

Archdiocese of Newark

Parish Evaluation of Standards, including the

The 28 Principles

(Long Form)

Please use the pages that follow to do two things:

- To initiate prayer and faith-sharing experiences based on the major topics of the Standards and the 28 Principles. Holy water, a Bible and a lighted candle are suggested for each prayer and faith-sharing experience.
- To evaluate your parish's experience of Spiritual Life, Education and Formational Life, Life of Service, Parish Community Life, Administrative Life, Pastoral Life Ministry and the Standards established by the Task Force on Parishes for the New Energies Project. Your evaluations will be used for cluster planning.

Name of your parish _____ City _____

Name of your cluster parish: _____ City _____

Name of your cluster parish: _____ City _____

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SPIRITUAL LIFE

The Christian faithful are those who have been incorporated in Christ through baptism and, thus, constituted as the people of God. As sharers in Christ's priestly, prophetic and royal office in their own manner, they are called to exercise the mission which God has entrusted to the Church. The Christian is called to fulfill the mission in the world, according to each one's state in life. (Canon 204)

Basic to the mission is the spiritual foundation of each Christian. The individual Christian finds oneself in a parish community where that person is nourished supported, and formed. These elements are found in worship, evangelization, stewardship, baptismal call and call to holiness.

Name of your parish _____ City _____

Name of your cluster parish: _____ City _____

Name of your cluster parish: _____ City _____

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Prayerful Reflection—Spiritual Life

We are on a faith journey as we begin to plan how we will reflect the mission of Jesus Christ in the future. Each parish is an expression of the mission and ministry of Jesus. We gather to further his mission and to continue to build the Reign of God on earth.

Begin the session by inviting each person to bless him or herself, making the Sign of the Cross with the Holy Water at the table.

We gather in the name of Christ. We remember his death-resurrection and his sending the Spirit to be with us until the end of time.

Light a candle near the Bible to remind us of the Spirit's presence.

Planning is about seeing. It is about seeing all the good we have done. It is about seeing how God's grace has been present in our lives and in our parish. Read and reflect on the following Gospel passage:

“They (Jesus and the Apostles) came to Bethsaida. Some people brought a blind man to Jesus and begged him to touch him. He took the blind man by the hand and led him out of the village; and when he had put saliva on his eyes and laid his hands on him, he asked him, “Can you see anything?” And the man looked up and said, “I can see people, but they look like trees, walking.” Then Jesus laid his hands on his eyes again; and he looked intently and his sight was restored, and he saw everything clearly. Then he sent him away to his home...” (Mark 8:22-26)

For reflection and sharing:

1. On your faith journey when were you blind to God's presence? As you look back when were you most aware of God's presence? Who or what helped you to see?
2. What role has the parish community played in your faith journey? When have you felt most connected to others on your journey?
3. What do you think are the core values of your parish community?
4. What collaborative projects have happened in your parish?
5. What do you think are the “blind spots” in your parish?
6. What three hopes do you have for your parish in the future?
7. What gifts do you bring to your parish community?

Pray the Lord's Prayer

Write any notes you want to keep from your reflection and sharing.

**Worship
 Liturgy**

Principle 1 Liturgy is a priority in parish life and responds to the riches of the culture and heritage of the parish.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Preaching speaks to the life of the parishioners. b. Eucharist is celebrated with prayerfulness and dignity. c. Parish diversity is available to present good liturgy. d. Various forms of devotional prayer are fostered.			

**Worship
 Sacraments**

Principle 2 Sacramental celebrations reflect the cultural heritage of the people assembled.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. RCIA is the formation experience for those adults seeking the Sacraments of Initiation. b. The Sacrament of Reconciliation is encouraged with adequate times available. c. Marriage preparation is sufficient. d. Anointing of the Sick is celebrated communally and when requested. e. Funerals are celebrated with compassion and understanding. f. Archdiocesan Policies on sacraments of initiation are followed.			

Worship
Music

Principle 4 Music is recognized as essential in liturgy and there is financial support.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Parish music ministers enable the assembly in its sung prayer. b. There are worthy instruments able to support assembly's singing. c. There is a competent director of liturgical music. d. Choice of music reflects diverse culture and spiritual traditions in the parish.			

Evangelization

<p>Principle 5</p> <p>Evangelization is recognized as an essential aspect of the life and mission of the parish.</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <p>a. Parish leadership and membership is formed in a vision of evangelization.</p> <p>b. The parish encourages racial and ethnic harmony.</p> <p>c. Newcomers are welcomed.</p> <p>d. Efforts are made to reach out to the alienated, inactive and the unchurched.</p>			

Stewardship

Principle 6 Parishioners give of their time, talent and treasure to support the Church's mission	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. There is ongoing education occurring b. Obstacles to promoting stewardship are faced and dealt with openly.			

Baptismal Call

Principle 7 Children, youth and adults are made aware of the various options for professional Church ministry	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Vocational education is an integral part of religious education and parochial school curriculum. b. Vocations Office is welcomed to share information. c. Parishioners are celebrated in their vocational response in marriage, single life and celibate life.			

Call To Holiness

Principle 8 The parish supports and nurtures the spiritual life of the parish community	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. There are opportunities for individuals and families to join others for prayerful support. b. Programs for personal spiritual formation are provided on a parish and/or inter-parish basis. c. Diverse spiritual traditions present within a parish are appreciated and fostered. d. There is an outreach to learn the spiritual needs of the parish.			

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EDUCATIONAL AND FORMATIONAL LIFE

Programs of life-long education and catechetical formation, including sacramental preparation and Catholic schools shall be available through cooperative efforts between and among parishes, if not provided on a stand alone basis. It is essential that the parish have the ability to foster a sense of vocation, of eagerness to live out the basic baptismal commitment to service whatever one's state in life. A parish does this through education and catechetical formation.

Name of your parish _____ City _____

Name of your cluster parish: _____ City _____

Name of your cluster parish: _____ City _____

Name of your cluster parish: _____ City _____

Prayerful Reflection—Educational and Formational Life

We are on a faith journey as we begin to plan how we will reflect the mission of Jesus Christ in education and formation. Each parish is an expression of the mission and ministry of Jesus through its education and formation ministry. We gather to further his mission and to continue to build the reign of God on earth.

Begin the session by inviting each person to bless him or herself, making the Sign of the Cross with the Holy Water at the table.

We gather in the name of Christ. We remember his death-resurrection and his sending the Spirit to be with us until the end of time.

Light a candle near the Bible to remind us of the Spirit's presence.

Education and formation are essential parish ministries. Jesus, particularly in Matthew's Gospel, is the teacher *par excellence*. Listen as the Gospel is proclaimed:

“...Jesus saw the crowds...he began to speak and taught them, saying:
Blessed are the poor in spirit, for theirs is the kingdom of heaven.
Blessed are those who mourn, for they will be comforted.
Blessed are the meek, for they will inherit the earth.
Blessed are those who hunger and thirst for righteousness, for they will be filled.
Blessed are the merciful, for they will receive mercy.
Blessed are the pure in heart, for they will see God.
Blessed are the peacemakers, for they will be called children of God.
Blessed are those who are persecuted for righteousness' sake for theirs is the kingdom of heaven.” (Matthew 5:3-10)

For reflection and sharing:

1. How does your parish educate and form the community to live out the beatitudes?
2. How does it educate and form people at various stages of their faith life journey?
3. How does your parish demonstrate that it values lifelong faith formation and education?
4. What gifts do you contribute to your parish's faith formation and education programs and processes?

Pray the Lord's Prayer

Write any notes you want to keep from your reflection and sharing.

Education And Formation

<p>Principle 9</p> <p>The parish implements a comprehensive plan for the religious formation and education of the entire faith community.</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <p>a. A comprehensive well-integrated catechetical plan exists which provides opportunities for all parishioners to encounter the Gospel message</p> <p>b. Adequate funds, resources, staff and space are allocated to implement the catechetical plan</p> <p>c. Catechetical programs are evaluated on a regular basis</p> <p>d. Assistance is provided to parents in understanding their role as ministers to their children in the formation of Christian values.</p>			

Parochial School

Principle 10 An essential ministry is to nurture the faith of families through parochial schools; either in a parish, co-sponsored or a neighboring school.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Parents are encouraged to be involved in the Catholic school. b. Pastors and pastoral staff of the parish are involved with the school. c. Cooperative planning exists between school and parish staff for sacramental preparation. d. If in a co-sponsored situation, the parish supports the school spiritually and in other appropriate ways.			

Educational Leaders

Principle 11 All catechists have appropriate preparation as well as practical experience.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Parish directors of Religious Education have appropriate education, ability and experience to provide catechist formation and effective administration of religious education programs. b. All catechists are skilled and knowledgeable. c. Catechists are intrinsic to the Gospel, active in parish life and faithful to the teaching of the Church. d. Parish priests and permanent deacons are actively involved in ongoing formation.			

Catechetical Programs

<p>Principle 12</p> <p>The programs and materials used in religious education are consistent with Church teachings.</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <ul style="list-style-type: none"> a. The essential elements of the Christian message are faithfully presented. b. Catechesis encourages service and works towards social justice.. c. Catechesis fosters ecumenism. d. Catechetical programs imply models and methodologies which are sensitive to the abilities and the local cultural needs of participants. e. There are active sacramental preparation programs. 			

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LIFE OF SERVICE

Members of the parish are called to become ministers through their reception of the sacraments of initiation: Baptism, Confirmation and Eucharist. The most significant place for that ministry to take place is in the everyday life of parishioners seeking to renew society with the spirit of the Gospel. The parish community must also acknowledge and promote ministry which is directed to, for and with the sick, the dying, the disabled, the afflicted, the lonely, the alienated, and the unborn. The parish must also promote family life, catechesis, education and action on behalf of justice for all.

Name of your parish _____ City _____

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Prayerful Reflection—Life of Service

Service and justice are constitutive elements of the Gospel. It is impossible to be a disciple without reaching out to others and thus furthering the Reign of God. On our faith journey we come across many needs of the human community and many ways to meet those needs. As a parish how do we embrace a discipleship of service?

Begin the session by inviting each person to bless him or herself, making the Sign of the Cross with the Holy Water at the table.

We gather in the name of Christ. We remember his death-resurrection and his sending the Spirit to be with us until the end of time.

Light a candle near the Bible to remind all of the Spirit's presence.

Serving God is about serving one's neighbor. As we begin to evaluate how we reflect the Gospel mandate to serve, let us listen to the Word of God:

“Come all you that are blessed by my Creator, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me. Then the righteous will answer him, ‘Lord when was it that we saw you hungry and gave you food or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing?...And the king will answer them, ‘Truly I tell you, just as you did it to my family, you did it to me.’”
(Matthew 25:34-45)

For reflection and sharing:

1. On your faith journey when have you seen needs and responded to them? Describe the situation?
2. What role has your parish community played in helping you to serve others?
3. What collaborative projects have you done in service of others?
4. What are three hopes that you have related to being a servant parish?
5. How familiar are you with Catholic Social Teachings?
6. What ecumenical involvement has your parish had?
7. How have you gotten involved in Respect Life issues?

Pray the Lord's Prayer

Write any notes you want to keep from your reflection and sharing.

Social Teaching Education

Principle 13 The parish provides for the education and formation of its people in the social teachings and tradition of the Church.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Religious education programs integrate social teaching at every level. b. Racial and ethnic harmony is addressed as a priority. c. An organized program of instruction in social teaching has been implemented discussing issues in light of Catholic Social Teaching.			

Public Life

<p>Principle 14</p> <p>The ministry of the parish reflects political and public dimensions of our faith, encouraging the faithful to work for justice in their own public lives.</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <ul style="list-style-type: none"> a. The call to be responsible citizens is acknowledged and highlighted. b. There is a social justice committee in place. c. The social justice committee has an agenda of social change. 			

Responding To Human Needs

<p>Principle 15</p> <p>The parish focuses on the human needs of its own members and the needs all the poor and marginalize.</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <ul style="list-style-type: none"> a. Organizations are in place to provide service in response to human needs, e.g. food pantries, soup kitchens, shelter, or in support of parishes or organizations which have these services. b. There are programs which minister to the sick, bereaved and homebound. c. Parishes reach out to the poor, the newcomer, the needy and the disabled. d. Parish is aware of and makes use of local, national and international helping effort e. Parish responds to needs of families in crisis. 			

Respect For Life

Principle 16 Concern and respect for life is integrated into parochial life.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Educational opportunities concerning respect for life issues, from conception to natural death, are offered to the parish. b. A consistent ethic of life is promoted and expressed for those who are most vulnerable in particular the unborn. c. Christian family life is fostered in all its dimensions (traditional, single-parent, widowed and never married). d. Non-violent behavior, language and life choice is fostered in the family.			

Ecumenical And Interfaith

Principle 17 The parish engages in education for Christian unity and in ecumenical activities.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. Parish leadership is represented in local ecumenical associations. b. The parish conducts and participates in ecumenical services. c. Parish leadership promotes understanding of other non-Christian religious groups, particularly those represented in the local community. d. The specific interfaith concerns of spouses and families are met.			

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PARISH COMMUNITY LIFE

The parish has an awareness of its youth, young adult and adult members. There is an effort on the part of the parish to actively include all members of the parish in the various activities that make up the parish.

Name of your parish _____ City _____

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Name of your cluster parish: _____ City _____

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Prayerful Reflection—Parish Community Life

Our faith journey is a life-long process. Parishes that effectively witness to the Gospel reach out to all age groups especially youth, young adults, families and to the special needs of men as well as women. How does the parish provide assistance so that all may be active disciples of Jesus Christ?

Begin the session by inviting each person to bless him or herself, making the Sign of the Cross with the Holy Water at the table.

We gather in the name of Christ. We remember his death-resurrection and his sending the Spirit to be with us until the end of time.

Light a candle near the Bible to remind all of the Spirit's presence.

While there are different needs in the parish and various ages of people who need to be nurtured in discipleship, we are all one body. St. Paul provides the image of unity as well as the diversity of gifts in the following reading.

“For by the grace given to me I say to everyone among you not to think of yourself more highly than you ought to think, but to think, with sober judgment each according to the measure of faith that God has assigned. For as in one body we have many members, and not all the members have the same function, so we, who are individuals, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us; prophecy, in proportion to faith; ministry, in ministering; the teacher in teaching, the exhorter, in exhortation; the giver in generosity; the leader in diligence; the compassionate, in cheerfulness.”
(Romans 12:3-8)

For reflection and sharing:

1. In your household how do you see individuals of various ages living their faith? What gifts do they portray?
2. What good things does your parish do for those various the youth, young adults and families to empower them to be disciples?
3. What three things do you think your parish values most?
4. Whose gifts are tapped in the parish?
5. What is your greatest hope related to involving young people in your parish?

Pray the Lord's Prayer

Write notes you want to keep from your reflection and sharing.

Youth Ministry

Principle 18 There is a comprehensive pastoral ministry for youth.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. The parish alone or with other parishes has a qualified Youth Minister. b. The parish provides for training and formation opportunities and materials for all those involved in youth ministry. c. All adults who minister with youth are faithful Roman Catholics, witnesses of the Gospel and active in parish life.			

Young Adult Ministry

Principle 19 The parish community fosters pastoral ministry with young adults.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. An effort is maintained to engage young adults in all aspects of parish life. b. Young adults are encouraged to engage in activities which enhance their faith life. c. There is a program for young adults who are beginning their faith journey.			

Women’s/Men’s Groups

Principle 20 Effective ministry to the women and men of the parish is present.	Present Activity	1=going strong 2=adequate 3=needs help 4=let’s begin	Notes for Planning
Indicators: a. Membership in parish organizations includes people of all representative ages and neighborhoods within a parish. b. Meetings include prayer, information, education, entertainment and social fellowship. c. The activities of the women’s and men’s clubs respond to the concerns of the individual, the family, the parish, the community and the archdiocese.			

Family Life

Principle 21 There is a comprehensive pastoral outreach to the families who are part of the parish community.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. The parish helps make the connection between the parish community and the church of the home. b. Parish programs, policies, ministries and services that family needs into account by providing before and after school care, Rainbows for All God's Children, etc. c. An advocate for family life is present to parish staff.			

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ADMINISTRATIVE LIFE

The parish community shall ensure proper and just fiscal administration, business, personnel and property management in response to the parish community's commitment of time, talent and treasure.

It is important that the Finance Council, the Pastor and Pastoral Staff and the Parish Pastoral Council maintain a collaborative relationship. These areas of leadership must take responsibility for being creative in responding to the needs of parishioners.

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Prayerful Reflection—Administrative Life

The Administrative Life of the parish is what makes it thrive. One can have many wonderful ideas about mission and ministry, but unless there is a way to make it work, the ideas are just that, ideas. Parishes that effectively witness to the Gospel are well organized and empower ministers to be people of Word, Worship and Service. The ministry of administration is essential to effective parishes.

Begin the session by inviting each person to bless him or herself, making the Sign of the Cross with the Holy Water at the table.

We gather in the name of Christ. We remember his death-resurrection and his sending the Spirit to be with us until the end of time.

Light a candle near the Bible to remind all of the Spirit's presence.

In the Acts of the Apostles we read that as the community grew, the original disciples realized that they need help in serving all the needs of the community, so they chose seven more people to serve. Listen as the reading from Acts is proclaimed.

“Now during those days, when the disciples were increasing in numbers, the Hellenists complained against the Hebrews because their widows were being neglected in the daily distribution of food. And the twelve called together the whole community of the disciples and said, “it is not right that we should neglect the word of God in order to wait on tables. Therefore, friends, select from among yourselves seven men of good standing full of the Spirit and of wisdom, whom we may appoint to this task, while we, for our part, will devote ourselves to prayer and to serving the word.” (Acts 6:1-4)

For reflection and sharing:

1. When have you been asked to serve because the needs of the community were increasing?
2. What talents do you have for administration?
3. What gifts might you be able to contribute to the running of the parish?
4. What core values do you think those involved in administration should have?
5. Name three essential qualities you think someone who contributes in any way to the administration of a parish should have?

Pray the Lord's Prayer

Write any notes you want to keep from your reflection and sharing.

Finance Council

<p>Principle 22</p> <p>There is a Finance Council in place that consults with the Pastor on major financial decision, budget development and major maintenance schedule.</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <ul style="list-style-type: none"> a. The Finance Council is in place and consults with the Pastor. b. There is a finance plan of action place. c. There is a study in place that analyzes the costs associated with the operating parish facilities and finds such operations cost efficient. d. Parish priorities are reflected in financial decisions. e. The focus of the Financial Council reflects an interest in both managing costs and developing revenue. 			

Parish Pastoral Council Leadership

Principle 23 Pastoral leadership encourages the fullest possible collaboration of clergy, religious and laity in their common mission.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. The Parish Pastoral Council is in place which allows participation of parishioners and staff in the planning and decision-making processes b. The Council reflects the social and ethnic mix of the parish. c. Council members are encouraged to receive training and formation as parish leaders. d. The Parish Pastoral Council evaluates and responds to the needs of the parish.			

Financial Stability

Principle 24 The parish is able to support its ministerial outreach and maintain the parish facilities.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. The parish offers just and fair wages to its employees. b. The parish is able to pay its debts within a reasonable time. c. All Archdiocesan financial obligations are met. d. The parish is not overly dependent on special fundraising activities. e. The parish ensures proper fiscal administration, business management and maintenance.			

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PASTORAL LIFE MINISTRY

There can be no ministry without ministers. Clergy and religious have traditionally ministered to others. Today, we acknowledge that all baptized persons, in addition to the primary call to evangelize and transform the world, are also called to serve within the Church. Some are called to official ministries.

It is important that the Finance Council, the Pastor and Pastoral Staff and the Parish Pastoral Council maintain a collaborative relationship. These areas of leadership must take responsibility for being creative in responding to the needs of parishioners.

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Prayerful Reflection—Pastoral Life Ministry

Pastoral Life Ministry of the parish looks at the ministers. Clergy, religious and laity are challenged to build up the Church and transform the world. They are all called to have a collaborative relationship with one another by using their particular gifts for the good of the whole.

Begin the session by inviting each person to bless him or herself, making the Sign of the Cross with the Holy Water at the table.

We gather in the name of Christ, remembering his death-resurrection and his sending of the Spirit to be with us until the end of time.

Light a candle near the Bible to remind all of the Spirit's presence.

St. Paul points to the many gifts needed to build and become the Body of Christ.

“Now there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit, for the common good. To one is given through the Spirit the utterance of wisdom, to another faith by the same Spirit, to another gifts of healing by the same Spirit, to another working of miracles, to another prophecy, to another the discernment of spirits... All these are activated by one and the same Spirit, who allots to each one individually just as the Spirit chooses.” (I Corinthians 12:4-11)

For reflection and sharing:

1. Are the gifts St. Paul names the same gifts we need today? If not, discuss the gifts needed for the Church and the world today.
2. What gifts do you see in the ministers who serve your parish?
3. How are these gifts blended to serve the parish and beyond?
4. What role have the parish ministers played in your faith journey?
5. How have people grown in their ministries from your perspective?
6. What do you think are the core values of the those who minister in your parish?

Pray the Lord's Prayer

Write any notes you want to keep from your reflection and sharing.

Ministerial Plan

<p>Principle 25</p> <p>A ministerial plan is in place which ensures there are competent people prepared to meet the ministerial needs of the parish..</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <p>a. There is a parish plan or a cooperative plan with other parishes to meet the ministerial needs of the parish(es).</p> <p>b. There is a knowledge of the ever changing needs of all those to whom the parish is called to minister.</p>			

Families Per Priest

Principle 26 A parish should have no more than 1200 registered families per priest and no less than 400	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: a. How well do parishes measure up to this principle			

Professional Pastoral Staff

<p>Principle 27</p> <p>Each parish professional ministerial staff person is fully qualified and approved by the appropriate Archdiocesan Office. Such staff are: Director of Religious Education; School Principal and Teachers; Liturgy Coordinator; Church Musician; Youth Minister.</p>	<p>Present Activity</p>	<p>1=going strong 2=adequate 3=needs help 4=let's begin</p>	<p>Notes for Planning</p>
<p>Indicators:</p> <ul style="list-style-type: none"> a. Pastoral Staff are recommended by and/or processed by appropriate Archdiocesan Office. b. Pastoral Staff are encouraged to participate in Archdiocesan, regional and national formation. c. Credentials are examined as part of interview d. All references are followed through on to ensure proper background. e. There is in place adequate support staff to work with Professional Pastoral Staff. 			

Parish Staff

Principle 28 Parish staff meets regularly to pray together, share their experiences and develop administrative decisions and direction.	Present Activity	1=going strong 2=adequate 3=needs help 4=let's begin	Notes for Planning
Indicators: <ul style="list-style-type: none"> a. Parish staff meet at least once a month b. Prayer is an integral part of each meeting c. An agenda is provided before each meeting d. Decisions are made that enable the implementation of a direction to move forward e. Opportunities are provided for relaxation and socializing with the staff f. Summary notes are shared after each meeting to keep a record for all decisions 			

Archdiocese of Newark

Parish Evaluation of Standards, including the The 28 Principles

ASSUMPTIONS AND STANDARDS

Name of your parish _____ City _____

Name of your cluster parish: _____ City _____

Name of your cluster parish: _____ City _____

Name of your cluster parish: _____ City _____

Prayerful Reflection—Assumptions and Standards

The Assumptions and Standards part of the evaluation process gives us an opportunity to reflect on the entire picture of our parish. It calls us to reflect on the value of planning and sharing with one another. It helps us to look at the “big picture” and not get preoccupied with our individual parish.

Begin the session by inviting each person to bless him or herself, making the Sign of the Cross with the Holy Water at the table.

We gather in the name of Christ, remembering his death-resurrection and his sending of the Spirit to be with us until the end of time.

Light a candle near the Bible to remind all of the Spirit’s presence.

Mark’s Gospel reminds us of how Christ can do so much with the little we have to share. The “Feeding of the Five Thousand” is a good indication of what the Spirit of God in Christ can do when people share what they have for the good of others.

“When he disembarked and saw the vast crowd, his heart was moved with pity for them, for they were like sheep without a shepherd; and he began to teach them many things. By now it was already late and his disciples approached him and said, “This is a deserted place and it is already very late. Dismiss them so that they can go to the surrounding farms and villages and buy themselves something to eat.” He said to them in reply, “Give them some food yourselves.” But they said to him, “Are we to buy two hundred days’ wages worth of food and give it to them to eat?” He asked them, “How many loaves do you have? Go and see.” And when they had found out they said, “Five loaves and two fish.” So he gave orders to have them sit down in groups on the green grass. The people took their places in rows, by hundreds and by fifties. Then taking the five loaves and the two fish and looking up to heaven, he said the blessing, broke the loaves, and gave them to his disciples to set before the people; he also divided the two fish among the all. They all ate and were satisfied. And they picked up twelve wicker baskets full of fragments...” (Mark 6:34-43)

For reflection and sharing:

1. How did the disciples solve a problem of limited resources? Who contributed to Jesus’ feeding so many?
2. People shared the limited resources they had. As a result of that Jesus blessed what the people offered and it miraculously feed thousands. In what ways are our resources limited? In what ways are they abundant? How are we called to share?
3. Which of the Standards or Principles is challenging you and as a parish to stretch to better reflect what it means to live Christ’s mission and ministry today?

Pray the Lord’s Prayer

Write any notes you want to keep from your reflection and sharing.

Please study the Assumptions listed below and respond to the questions or statements related to the Standards.

ASSUMPTIONS AND STANDARDS DEVELOPED BY THE TASK FORCE ON PARISHES TO EVALUATE CLUSTER SUGGESTIONS IN THE 2ND ROUND

ASSUMPTIONS

Assumptions inherent in this process include:

1. Planning is an on-going process which is not employed only in a crisis.
2. When planning begins at the local level there is more ownership for it and less resistance.
3. All parishes will be more effective, if they plan for the future.
4. If and when mergers are needed in the future, they will be less traumatic and more natural, if people and parishes have already been in relationship with one another.
5. As a matter of fact, some mergers in the future will be suggested by parish partners as the best way to exist in the future.
6. Parishes will be stronger and more effective, if they work together.
7. Strong pastoral leadership is needed for planning to succeed.
8. Parishes do not exist for themselves, but as a presence of Christ and the Church to the local area.
9. The vision of Church must be larger than one's own local community.
10. The proper resources will be provided to insure successful written and oral communication other than English (e.g. Spanish, Korean, Polish, Creole, Portuguese, etc.).

EVALUATION OF STANDARDS

STANDARDS**

- 1. The 28 Principles will be used to evaluate parish life with the expectation that the principles are or will be incorporated into the fiber of parish life within a reasonable time. The principles can be met at the individual parish level or by the cluster of parishes, if appropriate.**

The Long or Short Form for Evaluating the 28 Principles will be submitted to the Task Force on Parishes in the portfolio developed and submitted as a cluster.

- 2. Parishes need to consider their geographic proximity to other parishes when planning for the future. This is done in light of good stewardship of resources.**

How close is your nearest parish or if several are near-by note their proximity and any uniqueness associated with them. (e.g. Catholic school, size, ethnic or cultural composition, outstanding ministries, religious community involvement, etc.)

Name the parishes in close proximity, if any that are not cluster partners with you.

- 3. There is the expectation that parishes will have at least 500 people participating in Sunday liturgy every weekend, or if this is not the case, that there is a plan in place for evangelization and welcoming people in to the worshipping community to achieve the goal.**

Please comment on this Standard as it relates to your parish.

- 4. The parish should be financially stable or must have a plan moving toward financial stability approved by the Archdiocesan Finance Office. (This does not preclude Archdiocesan subsidies or subsidies from other parishes being given to parishes that have fewer resources.) (This is related to Principles 22 and 24.)**

Please comment on the financial stability of your parish or refer to your evaluation related to Principles 22 and 24.

- 5. There is a realistically fundable plan to provide capital improvements to aging facilities. (Related to Principles 22 and 24)**

Please comment on needed capital improvements for your parish or refer to your evaluation related to Principles 22 and 24.

- 6. Suggestions from parish clusters to the Task Force on Parishes must consider realistic staffing configurations.**

Please comment on your evaluation of staffing needs and what you might like to see accomplished in cluster planning related to staffing for ministry.
