does not know Christ.

For sure the light of Christ already shines brightly in each parish. Yet all of us recognize there is more to be done. Our archdiocesan efforts at a New Evangelization call us to look deeper into the vitality of our faith as it is expressed and lived in our parishes and in the homes of our people. Our Holy Father said in his meeting with the bishops of the United States during his visit here in Washington that even though the people of our country may appear to be very religious, “it is not enough for us to count on this traditional religiosity and go about business as usual.”

The evangelization that the Church envisions calls us to conversion and transformation, and in light of the culture we face we look to new methods of renewal and outreach. The Indicators of Vitality, one such effort, are a self-assessment tool that assists pastors, parish staff and parishioners in clarifying current needs and strategically planning to address five core areas of parish life through which people encounter the Risen Lord.

These five areas are:

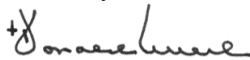
- Worship: The vitality of the parish's liturgical life with special emphasis on the importance of the Eucharist.
- Education: The ability to provide faith formation for parishioners of all ages.
- Community: The ability of a parish to evangelize, reach out into the community and welcome all people into the mission of the parish.
- Service: The parish calls parishioners to help all who are in need.
- Administrators: The parish has sufficient leadership, management of resources and decision-making processes.

The User's Guide is intended to provide all of us with a helpful introduction to the Indicators of Vitality and how they can be helpful in the assessment of the parish. It also provides information regarding how the archdiocesan Secretariat for Pastoral Ministry and Social Concerns can assist you and your parishioners in the process of more fully developing a particular indicator.

The Indicators of Vitality allow us to examine and assess the ways in which our archdiocesan Church, manifested in its many parishes, worships, calls people to conversion and exercises stewardship of God's gifts. In so doing, we are better equipped to carry out the work of the New Evangelization. In the words of the prophet Ezekiel, "The lost I will seek out, the strayed I will bring back, the injured I will bind up, the sick I will heal...shepherding them rightly" (Ez 34:16).

May Christ our Savior, who empowers us to manifest the kingdom of God, strengthen us so that we might bring to completion the good work so wonderfully begun in the Church of Washington.

Faithfully in Christ,

A handwritten signature in black ink, appearing to read "Donald Williams", with a small cross symbol to the left of the first letter.

Archbishop of Washington

August 14, 2010
Saint Maximilian Kolbe

INDICATORS OF VITALITY

A USER'S GUIDE

INTRODUCTION

“One of the signs of the spiritual strength of our archdiocesan church is the vitality—spiritual, pastoral, educational and administrative—of the 140 parishes that make up this archdiocese” (Archbishop Donald Wuerl, *Parishes: Signs of Vitality*).

“It [the parish] has an indispensable mission of great contemporary importance: to create the basic community of the Christian people; to initiate and gather the people in the accustomed expression of liturgical life; to conserve and renew the faith in the people of today; to serve as the school for teaching the salvific message of Christ; to put solidarity in practice and work the humble charity of good and brotherly works” (Pope Paul VI, *Address to Roman Clergy*, AAS, 55).

The Indicators of Vitality is a self-assessment tool that assists pastors and parishioners in clarifying current needs and strategically planning for full and active participation in the mission of the New Evangelization. The indicators address five core areas of parish life:

Worship: The heart of parish life is the celebration of the Eucharist. From the Eucharist flows all of the worship, prayer and faith formation of the parish. This indicator examines the vitality of the parish's liturgical life.

Education: Forming the lay faithful for mission depends on a variety of educational programs. Assessing the parish's ability to provide education and faith formation to parishioners of all ages is the focus of this indicator.

Community: Building community begins with hospitality. Vitality is found in a parish's ability to make all members feel at home and to open-wide the doors of the parish to welcome inactive Catholics and all who seek a relationship with the Lord.

Service: This dimension of parish life assesses the ways in which the parish calls parishioners to serve all those in need. It evaluates the parish's commitment to bring the Gospel to bear on the issues of the day in a way that supports the mission of the Church.

Administration: The ability to carry out the mission of the Church depends on strong leadership. In this area, staffing, management of parish resources and decision-making processes are evaluated.



USING THE INDICATORS OF VITALITY ASSESSMENT TOOL

This assessment tool is designed to be flexible, allowing for the pastor and parish leaders to make use of it in a way that best serves the parish. The complete assessment can be done on a regular basis in partnership with strategic planning, or components of the tool can be used to assess one area of parish life. Twelve basic questions have been assigned to each indicator to provide a starting point for assessing the strengths of parish life in a particular area. Additional space allows for questions specific

to an individual parish to be added to or substituted for the questions provided. The assessment tool is available in English and Spanish and it is possible to use the tool in a bilingual gathering. The tool has been successfully tested in a number of parishes reflecting diverse situations.

The tool is useful in a number of ways:

Orienting a New Pastor to the Parish

The Indicators of Vitality are invaluable in helping a newly-assigned pastor gain insight into the “personality and culture” of the parish. Working through the assessment gives the pastor an insight into the breadth of parish activity and areas of strength and weakness. The assessment tool can serve as a starting point for the pastoral council to discuss short-term and long-term goals with a new pastor.

Developing Short-term and Long-term Goals for the Parish

Regular pastoral planning is essential to parish life. The Indicators of Vitality can be used by pastoral staff and parish leadership to set goals and to assess progress in meeting goals in a timely fashion. After completing a full assessment of all five indicators, some parishes may perhaps choose to take one or two indicators to focus on in subsequent years.

Re-allocation of Parish Resources

At certain times in the life of a parish there is a need to allocate ministry resources in a different way. The Indicators of Vitality provide an opportunity for the parish to gather in a spirit of prayer and discernment to come to a consensus about priorities and to allocate parish resources to meet these priorities. The emphasis of the assessment and identification of goals is directed at growth rather than stretching or reducing resources.

Embarking on a Building and Development Project

A parish may be blessed with the opportunity to expand and grow. The Indicators of Vitality give the parish an opportunity to discern where the parish is being called to serve its members and the larger community. The assessment will help identify what buildings, staff and programs will best serve the identified priorities. Ministry determines the buildings and personnel rather than space and staff determining the ministry.

Serving Communities within the Parish Community

One of the marks of the Church is its all-embracing catholicity. The Church of Washington has been blessed with an ethnically diverse faithful who are all united in faith and sacrament. It is in this context that we live our calling to be an evangelizing Church. Full participation in this mission requires that parishes nourish a missionary and welcoming spirit that touches all parishioners, visitors, those who may be just beginning to make the parish their spiritual home, and the community at large. Many of our parishes are already made up of diverse cultures. When moving through this assessment process it is important to identify the specific groups that are part of the parish community and assess:

- ♦ The strength of the services and ministries that presently meet the needs of these groups.
- ♦ The services and ministries needed to develop the gifts and charisms of these groups and to expand outreach to those who may be marginalized or unaware of the presence of the parish community.

By the Dean When Reviewing Parish Life and Ministry

The Indicators can serve as a reference tool for conversation with individual pastors and pastoral leadership about the vitality and needs of the parish.



WHAT A PASTOR NEEDS TO KNOW

Flexibility

The Indicators of Vitality are designed to give pastors full flexibility in adapting the exercise to the needs of their parishes. While planning, keep this in mind:

- ♦ The Indicators are available on-line for electronic distribution.
- ♦ Additional questions can be added to each of the five areas.
- ♦ Questions can be deleted if they are not applicable or appropriate for the parish.

- ♦ All five areas of parish life do not need to be completed at one time; each indicator can be considered independently of the others.

Completing the Assessment

- ♦ Use it as a self-assessment of the state of the parish.
- ♦ Complete the assessment in collaboration with the pastoral council.
- ♦ Complete the survey with the pastoral council and key parish leaders.
- ♦ Plan an all-parish planning day with an open invitation to parishioners.

Directing the Assessment

- ♦ The pastor facilitates the discussion.
- ♦ The pastor appoints a member of the council or a parishioner with facilitation.
- ♦ The pastor chooses a staff person from the PMSC secretariat to facilitate the workshop.



FACILITATING THE ASSESSMENT

The key to successfully using the Indicators of Vitality is having a good facilitator to keep the group on task, moderate discussions and see that goals are clear, specific and achievable. Consider using one of the following:

- ♦ The pastor;
- ♦ A member of the pastoral council who has proven facilitation skills;
- ♦ A parishioner who has professional experience as a facilitator;
- ♦ Archdiocesan staff member (call Dr. Susan Timoney, Department for Evangelization and Family Life, for referrals at 301-853-4558 or stimoney@adw.org).

THE ASSESSMENT PROCESS

Step One: Develop a Full List of Strengths and Weaknesses

- ♦ Determine who will participate in the planning process (pastoral staff, pastoral and finance council members, key parish leaders that represent all “communities” within the parish).
- ♦ Have participants complete the Indicators of Vitality survey either in small groups or individually.
- ♦ Tabulate the results and identify areas of strength and areas that people would like to see developed in the parish.

Step Two: Prioritize Areas for Development

If working in small groups:

- ♦ Form working groups to identify the areas of strength that ought to be supported and developed.
- ♦ Invite the groups to identify primary priorities and goals that will strengthen areas in need of development.
- ♦ Ask the group to identify three to five goals that reflect their priorities.

If working individually:

- ♦ If survey was completed individually, invite participants to come together to discuss the results.
- ♦ Identify areas of strength and areas that people would like to see developed.

Step Three: Identifying Short-term and Long-term Goals

- ♦ Ask the group to come to a consensus in identifying the three to five goals that will be the focus of parish ministry over the next two to five years.
- ♦ Identify two or three short-term goals.
- ♦ Identify two or three long-term goals.

Step Four: Choosing a Process for Building Consensus within the Parish

- ♦ Invite a larger group of parishioners (either a broader segment of active parishioners or the entire parish) to identify which of the goals they view as the top priorities.

Recommended Methods for Inviting Parish Consensus

- Develop a “ballot” on which the goals are listed and ask each person to identify one first choice and one second choice.
- Make large posters identifying and describing each goal. Following each weekend liturgy invite parishioners to come and place a color-coded sticker next to their priorities. This generates good conversation and excitement as it is easy to see around what priorities the excitement is building.
- Develop an electronic tool for inviting parishioner participation on-line. (Department for Evangelization and Family Life can assist in developing a tool).
- Host a parish town hall meeting and report on pastoral council discernment, present goals, and ask the group gathered to spend some time in prayer and reflection and then identify priorities (three-hour event).

Step Five: Implementation

- ♦ Tabulate the results and in the name of the pastor and pastoral council report the results identifying short-term strategies for meeting goals.
- ♦ Identify resources needed to meet goals and priorities.
- ♦ Review list of resources and training available through the Central Pastoral Administration offices (see page 14).
- ♦ Task the pastoral council with the responsibility for:
 1. Forming an oversight group to create a time line for implementation of goals;
 2. Track progress toward meeting goals;
 3. Provide regular reports to the pastoral council and to the parish.





When the parish adheres to its fundamental vocation and mission, that is, to be a “place” in the world for the community of believers to gather together as a “sign” and “instrument” of communion...

it is a house of welcome to all and a place of service to all, or, as Pope John XXIII was fond of saying, it is the “village fountain” to which all would have recourse in their thirst (Pope John Paul II, *Christifideles Laici*, 27).



ARCHDIOCESE OF WASHINGTON

Parish Vitality Survey Form

Please write in the space below.

1. Worship

This indicator relates to liturgy, sacraments and devotional life of the parish.

RESPONSE SCALE
1= Practically none; to a very small degree
2= Not very; not very much
3= Moderately
4= Very, to a high degree
5= Extremely, to a very high degree

Scale #	The degree to which:
	1. The congregation fully, actively, and consciously participates in the liturgy.
	2. Congregational singing is an important part of every weekend Mass.
	3. Homilies are relevant to the needs and cares of the people.
	4. Special feast days are appropriately celebrated throughout the year.
	5. Various forms of expression for Catholic spirituality are provided for parishioners, e.g., prayer groups, novenas, days of recollection, missions, faith sharing opportunities, etc.
	6. Shut-ins and the ill are visited regularly with the Eucharist and Anointing of the Sick.
	7. The Rite of Christian Initiation is being implemented and involves the entire parish community.
	8. Options for face-to-face confession, communal penance services with individual confessions, and for use of scripture during all confessions are available to parishioners.
	9. The celebration of baptism, weddings, and funerals involve the parish community.
	10. The weekend Mass schedule promotes quality liturgy, builds a sense of unity and community, and reflects the size and diversity of the parish community.
	11. Weekday Masses are scheduled according to the needs of people and time constraints of priests.
	12. The parish sponsors programs for vocation awareness on a regular basis.
	Overall Average Score

In your consideration of the strengths and weaknesses in this area you might reflect upon the following:

Does the congregation fully, actively, and consciously participate in the Sunday Mass?

What is the quality of the homily, music, and environment at the Sunday Mass?

What types of liturgies are celebrated (traditional, contemporary, gospel, etc.)

Are special feasts and devotions celebrated throughout the year?

Has the Rite of Christian Initiation been implemented and is the entire community supportive and involved?

How well are the sick and the shut-ins cared for and visited?

Are there convenient times scheduled for the Sacrament of Reconciliation (Penance) on Saturday and Sunday?

Strengths:

Weaknesses:

Special Concerns:

ARCHDIOCESE OF WASHINGTON

Parish Vitality Survey Form

Please write in the space below.

2. Education

This indicator is concerned with all efforts that ensure ongoing faith formation provided to parishioners of all ages.

RESPONSE SCALE
1= Practically none; to a very small degree
2= Not very; not very much
3= Moderately
4= Very, to a high degree
5= Extremely, to a very high degree

Scale #	The degree to which:
	1. The parish sponsors its own Catholic school or supports a regional Catholic school.
	2. The parish provides a qualified Director, Coordinator or Minister of Religious Education.
	3. The parish offers viable religious instruction programs for adults, families, children and youth.
	4. The parish provides for and supports initial and on-going training and formation for catechists.
	5. The parish encourages and supports parents as the primary religious educators of their children.
	6. The parish has viable programs for adolescents and young adults.
	7. The parish offers a variety of opportunities for adult learning experiences (e.g., Bible Study, speakers, magazines, books, etc.).
	8. The parish supports its lay leaders / volunteers with regular and ongoing in-service programs.
	9. Parishioners share in and support baptism and marriage preparation programs.
	10. The parish has sacramental preparation programs.
	11. The parish has programs that strengthen marriage and family.
	12. Catechesis is provided for parishioners with special needs.
	Overall Average Score

In your consideration of the strengths and weaknesses in this area you might reflect upon the following:

If the parish has or supports a Catholic school, is the school well-integrated into the mission of the parish?

Does the parish have a Director, Coordinator, or Minister of Religious Education?

Is there effective initial and ongoing training for catechists?

Does the parish provide ongoing faith formation for parishioners of all ages?

Are there sacramental preparation programs for Baptism, Eucharist, Confirmation and Marriage?

Do parish programs serve various language groups in the parish?

Strengths:

Weaknesses:

Special Concerns:

ARCHDIOCESE OF WASHINGTON

Parish Vitality Survey Form

Please write in the space below.

3. Community

This indicator relates to a parish's efforts to build a strong sense of community by actively involving all members of the parish in parish life and by reaching out to Catholics who are alienated or inactive.

RESPONSE SCALE
1= Practically none; to a very small degree
2= Not very; not very much
3= Moderately
4= Very, to a high degree
5= Extremely, to a very high degree

Scale #	The degree to which:
	1. The parish has an organized welcome program for new members.
	2. Parishioners with disabilities are included in every aspect of parish life and ministry.
	3. Persons of all races are welcome to participate fully in the life and ministry of the parish.
	4. All approved liturgical roles are open to both men and women.
	5. Parishioners understand that they have a responsibility to invite others to the Lord and the believing community.
	6. The parish has a way to train people how to reach out to others and invite others to the Lord and the believing community.
	7. The parish regularly sponsors formal evangelization programs such as "The Light Is On For You," "Come Home for Christmas/Easter."
	8. The parish consistently identifies the talents and interests of parishioners.
	9. Parish organizations regularly invite new people to participate in their activities.
	10. Parishioners are encouraged to use their talents for the good of the parish.
	11. The parish actively involves seniors, adolescents and young adults in parish activities.
	12. The parish has an accurate, up-to-date census of the total parish.
	Overall Average Score

In your consideration of the strengths and weaknesses in this area you might reflect upon the following:

Is the parish a welcoming community to visitors and new parishioners?

Are there efforts to encourage parishioners to be involved in the various ministries and programs of the parish?

Is proper training and direction provided?

Do parishioners contribute to the stewardship of the parish through time, talent, and treasure?

Strengths:

Weaknesses:

Special Concerns:

ARCHDIOCESE OF WASHINGTON

Parish Vitality Survey Form

Please write in the space below.

4. Service

This indicator is concerned with the effectiveness of care and outreach efforts of the parish for the poor and needy of the parish and local community.

RESPONSE SCALE
1= Practically none; to a very small degree
2= Not very; not very much
3= Moderately
4= Very, to a high degree
5= Extremely, to a very high degree

Scale #	The degree to which:
	1. Someone (e.g., a Parish Social Concerns Coordinator) or some group (e.g., St. Vincent de Paul Society) assists parishioners in meeting their material needs.
	2. Parishioners respond when invited to volunteer for various parish service programs.
	3. The parish is sensitive to the needs of families when it schedules ministries, programs and events.
	4. Awareness of Catholic social teaching is raised through homilies and formal discussion of encyclicals and other church documents.
	5. The parish opens its facilities to community groups for meetings (e.g., Alcoholics Anonymous).
	6. The parish sponsors or supports local food banks, blood drives, etc.
	7. The parish reaches out to those who are in institutions (e.g., nursing homes, hospitals, prisons, etc.) within the parish's boundaries.
	8. Parishioners respond generously to Archdiocesan and national appeals for aid to the poor and needy.
	9. Parishioners participate in peace and justice activities, pro-life activities, voter registration drives, letter writing campaigns, parish twinning, missions, etc.
	10. The parish calls attention to important local, state, and federal legislation in light of Catholic social teaching.
	Overall Average Score

In your consideration of the strengths and weaknesses in this area you might reflect upon the following:

Does the parish have a social services minister or St. Vincent de Paul Society?

Is there support for local food banks, blood drives, or homeless shelters?

Are Catholic social teachings taught and promoted through homilies and religious formation programs?

Is there an outreach program for vocations to the priesthood, permanent diaconate or religious life?

Is the parish supportive of pro-life initiatives?

Strengths:

Weaknesses:

Special Concerns:

ARCHDIOCESE OF WASHINGTON

Parish Vitality Survey Form

Please write in the space below.

5. Administration

This indicator is concerned with the management and financial decision-making process of the parish.

RESPONSE SCALE
1= Practically none; to a very small degree
2= Not very; not very much
3= Moderately
4= Very, to a high degree
5= Extremely, to a very high degree

Scale #	The degree to which:
	1. The most knowledgeable people are consulted in making decisions in the parish.
	2. People at various levels in the parish participate in planning and decision-making activities.
	3. The parish has a documented plan for its program beyond the current year which has been communicated to parishioners.
	4. The parish meets its recurring expenses in a timely manner from operating income without the need for fundraising or bank loans.
	5. The parish maintains its plants and facilities in good condition and has a plan for future maintenance and contingencies.
	6. Parish facilities are adequate for the present and future needs of the parish, its people and its programs.
	7. The parish has active pastoral and finance councils which fulfill their responsibilities as outlined in the <i>Archdiocesan Pastoral and Finance Council Guidelines</i> . Current staff positions reflect the ministerial needs of the parish.
	8. Parishioners help care for and maintain parish grounds and facilities.
	9. Parishioners are given opportunities to share in leadership responsibilities by being empowered to use their skills and experiences for the good of the parish.
	10. The parish has sufficient qualified personnel to run its programs and meet the legitimate needs of the parishioners.
	11. The parish utilizes technology to improve the efficiency and effectiveness of its internal administrative and ministerial activities.
	12. The parish has written policies and procedures that enable continuity of operations and achievement of goals in the event of unexpected absences or turnover in positions (volunteer or paid).
	Overall Average Score

In your consideration of the strengths and weaknesses in this area you might reflect upon the following:

Does this parish present a balanced budget that provides a just wage for parish staff and reflects the priorities of the parish? Does the parish encourage "sacrificial giving" or "tithing"?

Are the parish facilities kept clean and in good condition?

Does the parish have an effective pastoral and finance council that represents the diversity of the parish?

Do parishioners participate and support local fund raising activities?

Does the parish leadership communicate the needs and financial condition of the parish to the parishioners?

Strengths:

Weaknesses:

Special Concerns:

ARQUIDIÓCESIS DE WASHINGTON

Encuesta sobre Vitalidad Parroquial

Por favor, escriba en el espacio de abajo.

1. Culto

Este indicador se refiere a la liturgia, los sacramentos y la vida devocional de la parroquia.

ESCALA PARA RESPONDER
1= Prácticamente ninguno; en un grado muy bajo
2= No mucho
3= Moderadamente
4= Mucho; a un alto grado
5= Extremadamente, a un grado muy alto

# Escala	El grado en que:
	1. La congregación participa conscientemente, completamente y activamente en la liturgia.
	2. El canto congregacional es una parte importante de cada misa de fin de semana.
	3. Las homilías son relevantes a las necesidades y preocupaciones de la gente.
	4. Los días de fiesta especiales son celebrados apropiadamente durante todo el año.
	5. Proporciona a sus parroquianos varias formas de expresión espiritual; por ejemplo: grupos de oración, novenas, días de recolección, misiones, oportunidades para compartir la fe, etc.
	6. Se visitan regularmente a las personas confinadas y a los enfermos con la Eucaristía y la Unción de los enfermos.
	7. El Rito de Iniciación Cristiana se está desarrollando e incluye a toda la comunidad parroquial.
	8. Opciones para confesiones frente a frente, servicios penitenciales comunales con confesiones individuales y el uso de la Escritura durante las confesiones están disponible para los parroquianos.
	9. La comunidad parroquial está envuelta en las celebraciones de bautismos, matrimonios, y funerales.
	10. El horario de Misas de fin de semana fomenta una liturgia de calidad, crea un sentimiento de unidad y comunidad y refleja el tamaño y diversidad de la comunidad.
	11. Los horarios de las misas diarias están de acuerdo a las necesidades de la gente y a las limitaciones de tiempo de los sacerdotes.
	12. La parroquia patrocina programas para el discernimiento de vocaciones regularmente.
	Puntaje Total Promedio

Al indicar sus fortalezas y debilidades en esta área, por favor considere lo siguiente:

¿Participa la congregación completamente, conscientemente, y activamente en la misa dominical?

¿Cuál es la calidad de la homilía, música, y el medio ambiente durante la misa dominical?

¿Qué tipos de liturgia son celebrados (tradicional, contemporánea, gospel, etc.)?

¿Los Días de Fiesta especial y las devociones se celebran durante todo el año?

¿Está el Rito de Iniciación Cristiana implementado y toda la comunidad está involucrada?

¿Están los enfermos y los confinados bien atendidos y visitados?

¿Está previsto un horario conveniente para el Sacramento de la Reconciliación (Confesiones) los sábados y domingos?

Fortalezas:

Debilidades:

Preocupaciones especiales:

ARQUIDIOCESIS DE WASHINGTON

Encuesta sobre Vitalidad Parroquial

Por favor, escriba en el espacio de abajo.

2. Educación

Este indicador se refiere a todos los esfuerzos que garanticen una formación continua en la fe para los parroquianos de todas edades.

ESCALA PARA RESPONDER
1= Prácticamente ninguno; en un grado muy bajo
2= No mucho
3= Moderadamente
4= Mucho; a un alto grado
5= Extremadamente, a un grado muy alto

# Escala	El grado en que:
	1. La parroquia patrocina su propia escuela o una escuela regional.
	2. La parroquia provee un Director, Coordinador o Ministro de Educación Religiosa calificado.
	3. La parroquia ofrece programas viables de instrucción religiosa para las familias, los niños y los jóvenes.
	4. La parroquia facilita y apoya el entrenamiento inicial y constante para sus catequistas.
	5. La parroquia anima y apoya a los padres como los primeros educadores religiosos de sus hijos.
	6. La parroquia tiene un ministerio viable para adolescentes y jóvenes adultos.
	7. La parroquia ofrece una variedad de oportunidades para las experiencias de aprendizaje de adultos (por ejemplo, Estudios Bíblicos, conferencistas, revistas, libros, etc.)
	8. La parroquia apoya a sus ministros laicos/voluntarios con programas de servicio regular y permanente.
	9. Los parroquianos colaboran en la preparación bautismal y matrimonial.
	10. La parroquia organiza catequesis y preparación sacramental para los parroquianos con discapacidades.
	11. La parroquia tiene programas que fortalezcan a los matrimonios y a las familias.
	Puntaje Total Promedio

Al indicar sus fortalezas y debilidades en esta área, por favor considere lo siguiente:

¿Patrocina la parroquia su propia escuela o una escuela regional?

¿Cuenta con un Director, Coordinador, o Ministro de Educación Religiosa?

¿Tiene un entrenamiento inicial y continuo para catequistas?

¿La parroquia proporciona a los parroquianos de todas las edades una formación continua en la fe?

¿Existe un programa de preparación bautismal y matrimonial; cuenta con la participación de parroquianos?

Fortalezas:

Debilidades:

Preocupaciones especiales:

ARQUIDIOCESIS DE WASHINGTON

Encuesta sobre Vitalidad Parroquial

Por favor, escriba en el espacio de abajo.

3. Comunidad

Este indicador se refiere a los esfuerzos de la parroquia para edificar un sentido fuerte de comunidad, implicando activamente a todos sus miembros en la vida parroquial y su búsqueda por los católicos que están alejados o inactivos.

ESCALA PARA RESPONDER
1= Prácticamente ninguno; en un grado muy bajo
2= No mucho
3= Moderadamente
4= Mucho; a un alto grado
5= Extremadamente, a un grado muy alto

# Escala	El grado en que:
	1. La parroquia tiene un programa organizado de bienvenida para nuevos miembros.
	2. Los parroquianos con discapacidades son incluidos en cada aspecto de la vida parroquial y sus ministerios.
	3. Personas de todas las razas son bienvenidas a participar plenamente en la vida y ministerio parroquial.
	4. Todas las funciones litúrgicas aprobadas están disponibles tanto a hombres como a mujeres.
	5. Los parroquianos comprenden su responsabilidad de invitar a otros a formar parte en el Señor y en la comunidad de creyentes.
	6. La parroquia tiene un programa de preparación para sus parroquianos sobre cómo visitar e invitar a otros al Señor y a la comunidad de creyentes.
	7. La parroquia impulsa regularmente los programas formales de evangelización como “La Luz está Encendida para Ti”, “Regreso a Casa para Navidad/Pascua”.
	8. La parroquia constantemente identifica los talentos e intereses de sus parroquianos.
	9. Las organizaciones parroquiales invitan regularmente a gente nueva a participar en sus actividades.
	10. Los parroquianos son animados a usar sus talentos por el bien de la parroquia.
	11. La parroquia involucra activamente a personas mayores, adolescentes y adultos en sus actividades.
	12. La parroquia cuenta con un censo preciso y actualizado del total de sus parroquianos.
Puntaje Total Promedio	

Al indicar sus fortalezas y debilidades en esta área, por favor considere lo siguiente:

¿Es la parroquia una comunidad acogedora para los visitantes y los nuevos feligreses?

¿Están sus esfuerzos enfocados en animar a los parroquianos a involucrarse en los ministerios y programas parroquiales?

¿Provee una dirección y una formación adecuada?

¿Contribuyen los parroquianos a la administración de la parroquia por medio de su tiempo, talento, y tesoro?

Fortalezas:

Debilidades:

Preocupaciones especiales:

ARQUIDIÓCESIS DE WASHINGTON

Encuesta sobre Vitalidad Parroquial

Por favor, escriba en el espacio de abajo.

4. Servicio

Este indicador se refiere a la eficacia de los esfuerzos parroquiales para identificar y cuidar de los pobres y los más necesitados de la parroquia y de la comunidad local.

ESCALA PARA RESPONDER
1= Prácticamente ninguno; en un grado muy bajo
2= No mucho
3= Moderadamente
4= Mucho; a un alto grado
5= Extremadamente, a un grado muy alto

# Escala	El grado en que:
	1. Alguien (el coordinador parroquial de Asuntos Sociales Parroquiales por ejemplo) o un grupo (por ejemplo la Sociedad de San Vicente de Paúl), ayuda a los feligreses para cubrir sus necesidades materiales.
	2. Los parroquianos responden cuando se les invita a ayudar como voluntarios en los varios servicios y programas parroquiales.
	3. La parroquia es sensible a las necesidades de las familias cuando se programan ministerios, eventos, y programas.
	4. Se hace conciencia de la enseñanza social católica a través de las homilias y la discusión formal de las encíclicas y los documentos de la Iglesia.
	5. La parroquia permite el uso de sus instalaciones para las reuniones de grupos comunitarios (por ejemplo, Alcohólicos Anónimos).
	6. La parroquia patrocina o promueve bancos de alimentos, campañas para la donación de sangre, etc.
	7. La parroquia llega a los que están en instituciones (por ejemplo, los hogares de ancianos, los hospitales, las prisiones, etc.) dentro de sus límites.
	8. Los parroquianos responden generosamente al llamamiento arquidiocesano y nacional por ayuda para los pobres y más necesitados.
	9. Los parroquianos participan en actividades de paz y justicia, actividades pro-vida, las campañas de registro de votantes y de envío de cartas a delegados, hermandad parroquial, misiones, etc.
	10. La parroquia invita a los fieles a examinar legislaciones locales, estatales y federales importantes a la luz de la enseñanza social católica.
	Puntaje Total Promedio

Al indicar sus fortalezas y debilidades en esta área, por favor considere lo siguiente:

¿Cuenta la parroquia con un ministro para los servicios militares o para la Sociedad de San Vicente de Paúl?

¿Apoya los bancos de alimentos, campañas para la donación de sangre, refugios para indigentes?

¿Se imparte y promueve la Enseñanza Social Católica a través de las homilias y programas de formación religiosa?

¿Existe un programa de divulgación para el discernimiento de vocaciones para el sacerdocio, diaconado o vida religiosa?

¿Apoya la parroquia las iniciativas pro-vida?

Fortalezas:

Debilidades:

Preocupaciones especiales:

ARQUIDIÓCESIS DE WASHINGTON

Encuesta sobre Vitalidad Parroquial

Por favor, escriba en el espacio de abajo.

5. Administración

Este indicador se enfoca en el manejo y en el proceso de toma de decisiones financieras de la parroquia.

ESCALA PARA RESPONDER
1= Prácticamente ninguno; en un grado muy bajo
2= No mucho
3= Moderadamente
4= Mucho; a un alto grado
5= Extremadamente, a un grado muy alto

# Escala	El grado en que:
	1. Se consulta a las personas con más conocimiento en la parroquia para la toma de decisiones.
	2. Personas de varios niveles en la parroquia participan en la toma de decisiones y planeación de actividades.
	3. La parroquia tiene un plan documentado y comprensible de sus objetivos parroquiales a largo plazo, y que ha sido comunicado a sus parroquianos.
	4. La parroquia cumple puntualmente con sus gastos ordinarios sin la necesidad de recaudaciones de fondos o préstamos bancarios.
	5. La parroquia mantiene sus espacios e instalaciones en buena condición y tiene un plan de mantenimiento constante.
	6. Las instalaciones parroquiales son adecuadas para las necesidades presentes y futuras de la parroquia, sus feligreses y sus programas.
	7. La parroquia tiene Consejo Pastoral y Financiero activo que cumplen con sus responsabilidades como se indica en la Pastoral Arquidiocesana y las directrices Financieras. Los actuales integrantes del consejo reflejan las necesidades ministeriales de la parroquia.
	8. Los parroquianos ayudan a cuidar y mantener el terreno parroquial y sus instalaciones.
	9. Se le da la oportunidad a los parroquianos de compartir en responsabilidades de liderazgo dándoles autoridad de usar sus habilidades y experiencia para el bienestar parroquial.
	10. La parroquia tiene suficiente personal calificado para ejecutar sus programas y atender las necesidades legítimas de los parroquianos.
	11. La parroquia utiliza la tecnología para mejorar la eficiencia y la eficacia de sus actividades administrativas y ministeriales internas.
	12. La parroquia tiene pólizas y procedimientos por escrito que permiten la continuidad de las operaciones y el logro de objetivos en el caso de ausencias imprevistas o cambio de personal (voluntario o asalariado).
	Puntaje Total Promedio

Al indicar sus fortalezas y debilidades en esta área, por favor considere lo siguiente:

¿Presenta la parroquia un presupuesto equilibrado que proporcione un salario justo para su personal y refleje las prioridades parroquiales? ¿Exhorta la parroquia el “dar con sacrificio” o “diezmo”?

¿Se mantienen las instalaciones parroquiales limpias y en buena condición?

¿Tiene la parroquia un consejo pastoral y financiero que represente la diversidad de la parroquia?

¿Participan los parroquianos y apoyan actividades locales para la recaudación de fondos?

¿Comunican los líderes parroquiales las necesidades y la condición financiera de la parroquia a los parroquianos?

Fortalezas:

Debilidades:

Preocupaciones especiales:

Join the conversation!

Stay connected. Live engaged.



Facebook

<http://www.facebook.com/adw.org>

Twitter

<http://www.twitter.com/WashArchdiocese>

Blogs

<http://blog.adw.org>

<http://cardinalsblog.adw.org>

YouTube

<http://www.youtube.com/WashArchdiocese>