**Spirituality and Worship Commission**

**PPC Group Discussion – Unity Hall, May 14, 2018**

Present: Joe Discipio, Clare Froemel, Mary Joscelyn, Barb Kalnes, and Donna Mulvena

Notes prepared by Barb Kalnes

There is no better time than now to build and strengthen our parish leadership, right from where we are in the current life of each ministry. Identification, recruitment, and development of new lay leadership will require a custom approach to meet the needs of any specific ministry. Term limits should be introduced as a means to refresh and expand leadership opportunities. A concern was expressed that some leaders have been known to take over a ministry, and this can limit recruitment and ministry growth.

Other discussion points included the following:

* **Begin by understanding your ministry**; what motivates you to commit, serve, and grow?
* What gifts/attributes are advantageous to developing new leaders?
* **Develop a custom plan for each ministry**, for leadership identification, recruitment, engagement, ongoing education/formation. Clare Froemel noted that several ministries in the Spirituality/Worship Commission require formal training and ongoing formation.
* **Sign up Sunday has not been effective.** What other means might be more successful?
* Ask others for ideas/referrals to potential new leaders? Introduce yourself and explain your leadership role to another? Recognize similar leadership attributes in others?

Extend one-on-one invitation for someone to consider joining a ministry?

* **IDEA TO CONSIDER: MAKE YOUR CASE FROM THE PULPIT**. In four consecutive weeks, link the Gospel/homily with a particular Commission ministry overview, presented to the congregation by a Commission leader during mass. This would highlight the ministry invitation we wish to convey, and reach the widest circle of regular churchgoers.
* **UNITY HALL GATHERINGS AFTER WEEKEND MASSES TO MEET MINISTRY LEADERS**. Those who are interested to learn more about ministry opportunities would come to Unity Hall right after mass to meet various Commission representatives, and discuss with them some components and benefits of ministry leadership.
* **Timely, well-coordinated announcements reinforce the invitation to join a ministry**. In the bulletin, presider’s final comments, website features, facebook mentions, and others – all will underscore the need and value of widening commitment to ministry.

Our group felt that the majority of regular churchgoers might not even realize the need to expand ministry participation. Perhaps, for many, there are more than enough lay volunteers already engaged in this bustling parish. **Increased awareness will help build involvement**.

On the topic of communication, several members of **our** **group emphasized the** **need to improve communications both within and between various ministries.** Furthermore, they did not feel that the Commission groups’ recommendations were conveyed consistently to the Pastoral Council. Finally, one group member stated that some on the SFX parish staff have been short when speaking with lay volunteers. This person does not feel that some staff members “know the impact of their harsh responses to lay volunteers.” We agreed that increased sensitivity to each other’s roles and responsibilities would help advance our mutual interests.