

Parish — Toolkit

Building a Missionary Disciple
Culture at Your Parish



Real Presence
Real Future



“With all humility and gentleness, with patience, bearing with one another through love, striving to preserve the unity of the Spirit through the bond of peace: one Body and one Spirit, as you were also called to the one hope of your call; one Lord, one faith, one baptism; and one God and Father of all, who is over all and through all and in all.”
Ephesians 4: 2-6

Introduction

At his ordination, Bishop Fernandes introduced his two priorities for the Diocese of Columbus: Evangelization and an increase in Vocations. Building a culture of missionary disciples at the parish level will help achieve both of these priorities. The parish toolkit is a collection of resources and best practices for use by pastors, staff, and lay leaders to help build or continue building a missionary disciple culture at your parish. This toolkit is meant to be a guide for you as you discern which initiatives to consider implementing or continue at your parish. Pastors are encouraged to reach out to Liz Christy at the Office of Evangelization echristy@columbuscatholic.org for assistance in going through the toolkit and developing a missionary disciple formation strategy with your staff and parish leadership. We will meet with you to review the toolkit, work on a plan, and help connect you to important resources for missionary disciple formation. These meetings are especially helpful for pastors and parish transition teams as they go through RPRF mergers, closures, and other transitions.

- I. Developing a Parish Strategy for Missionary Disciple Formation
- II. Pastor, Parish Staff, and Parish Leadership Formation
- III. Pre-Evangelization Best Practices
- IV. Six Elements of Missionary Disciple Formation
 - a. Kerygmatic Encounter
 - b. Ongoing Spiritual Formation in the Sacraments and Prayer
 - c. Missional Training
 - d. Discipleship Small Group
 - e. Ongoing Catechesis
 - f. Ongoing Scripture Study
- V. Parish Schools
- VI. Lay Missionaries in the Parish and School
- VII. Parish Media Best Practices
- VIII. Parish Discipleship Metrics
- IX. Vocabulary and References



I. Developing a Parish Strategy for Missionary Disciple Formation

At the heart of the mission of the Church, is the Great Commission: to proclaim the Gospel of Jesus Christ and form missionary disciples. Every parish shares in this great mission. The primary means by which the Diocese of Columbus will reach all souls in need of Christ is to form and equip all the baptized as missionary disciples. Formation for mission happens primarily in parishes. The Real Presence, Real Future initiative allows the church of Columbus to look at parish life and formation strategically, to form and equip parishioners to live and witness to the faith in our days. As such pastors, parish staff, and parish leadership are invited to develop a strategy on how to form missionary disciples in their parish. The formation of missionary disciples entails six key elements (kerygmatic encounter, ongoing formation in the sacraments and prayer, missional training, discipleship small groups, ongoing catechesis, and ongoing scripture study). Parish strategies prudently begin with an honest assessment of the parish, the needs for pastor and staff formation, and building an atmosphere of pre-evangelization that welcomes people to encounter Christ and the Church and begin the beautiful path of discipleship. Additionally, parish strategies will incorporate models for the formation of parish school staff and faculty, best practices for social and digital communication, and the help of partnerships with lay apostolates and missionaries. This toolkit is designed to provide models for these different elements of building a parish strategy for missionary disciple formation.

Initial Assessment of the Parish Needs

Every parish is unique. Parishes are shepherded by pastors who are faithful to the Church and have unique visions and charisms. Because of this uniqueness, strategies must be tailored by the pastor and parish staff to address the reality of the parish while also offering the essential elements of disciple formation. The Parish Toolkit proposes multiple models for each of the six elements of missionary disciple formation so that pastors and parish staff can identify effective models for their parish. The first step in developing a strategy is to identify the unique culture of the parish.

Initial Parish Assessment Questions

- Do we see the parish as all of the people in the geographic area of the parish?
Who is in our area?

- What is the age demographic of the parish? Does it consist mostly of young families, senior citizens, young adults, single persons, etc.? What are the demographics of the geographic area or the parish?

- What are the ethnic groups within the parish? Is there a dominant ethnic group? What other ethnic groups are significantly present in the parish?

- Is the parish rural, suburban, inner-city, territorial, and/or a destination parish?

- What is the vision of the pastor and his team?
Is there a particular spirituality, which forms his vision for the parish?

- What are the major areas of concerns and dreams for the pastor and parish staff?
What areas of parish life and faith life are in the heart of the pastor?

- What are the five core values of the parish vision?

- What is the history of the parish and of previous pastors' visions for the parish?

- What strategies or emphases have been used in the past?
What has worked and what hasn't worked? Why?

- Is the pastoral council or a leadership team currently involved in missionary disciple initiatives? Discuss the current structure and what else may be needed.

Additional Parish Assessment Areas

The Individual and/or the Family: Evangelization is almost always directed towards the person. Individuals encounter the Lord and receive the call to conversion and discipleship. However, sometimes whole families encounter Christ, either together or through the conversion of an individual. Based on the parish demographics and the pastor's vision, part of the parish assessment is whether to use a strategy that focuses on the individual, on families, or both. Models can be adapted to engage the whole family. This is an important question to address before developing the parish strategy.

- Is the parish mostly families, singles, or a mix of both?

- Do we want to specifically focus on families or tailor our models to be used with families?

- If the parish is mostly single or a mix of both, do we prefer to focus on the individual?

- Do we want to have multiple tracts of the same model, one for families and one for individuals? This answer will depend on the bandwidth of staff and volunteers.

Ethnic Considerations: Parishes are often made up of multiple ethnic groups. Pastors and parish staff will need to recognize the diversity of their parish and tailor their strategy to address the diverse populations. Certain models may work better than others for ethnic groups. English language models are rarely automatically translatable to other cultures. Some ethnic communities have models for the elements of missionary discipleship specific to their cultural background that might have a broader appeal to the larger parish. Many of these answers will depend on the bandwidth of staff and volunteers.

- What is the cultural and linguistic makeup of the parish?



- Should separate strategies for each ethnic group be created, do we have separate models for different groups? This answer will depend on the bandwidth of staff and volunteers.

- Is it possible to use existing models for elements of missionary disciple formation from those cultural or linguistic groups? Do those same models have a wider appeal to the entire parish?

Setting Up a Timetable: Parish Strategies should be reviewed and renewed often but at least every 3 years. Statistics, metrics, and reviews should be used to assess the parish’s strategy. At that point, the parish pastor and staff should assess the different elements for the strategy and determine the need for changes to models for elements of missionary disciple formation in the parish strategy. This may include looking for new models or finding updated/refreshed versions of the models that have been successful for the parish.

- When will we launch the parish missionary disciple formation strategy?

- When will we review the strategy to refresh it for the next 3-year cycle?

II. Pastor, Parish Staff, and Parish Leadership Formation

A major step for parish renewal is onboarding with a parish coaching model. These models include support for leadership formation, organizational health, and evangelization initiatives. Several of the models begin with a conference or resource that can stir the desire for parish renewal. Effective models of parish coaching for pastor and staff include mentoring and ongoing support. This is essential to maintain the momentum needed for the pastor and team in parish renewal.

Parish Coaching Model Summary

In this section of the document, a summary is provided of why parish coaching models are recommended for parish renewal and the current onboarding process and opportunities for pastors. A side by side comparison is given for better understanding of the scope and focus of each organization. Specific details for models are provided including audience, focus, resources, timeline, and cost.

Why We Need Parish Coaching

The Diocese of Columbus has embarked on the mission to equip every parish as a place for the formation of missionary disciples who go out and make other disciples. To accomplish this mission, there are three important areas in need of renewal and equipping; the presbyterate, parish staff, and parishioners. The initial priority is to spiritually renew everyone through encounter opportunities with Christ, and equip them with the support and resources to become missionary disciples who form other missionary disciples. The pastor and his team then need guidance to grow as missionary disciples who can foster a healthy spiritual and organizational culture in the parish.

The Real Presence, Real Future initiative has provided an opportunity to look at parish life and formation strategically. As such pastors, parish staff, and leaders are invited to develop a strategy to form missionary disciples in their parishes. The formation of missionary disciples involve the six key elements; kerygmatic encounter, ongoing spiritual formation in the sacraments and prayer, missional training, discipleship small groups, ongoing catechesis, and ongoing scripture study. Parish strategy prudently begins with an honest assessment of the parish, including the need for pastor and staff formation, building an atmosphere that welcomes people to encounter Christ and providing a path of disciple formation at the parish. This Parish Toolkit is designed to guide pastors and suggests models for the six elements to help build a parish strategy for missionary disciple formation.

Recommendations

The following six organizations provide models with multiple levels of encounter and coaching. Of special note, the ACTS XXIX model will only onboard priests to their coaching model after the Bishop and Presbyterate have participated in the retreat. This retreat is scheduled for our Diocese during the fall of 2023. Because of the unique focus of ACTS XXIX, it would be ideal for all clergy to attend the ACTS XXIX retreat as a foundation for encounter and healing, and then discern and select the parish coaching model that best fits their individual parish needs. Franciscan University also offers a retreat experience for the presbyterate and this would be a good potential follow-up for renewal and could be made available during a convocation in a couple years, as re-encounter opportunities will likely continue to be necessary. Leadership Roundtable focuses entirely on



organizational health and thus would be a good compliment when used in conjunction with one of the missionary disciple formation and evangelization focused models.

Several of the organizations have realized that parish coaching is not fruitful when pastors are forced into a model that isn't a good fit for them or before they are ready to engage. To that point, most of the models require a pastor interview before allowing them to participate in coaching. Each model has a limit of how many pastors and parishes they are able to work with at one time, however, most are willing to customize a plan for our Diocese for a larger number of participants with a financial partnership commitment in place.

Comparison of Parish Coaching Organizations

Organization	Encounter with Christ/Healing for Pastor and Staff	Organizational Health and Leadership Formation	Missionary Disciple Formation Focus	Discerning God's Plan for the Parish through Prayer
ACTS XXIX	X	X	X	X
Amazing Parish		X	X	
Catholic Leadership Institute		X	X	
Divine Renovation		X	X	
Franciscan	X	X	X	
Leadership Roundtable		X		



ACTS XXIX

The parish coaching journey with ACTS XXIX begins with a multi-day diocesan presbyteral retreat which includes the Bishop. The ACTS team has identified Bishops as ground zero for parish renewal. The focus of the retreat is healing, reviving, and equipping clergy to live more authentically human lives, and to more fruitfully evangelize, pastor and lead. After the retreat, priests are invited into a vision session and then follow up coaching opportunities are offered. Coaching with ACTS XXIX is unique and focuses on three things; reacquiring a biblical worldview, becoming more than a staff, and teaching priests to pray strategically and diagnostically in order to know God's plan for their parish. Options are also available for Bishops and their leadership teams for ongoing coaching in the three focus areas.

[ACTS XXIX](#)

Model	Audience	Focus	Resources	Timeline	Cost
Revive and Equip Clergy	Retreat: Bishop and Presbyterate	Biblical Worldview More Than a Staff Prayer to know God's plan for parish	The Rescue Project, Workshops, Gatherings, Prayer, Retreats, Remote Sessions, Healthy Conflict, Vulnerability, and Equipping for Renewal	Multi-day retreat for Bishop and Presbyterate	Travel Lodging Food
Pastor/Team Coaching	Coaching: Pastor and Parish Staff and/or Leadership Team	Biblical Worldview More Than a Staff Prayer to know God's plan for parish	Same as Above	1 Year	No Cost
Mission Guiding	Bishop and his Leadership Team	Biblical Worldview More Than a Staff Prayer to know God's plan for parish	Same as Above	Varies	No Cost



Amazing Parish

The main focus for Amazing Parish is to create organizational health and align the parish in leadership and evangelization initiatives. Amazing Parish coaching begins with a pastor interview and several meetings to help him select a team. The pastor and team then attend an Amazing Parish Summit. Two tracks are offered at the Summit, one for first time participants, and one for pastors and teams that have attended in the past and have continued on with coaching. After the Summit, ongoing coaching for pastors and teams is offered.

[Amazing Parish - Home](#)

Model	Audience	Focus	Resources	Timeline	Cost
Amazing Parish Summit	Pastor and Leadership Team	Track 1 for New Teams Track 2 for Experiences Teams	Books Webinars Videos from Previous Conferences	Multi-Day Event Pastor interview followed by 3-4 calls to help pastor select leadership team	Summit is \$1,500/parish team plus travel fees
Coaching	Pastor and Leadership Team	Organizational Health and aligning the parish initiatives in evangelization	Webinars 1:1 Coaching Group Coaching	6-12 months	No cost



Catholic Leadership Institute

The Catholic Leadership Institute offers several models to equip leaders and accompany them to strengthen parishes and foster disciples for every generation. Good Leaders Good Shepherds is focused on developing priests into effective leaders for their parishes. Next Generation Parish would be a long term accompaniment model for the pastor and his parish community. CLI has a range of options for priests, staff, and parishioners. Episcopal care is also offered exclusively for Bishops. <https://www.catholicleaders.org>

Model	Audience	Focus	Resources	Timeline	Cost
Good Leaders Good Shepherds	30 Participants Priests Only	Leadership: organizational, one-to-one, self and team context	5 Modules of Leadership	Multi-day experience at a retreat center	\$158,980
Parish Missionary Disciples	Catholics desiring to grow as disciples	Learn to pray, share the gospel, share testimony, accompany others	10 Modules	10 in person sessions at the parish	\$60,430
Disciple Maker Index	Diocesan parishes	Data Driven Decision Making and Planning	4 Webinars And consultation	Multi month process	New DMI \$2,500 Virtual consultation from previous Columbus DMI \$1800
Next Generation Parish	Pastor and community	Organizational Health Parish Purpose, Vision, Values, Align Parish Structures Support Missionary Discipleship	Onsite Visit Interviews with key leaders, planning overview, envision and plan, implement, assess, learn, grow	3-4 Years	\$1,200,000 for 6 parishes \$1,650,000 mission for 12 parishes Donor Funding Available Includes repeat DMI assessment



Divine Renovation USA

Divine Renovation exists to inspire, connect, and equip priests and their parish leadership to go from maintenance to mission. Parishes can receive one on one coaching and cohort coaching. Books, conferences and webinars are available to equip the pastor and team. The Divine Renovation process begins with an interview to join Kickstart. A pastor can join Kickstart at any time or can begin after attending a Divine Renovation conference. While there is no cost to an individual parish to participate in coaching, diocesan partnerships are set up when 15 or more from the same Diocese are involved in coaching.

In addition to the larger Divine Renovation Conferences, regional opportunities for one day events are being offered. These events are called Divine Renovation Unlocked. A team from Divine Renovation comes to a Diocese for a day to inspire, connect, and equip pastors and their teams.

[Divine Renovation Ministry](#)

Model	Audience	Focus	Resources	Timeline	Cost
Divine Renovation Conference	Pastor and Leadership Team	Taking the Parish from Maintenance to Mission	Conferences Books Webinars	Multi-day event	Travel and Conference Fees
Kickstart	Pastor	Principles of Parish Leadership	6 videos, and online meetings	12 weeks	No cost
Group Coaching	Pastor and Leadership Team	Taking the Parish from Maintenance to Mission	Videos, online meetings	Multi-week coaching	Customized per Diocese
1:1 Coaching	Pastor and Leadership Team	Taking the Parish from Maintenance to Mission	Videos, online meetings	12-18 months Usual process is Kickstart, then group coaching, then 1:1 coaching if appropriate	Customized per Diocese



Franciscan University of Steubenville Parish Renewal Ministry

Franciscan University of Steubenville is offering a new consultancy and accompaniment program for pastors and parish staff. This model includes retreats for pastors, training, and coaching of pastors and parish leadership teams. They offer a cohort model of parishes with in-person training sessions and access to training and programming offered by Franciscan University. The pastor and team coaching process is conducted over a three year partnership provided through onsite and remote visits.

MJoseph@franciscan.edu

Model	Audience	Focus	Resources	Timeline	Cost
Spiritual Renewal Retreat	Clergy	Spiritually renew priests	FUS programming	1 day event	Customized event for diocese, cost will vary
Coaching	Pastor, Staff, Leadership Team in cohorts of parishes	Consultancy and Pathway to Discipleship Pastor/Team Training Coaching	FUS programming	3 year coaching with pastor and team	\$55,500 per parish

Leadership Roundtable

Leadership Roundtable offers comprehensive leadership and management formation for clergy and lay leaders, with multiple options ranging in price depending on the type of services selected. Custom tracks can be created for a Diocese to fit the current leadership management needs of pastors. They offer leadership management through one time events. This model is unique from the others with the focus on leadership. They offer a track for parochial vicars preparing to be pastors, new pastors, or administrators which could be beneficial to learn the skills needed to run the day to day life in the parish. The Leadership Roundtable options help pastors and parishes work on organizational health and do not have a kerygmatic focus or missional focus, because of this, a pastor and parish may want to pair these offerings with one of the missionary disciple formation focused models.

<https://leadershiproundtable.org>



Model	Audience	Focus	Resources	Timeline	Cost
Effective Team Communication	Parish Team	Team Working Relationships Understanding Communication Preferences	Individual DISC Profile with online workshop	2 hours	\$2400 per parish team up to 30 total participants
Catholic Leadership 360	Priests and Lay Leaders	Increases self awareness of leadership competencies and personal strengths Map out a plan for ministerial leadership development	Hybrid of online and in person program 3 - 2 hour workshops 1 - 90 min workshop	3 Months	\$2100 per participant plus travel fees
Peer Group Coaching	Have already completed Leadership 360 or another LR program	Mutual accountability and ongoing development after CL 360	90 min online monthly sessions	3 Months	\$2500 for 8-10 participants
Individual Leadership Coaching	Have already completed Leadership 360 or another LR program	Provided after CL 360 when need is identified	Structured to meet individual needs	Varies	Prices for individual coaching vary
Catholic Standards for Excellence	Parish Teams	Managerial best practices and benchmarks to strengthen operations for parishes and schools	In person program	2 Days	\$20,500 plus travel for up to 30 total participants
Ongoing Leadership Formation	Parish Teams	Regular Leadership Development Workshops	Customized for bishop and diocese	Varies	Determined by consultation
Toolbox for Pastoral Management	Parish Teams or clergy only, ideal for parochial vicars preparing to be pastors, new pastors, or administrators Advanced Level offered for experienced pastors	Intensive formation program customized with topics to best fit Diocese leadership development needs	In person program	5 Days	\$49,000 plus travel for up to 30 total participants Parish could send one team of 30 or multiple parishes could participate



III. Parish Pre-Evangelization Best Practices

While the pastor and parish staff/leadership training models include training in the best practices, some general best practices are worth considering even before the pastor and parish staff begin formation.

Best Practice 1: A Parish Leadership Team

A pastor needs a network of support, collaboration, and advice in the work of transforming a parish in a missionary disciple culture. Best practices and parish coaching models point to the need for a leadership team. While the composition and function of the team varies based on the individual pastor and his vision and personality, an inner team is necessary. This team is a circle of trust that assists in promoting and implementing a new culture of evangelization and disciple formation in the parish. The team may consist of staff persons or key parish leaders.

- Who are the people on the parish staff or in the parish leadership that possess the missionary disciple culture mindset, are available to serve, able to engage in healthy conflict, and that the pastor can trust? (teams can be any size but 4-6 people is recommended)

Best Practice 2: Key Parish Roles

Transforming a parish in the missionary disciple culture requires many roles and functions. These roles can be filled by paid staff (full-time or part-time), volunteers, missionaries (paid or unpaid) in the parish, missionaries from lay apostolates, or religious. These are essential roles or services which are all vital to providing missionary disciple formation in the parish who will bring the Gospel to those in and outside of the parish. Your Episcopal Vicar is familiar with the models for staff listed below, you can contact him to assist you in considering these important roles for your parish. The diocesan Sr. Director for Human Resources is also available to assist in creating job descriptions.

As a pastor and parish staff proceed in the direction of missionary disciple formation, which of these essential roles need filled:

- Business Manager
- Pastoral Associate
- Bookkeeper
- Secretary
- Communication Director

- Evangelization Director

- Disciple Formation Director

- Marriage and Family Life Director

- Parish Catechetical Leader

- Parish Youth Catechesis Director

- OCIA Director

- High School Youth Director

- Middle School Youth Director

- Young Adult Director

- Music Director

- Facility Manager

- Development and Stewardship Director

- Events and Hospitality Director

- Mission Director

- Other

- Who are the key contacts, drivers of new initiatives, and dreamers at your parish? List 2-4 people. They could be staff or volunteers. These people may be part of the parish leadership team, or may have served on your RPRF team.

- Consider creating a missionary disciple formation team at the parish. Who are some people we might invite to this team?

Best Practice 3: Hospitality

Fostering the culture of evangelization and missionary disciple formation in the parish requires an emphasis on hospitality and a welcoming attitude. Every staff member and volunteer must embrace this attitude; parish events must be marked by this atmosphere. Parish policies and practices must also communicate a general approach of welcoming and desire for people to find a home in the parish. This especially includes requirements for sacramental preparation or disciple formation. Proceeding forward in the culture of missionary discipleship, the pastor and parish staff take an inventory of the hospitality of the parish staff, facilities, and policies:

- Does our parish staff, especially those working with the parishioners and public, exhibit a welcoming attitude?

- Do all the parish volunteers exhibit a welcoming attitude, especially ushers and greeters?

- How do we communicate to parishioners that they should be welcoming to new parishioners, guests, others at Mass, or parish events?

- Do we have clear and sufficient signage that helps direct people to various places on the parish campus and do these signs communicate a welcoming spirit?

- Do we have arbitrary or unnecessary fees or restrictions placed upon those preparing for sacraments, formation, or who are supporting others coming to the sacraments?



- Are we authentically open to new people coming to the parish and to Mass?
How do we show this?

- Are we inclusive or welcoming to all the ethnic groups that are present in the parish?
How do we show this?

- How do we foster a culture of life, including supporting new parents, infants, and youth?

- What are the channels or media we use to communicate with our parishioners and those in the larger community?

- In our messaging, preaching, teaching, and communication do we present the Gospel and the fullness of the Catholic Faith? Is it positive rather than legalistic or moralistic means?

Best Practice 4: Parish Charitable Outreach

Charity is a basic characteristic of discipleship. While “missionary” discipleship means that a disciple is engaged in the mission of evangelization and disciple formation, charitable work and giving is a Gospel requirement for all the baptized. Parishes rightly provide multiple opportunities for parishioners to service in charitable outreach throughout the year and even week. Outreach to the poor and marginalized should be an expectation of all missionary disciples.

- What are the outreach activities in our parish? Who do we primarily serve? Are parishioners regularly invited into service and giving?



Best Practice 5: The Sunday Experience

The Liturgy: The Mass is the source and summit of the Christian life. It is the essential encounter with Christ that sustains us as missionary disciples. It is the supreme act of worship of the local community. The Mass is not necessarily the first place to bring those who have not had a kerygmatic encounter, who have fallen-away from the practice of the Catholic Faith, or who have had little experience with the Mass or Catholics. Other programming is a better soft entry for these people. Those growing as missionary disciples need ongoing formation to continue in their worship and appreciation for the Mass. The Mass itself does not then fulfill what is meant by ongoing spiritual formation or mystagogy. The Mass nonetheless is the place where visitors will encounter the community. Several points should be kept in mind:

- Is the Mass celebrated reverently by the priests according to the rubrics of the Roman Rite?

- What do we do to encourage all ages at Mass, including families with young children?

- Is our church building well maintained, clean, and beautiful?

- Are all the liturgical ministers well prepared and trained for their role?

- Are guests welcomed by greeters, ushers, or other parishioners at the door or at their pews?



- Is there a spirit of reverence and silence in preparation for the Mass in the church proper?

- Are the musicians well prepared? Are the music selections beautiful, orthodox in lyrical content, well written in composition, and singable? Are hymnals or lyrics provided?

- Is the preaching orthodox, Christocentric, Eucharistic, Scriptural, and kerygmatic in content? Is the homily well prepared and well delivered?

Best Practice 6: Availability of the Sacrament of Confession, Adoration of the Blessed Sacrament, and Parish Devotions

Missionary disciples depend on the sacrament of reconciliation for the re-encountering of Christ that is necessary for the battle against sin. The sacrament of confession should be encouraged and made more available than just by private appointments or Saturday afternoons. Exposition and time for adoration before the Blessed Sacrament is also essential for the missionary disciples' encounter with Christ in daily prayer. Finally, devotions, especially to Our Lady, are an essential part of the life of disciples. Time for confessions, adoration, and devotions assist disciples but they do not replace the necessary ongoing spiritual formation which assists the missionary disciple to grow in appreciation for the sacraments and prayer. In developing a culture of missionary disciple formation in the parish, pastors and parish staff should address questions about the availability of these opportunities:

- Do we have more Masses scheduled than is necessary? Are our priests, ministers, and volunteers spread too thin? Are all our Masses more than 2/3 full?

- How many times during the week is confession available? Is it available before or after daily Mass, in the evenings, or connected to other parish events or programs?

- How often during the week is the Blessed Sacrament exposed for adoration?

- Are times for confession and adoration available to all peoples in the parish, i.e. those with small children, those that work, the elderly?

- Are there public devotions prayed throughout the week or year?



IV. Six Elements of Missionary Disciple Formation

The following six elements are a crucial part of the formation of all of the baptized as missionary disciples. Several models are presented for each element to meet the varying needs and preferences of parishes. As part of the strategic parish plan pastors and parish leadership should review these six elements and consider what programs are currently in use and which ones are needed to fulfill each element.

Kerygmatic Encounter	Ongoing Spiritual Formation	Missional Training
Discipleship Small Groups	Ongoing Catechesis	Ongoing Scripture Study

Element 1: Kerygmatic Encounter

A kerygmatic encounter is the essential first step of the missionary disciple journey. While we encounter Jesus Christ in many ways, most especially in the Eucharist, the kerygmatic encounter is a unique type of encounter in which one comes to know Jesus Christ in their lives while being presented with the gospel message. Essential to this experience is the opportunity to personally respond in conversion, repentance, and surrender to Christ. While all the six elements are essential to full and mature formation, the kerygmatic encounter is a necessary step for the effectiveness of the other elements. Additionally, the kerygmatic encounter is an essential first step in a parish's RCIA preparation model. The kerygmatic encounter may occur in a one-time retreat or as a series of presentations with a retreat included. Hospitality is an important element in facilitating a kerygmatic encounter. While most contemporary models incorporate digital content with an informal, hospitable environment, traditional models of a preached parish mission on the kerygma, series of talks from a guest preacher, or a kerygmatic retreat based on Cursillo or the Life in the Spirit also fit this element.

National Eucharistic Revival: Eucharistic Small Groups for Kerygmatic Encounter

We are in the midst of the National Eucharistic Revival.

- **The Year of Diocesan Revival:** June 19, 2022 - June 11, 2023
- **The Year of Parish Revival:** June 11, 2023 - July 17, 2024
- **The National Eucharistic Congress:** July 17 - 21, 2024
- **The Year of Going Out on Mission:** July 21, 2024 - Pentecost 2025



The Year of Parish Revival is the second year/phase. This phase seeks to foster Eucharistic devotion at the parish level, strengthening our liturgical life through faithful celebration of the Mass, Eucharistic Adoration, missions, resources, preaching, and organic movements of the Holy Spirit.

A seven week Eucharistic Revival Series will be available beginning fall 2023. These will be in the format of video, small group prayer and discussion lasting approximately two hours per session. There will be a Kerygmatic Encounter focus that leads to a deeper devotion to the Eucharist. This can be run at the parish or outside the parish in small or large group formats. Hospitality and a welcoming environment are encouraged as in the other Kerygmatic Encounter series.

Each parish is encouraged to have a parish point person to oversee these groups. **Parish Point Persons Information:** The success of the parish year of the Revival hinges on the small group initiative, and the success of small group initiative depends on having “PPS” in every parish across the country. **Parish Point Persons can sign up here:**
<https://www.eucharisticrevival.org/parishpointperson>

For general information about the National Eucharistic Revival and to Sign up for communication visit
<https://www.eucharisticrevival.org/>

Note: If you are already planning to use a kerygmatic encounter series such as Alpha, The Rescue Project, or something else listed below. This Eucharistic Revival Series would be a great follow-up to one of those. If you are not already planning something then the revival series is a good place to start. You could also encourage your existing small groups to take a break from what they are currently doing and run this revival series for 7 weeks. We are being encouraged to run the revival series sometime between fall 2023 and Pentecost 2025.

Alpha

Alpha was developed by Nicky Gumble, a British Anglican clergyman. It is a video series lasting 11 weeks with dinner and discussion. A retreat is encouraged as part of the series. Additional Alpha models have been developed for the youth, married couples, pre-marriage, and prisons. Alpha programs have been successful as the soft entry Kerygmatic encounter experience for many Catholics. Study guides are available. Food and hospitality are encouraged when hosting the Alpha series. We recommend running Alpha in the Catholic Context for use in parishes. *Free digital content access; hospitality costs can be offset by donation.*
<https://alphausa.org/catholic-context>

The Rescue Project

The Rescue Project is a multi-week video series to share the gospel message and equip people for mission. This series was created by Fr. John Riccardo and the team at ACTS XXIX. This series is intended for everyone; the people in the pews, fallen away Catholics, and the “nones”. *The Rescue Project is available free of cost. Hospitality costs can be offset by donation.*
<https://rescueproject.us>



Christ Life

Christ Life is a specifically Catholic developed digital/video series that includes three major parts. The first is a presentation of the kerygma. (The second includes sacramental and spiritual formation; the third includes missional training). At the conclusion of each of the three parts, a retreat is held for the participants. Study guides are available. Hospitality and food are encouraged when hosting the Christ Life series. The cost of the digital program is \$1,700 for lifetime access. Videos can be rented for free for 48hrs at a time. Hospitality costs can be offset by donations. Dave Nodar, Rev. Raniero Cantalamessa, Marcellino D'Ambrosio, Archbishop Mark Coleridge were involved in its production.

<https://christlife.org>

Wild Goose/Metanoia

Wild Goose and Metanoia are two separate series of videos for a kerygmatic encounter. Hosted by Fr. David Pivonka of Franciscan University of Steubenville. Study guides are available. Hospitality and food are encouraged when hosting this series.

<https://thewildgooseisloose.com/metanoia>

The Search

The Search is a series of videos produced by Chris Stefanick and Real Life Catholic and is now available on the Formed platform. It is encouraged to add a retreat experience to this series to create a similar format to Alpha or Christ Life. Hospitality and food are encouraged when hosting the Search series. Formed costs \$2000/year/parish.

<https://reallifecatholic.com>

<https://formed.org>

Ascension Press: The 99

Ascension Press is a faith formation content producer. It has a three-part kerygmatic encounter series called The 99. Study guides are available. This series could be offered as a 3 day retreat or parish mission or as a weekly series. It's also great for forming parish leadership. The series can be purchased from Ascension Press for \$99 - 200 hospitality and food are encouraged when hosting this series and can be offset by donation.

<https://ascensionpress.com/collections/the-99>

The Chosen

The Chosen is a multi-season series of videos of the life of Christ. The Chosen opens the imagination to a tangible experience of what it was like to be a disciple of Jesus. This can be offered for groups at the parish with discussion following the videos. Costs include hospitality and can be offset by donation.

<https://watch.angelstudios.com/thechosen>

Light of the World Retreat

Light of the World Retreat is a kerygmatic encounter retreat offered in parishes.

<https://www.lotwem.org/retreat>



- Eucharistic Revival Series
- Alpha
- The Rescue Project
- Christ Life
- Wild Goose/Metanoia
- The Search
- The 99
- The Chosen
- Light of the World
- Other

Anticipated Launch Date for Element 1

Element 2: Ongoing Spiritual Formation in the Sacraments and Prayer (Mystagogy)

Having encountered Christ, the disciple continues to encounter Him above all in the Mass, in the sacraments, and in daily prayer. Essential to formation of missionary disciples is mystagogy, which includes a deeper understanding of the Mass. Disciples need to learn the spiritual tradition, including authentic Catholic meditation and contemplation. This work of formation in prayer and sacramental living is ongoing. Best practices suggest that parishes offer quarterly or monthly opportunities, with a meal and prayer time connected to the formation session. Some models focus on a retreat experience. Some models propose a separate series to provide the mystagogical and prayer formation immediately after the kerygmatic encounter. Similarly, the spiritual and sacrament formation is a crucial element of a parish's OCIA preparation model and sacramental preparation for those making their First Communion and First Confession and parents preparing for the baptism of their children. Additionally, private devotions can be fostered at the parish level. For example devotion to the saint the parish is named after, or other regular opportunities for the community to pray the rosary, divine mercy chaplet, consecrations etc. Many of these opportunities already exist in parishes and can be communicated to the surrounding community by having parishioners invite friends to participate.

Ascension Press

Ascension Press is a faith formation content producer. It has programs for sacramental preparation and for ongoing formation in prayer and the sacraments. The digital content includes study guides. They have great content for ongoing sacrament and prayer formation.

<https://ascensionpress.com>

Belonging - Baptismal prep

Chosen - Confirmation prep

Joy Filled Marriage - Marriage prep

A Biblical Walk Through the Mass - Parish Series



Dynamic Catholic

Dynamic Catholic is a content provider that seeks to help parishes become the best versions of themselves. They offer a variety of programs for parishes including sacrament preparation.

<https://dynamiccatholic.com>

Starting Point - Baptismal prep

Blessed - First Communion and Reconciliation prep

Decision Point - Confirmation prep

The Augustine Institute and Formed

Formed is a digital content platform connected to the Augustine Institute. Content for sacramental formation and prayer formation is available both at the Augustine Institute site and on Formed. The parish pays for a subscription to Formed and publicizes the parish's subscription password. There is copious material on Formed, which at times can be overwhelming. A strategy for curating content is a necessary part of using Formed. Content on the sacraments and on prayer should be identified and recommended. The annual Formed subscription is approximately *\$2,000/year/parish*.

<https://formed.org>

<https://www.augustineinstitute.org>

Reborn - Baptism prep

Symbolon - Parish Series or RCIA

Presence: The Mystery of the Eucharist - Parish Series

Word on Fire

Word of Fire presents Catholic content from Bishop Robert Barron. Many studies for continuing sacrament and prayer formation are available.

<https://www.wordonfire.org>

The Mass - Parish Series

The Sacraments - Parish Series or RCIA

Catholicism - Parish Series

Christ Life

Christ Life is a specifically Catholic developed digital/video series that includes three major parts. The second includes sacramental and spiritual formation. At the conclusion of each of the three parts, a retreat is held for the participants. Study guides are available. Hospitality and food are encouraged when hosting the Christ Life series. The cost of the digital program is *\$1,700 for lifetime access*. Dave Nodar, Rev. Raniero Cantalamessa, Marcellino D'Ambrosio, Archbishop Mark Coleridge were involved in its production.

<https://christlife.org>



Sacred Heart Enthronement

Local to Columbus is a wonderful resource to enthrone the parish, school, workplace or home to the Sacred Heart of Jesus. The Sacred Heart Enthronement Network has been established to help those who want to live out and actively promote Devotion to the Sacred Heart of Jesus. Enthronement to the Sacred Heart is a fulfillment of a request Jesus made to St. Margaret Mary in the 1670s when He said, *“I will bless every place in which an image of my Heart is exposed and honored.”* They have resources available for Enthronement of your home, parish, school, or workplace. Jesus promised us, *“Behold, I stand at the door and knock. If anyone hears My voice and opens the door, [then] I will enter his house and dine with him, and he with Me.”* (Rev. 3:20). Lives are transformed through Enthronement to the Sacred Heart. Open the door and Welcome His Heart!

<https://welcomehisheart.com>

- **Study of the Mass**

- **Baptism Preparation**

- **Reconciliation Preparation**

- **Eucharist Preparation**

- **Prayer Formation**



Marriage Formation:

Marriage preparation brings the parish many couples who have not yet encountered Jesus Christ, and others who are called to know Him in a deeper way through their bond with their spouse. Regardless of where the individuals are on their faith journey, the parish receives an opportunity to invite the couple more deeply into communion with Christ and the Church and to receive with open arms the grace God is offering them. They are already seeking self-giving love, even if imperfectly or unknowingly, a desire which can be a platform for encountering Jesus Christ, the source of love. The Marriage and Family Life Office is available for help in developing the parish marriage formation strategy.

<https://columbuscatholic.org/marriage-family>

This section of the workbook offers best practices and resources for the following categories of marriage preparation:

Premarital Inventory	Pre-Cana Retreat
Mentor Model	NFP Training

Premarital Inventory: Prepare-Enrich

The #1 Premarital & Marriage Assessment for over 35 years! Prepare-Enrich is founded on solid research as it adapts and reacts to the changing reality of relationships through continued research and development of assessment versions and resources. It provides easy-to-read charts showing strengths and growth areas, corresponding exercises for each section of the inventory, highly research-backed methodology used by counselors, and an imprimatur with the Catholic version. *The cost per couple assessment is \$35 which could be paid by the parish or the couple depending on resources.*

<https://www.prepare-enrich.com>

Pre-Cana Retreat: Diocesan-Parish Partnership

This innovative approach to Pre-Cana is to empower local parishes, or clusters of parishes, to host this one-day retreat with the direct support of the Diocesan Marriage & Family Life Office. The parish will simply recruit 2-3 couples, and then the Diocesan Marriage Formation Coordinator will train the team, host registration, purchase materials, etc. This model is sustainable and ensures for some consistency in formation throughout the Diocese, yet is flexible enough to meet the needs of the parish. It also builds community and allows for development of strong teams of married couples giving of themselves to their parish. Multiple teams have already been formed and Pre-Canas are already taking place using this model.

Mentor Model: Witness to Love

Witness to Love is a virtues-based, Catechumenate model of marriage renewal and preparation that integrates modern principles of psychology and the virtues to help couples facilitate an authentic dialogue about their relationship. What makes Witness to Love unique is that the engaged couple chooses their own mentor couple. This is a couple they both admire and see as a source of faith formation. This mentor couple gives them a concrete



connection and integration into the parish. Through the sharing of the mentor couples' own marriage journey, the engaged couple inherits a "lifeline" of support in their commitment to Jesus and His Church. The mentors must meet some basic requirements and they are trained to mentor the engaged couple. Unlike other mentor models, there is no need to build trust in order for the marriage prep process to work – the trust already exists. Deep conversions, encounters with Christ, and renewal happen consistently for both the mentors and the engaged couple. Note: There are various ways to implement *Witness to Love* at the parish and the Diocesan Marriage & Family Life Office can support you in discerning this method as well as assist in implementation and strategy.

<https://witnessstolove.org>

Joy-Filled Marriage: Online Marriage Formation

While not ideal, sometimes an online option for marriage formation is necessary. Created by Ascension Press, this program offers a comprehensive approach to marriage preparation that covers not only the sacramentality and theology of marriage, but the practical life skills necessary to live out the rich Catholic vision of marriage.

<https://ascensionpress.com>

Preparing for Marriage: Online Formation

While not ideal, sometimes an online option for marriage formation is necessary. Offered through the Archdiocese of Detroit, this free program assists couples in growing in their faith as well as in their appreciation of the beauty they are choosing.

<https://learn.egwdetroit.org/pages/courses>

Natural Family Planning

Married love offers a matchless privilege to a husband and wife - through their bodily expression of total love, spouses have the potential to bring forth new life! This is both a great joy and responsibility. Natural Family Planning (NFP) allows spouses to discern together what is God's plan for their family, while honoring the life-giving capacity of their marital union. Many have been converted to the faith through the beautiful teachings of the faith regarding marital love. For more information regarding NFP, and for programs, classes, and teachers that can assist couples in learning it, please contact the Marriage & Family Life Office or view the Diocesan NFP webpage.

<https://columbuscatholic.org/marriage-family/nfp>

- **What is our current plan for marriage preparation?**

- **What new options can we consider?**



Anticipated Launch Date for Element 2

Element 3: Missional Training

Having encountered Christ and responded, a disciple's life is moved into a new direction. Pope Francis points out that the encounter leads to mission or to sharing in the work of evangelization. Formation, or training in how to evangelize, which includes a discernment in the method most suited to one, is essential immediately after the kerygmatic encounter. The goal of parish missionary disciple formation in the general and the element of missional training is to equip every baptized person to begin their own missional work. These works will not, for the most part, be the running parish programming. They will be apostolates run outside of the parish, i.e., at homes, out in the community, etc. This is how the Diocese of Columbus will grow the presence of Christ and the Church. Finally, the sacrament of confirmation is the missional sacrament and preparation for it centers on re-encountering Christ and missional training.

Evangelical Catholic: Reach More

The Evangelical Catholic (or EC) is an apostolate that inspires, trains, and supports lay leaders to launch and drive dynamic movements of evangelization in their local communities. The model, Reach More, includes an EC Consultant coaching 2-3 "Point People" at a parish and working with them to discern & invite a Training Group of 10 parishioners who will meet for 12 weeks and be formed & trained in the heart and habits of being a disciple-maker. At the end of the Training Group the now formed leaders are sent & shepherded in beginning their own personal apostolate in the midst of the world to bring people into a relationship with the Lord and His Church. Two - three Training Groups can be launched by a parish each year. Three initial partnership levels are available. Reach More: Standard \$10,000 / Reach More: Plus \$15,000 / or Reach More: Premium \$25,000/ annually. Once a parish has implemented the Reach More method consistently (usually 2-3 years), they are eligible for ongoing Reach More: Support at \$2400/year.

<https://www.ecreachmore.com>

Christ Life

Christ Life is a specifically Catholic developed digital/video series that includes three major parts. The third includes missional training. At the conclusion of each of the three parts, a retreat is held for the participants. Study guides are available. Hospitality and food are encouraged when hosting the Christ Life series. Dave Nodar, Rev. Raniero Cantalamessa, Marcellino D'Ambrosio, Archbishop Mark Coleridge were involved in its production. The cost of the digital program is \$1,700 for lifetime access.

<https://christlife.org>

Paradisus Dei: Missionaries to the Family

Paradisus Dei works with parishioners desiring to live the lay missionary life within the parish through formation as missionaries to the family. The Missionaries to the Family initiative consists of three stages: Discernment, Formation and Service. The Discernment stage explores a person's calling, desire and fit for becoming a Missionary to the Family. The Formation stage provides professional training to the missionaries to help them fulfill their



calling. The Service stage follows Formation and empowers the missionary in their mission work within or around the parish.

<https://paradisusdei.org/missionaries-to-the-family>

Siena Institute: Ananias

Ananias Training is a 17-hour process structured in five sessions, designed to form parishioners with no previous training in "the art of spiritual accompaniment." The training will use Scripture reflections, video, and facilitated discussions to form "Ananiases." The goal of Ananias Training is to form a people equipped to be Ananias to one another within the Church as well as to those in the world, within the context of one's own charisms and personal vocation.

<https://siena.org/ananias>

Revive Parishes

It includes content on parish leadership and the formation of missionary disciples in the parish. It includes webinars, books, study guides, and videos.

<https://reviveparishes.com>

The Mission of the Seventy-Two

The Mission of the Seventy-Two gives the tools to personally reach out to the ones we love and invite them back to the Church. Starting the conversation with family, friends, or neighbors. You will be inspired and empowered to be one of the seventy-two disciples proclaiming the Gospel reaching out to the Good Shepherd's lost sheep of His Church.

<https://saintjohnsunbury.org/mission-of-the-72>

- **Evangelical Catholic: Reach More**
- **Christ Life**
- **Paradisus Dei: Missionaries to the Family**
- **Siena Institute: Ananias**
- **Revive Parishes**
- **The Mission of the Seventy-Two**
- **Other**

Subcategory: Discerning Charisms and Apostolates

Another important part of missional training is the discernment of one's apostolate or work in the Great Commission and building up of the Church. **Called and Gifted**, can be brought to your parish. This type of offering works well after a Kerygmatic encounter series when people are ready to learn more about their own faith and their own unique gifts.

Cost \$5,000 per parish.

<https://siena.org/called-gifted>

Subcategory: Youth Confirmation Preparation

At the core of its theology, the sacrament of confirmation is about being sent on mission. The *confirmandi* have encountered Christ and the Gospel through personal conversion and have received solid catechetical formation. The time of preparation for confirmation enables the *confirmandi* to re-encounter Christ and the Gospel, renew their own personal commitment and conversion, and receive the necessary formation to discern their charism and mission



and the formation to go on mission as evangelists and missionary disciples. As listed above **Ascension Press: Chosen** should be considered for youth confirmation prep.

- **What is our current plan for confirmation preparation?**

- **What new options can we consider?**

Anticipated Launch Date for Element 3

Element 4: Discipleship Small Groups/Community

Living as missionary disciples requires the support of fellow disciples. Community is necessary. In building a parish strategy, consideration should be given to providing community support to disciples. This may take the form of informal or parish groups or events, one-on-one discipling from mentors, or friendship. Consideration should be given to the reality that some disciples will be less comfortable with group settings or less reliant upon them. Best practices suggest a strategy of discipleship small groups. Small groups of six to ten that meet monthly tend to be most optimal. The small groups can meet on parish sites, at homes, or other locations. The ideal location is at private homes. In the monthly meeting, members share how the Lord is at work in their lives, their struggles, and successes, and engage in ongoing formation through scripture study and/or catechesis. Best practice suggests guiding those who have gone through the kerygmatic encounter immediately into small groups to continue their journey of disciple formation. Traditionally, parishes have used demographic specific models for small groups, i.e., men's groups, women's groups, and youth groups. A parish strategy may incorporate these demographic specific models with other models. While the small group, regardless of its composition, is ideal for specifically catechetical or bible study content, specific catechetical/bible study programs have been developed for specific demographic small groups. One final consideration is that some small groups are directed more to discipling in which a mentor meets regularly with those beginning to be formed as disciples. Other small groups consist of disciple peers and/or are peer-led.

- **Eucharistic Revival Small Groups Coming Fall 2023**
- **Discipleship Quads (Franciscan Model)**
- **Evangelical Catholic: Reach More Small Groups**
- **Paradisus Dei: TMIY! That Man is You! (men)**
- **Walking with Purpose (women)**



- Endow (women)
- Blessed is She (women)
- WINE – Women in the New Evangelization (women)
- Beloved (marriage)
- Paradisus Dei: Choice Wine (marriage)
- Be Light (marriage)
- Together In Holiness (marriage)
- The Marriage Course (marriage)
- Other

General Disciple Small Groups/Community Models

Eucharistic Revival Small Groups

A seven week Eucharistic Revival Series will be available beginning fall 2023. These will be in the format of video, small group prayer and discussion lasting approximately two hours per session. There will be a Kerygmatic Encounter focus that leads to a deeper devotion to the Eucharist. This can be run at the parish or outside the parish in small or large group formats. Hospitality and a welcoming environment are encouraged as in the other Kerygmatic Encounter series.

Each parish is encouraged to have a parish point person to oversee these groups. **Parish Point Persons Information:** The success of the parish year of the Revival hinges on the small group initiative, and the success of small group initiative depends on having “PPS” in every parish across the country. Please [share this link with pastors](#) to submit the names of their parish point persons. For general information about the National Eucharistic Revival and to Sign up for communication visit <https://www.eucharisticrevival.org/>

Discipleship Quads (Franciscan Model)

Dr. Bob Rice and Franciscan University of Steubenville have developed a disciple small group format with content. Parishes that partner with FUS for parish coaching/mentoring will be formed in this small group model.

<https://franciscan.edu/discipleship-quads>

Evangelical Catholic: Reach More

The Evangelical Catholic (or EC) is an apostolate that inspires, trains, and supports lay leaders to launch and drive dynamic movements of evangelization in their local communities. The model, Reach More, includes an EC Consultant coaching 2-3 "Point People" at a parish and working with them to discern & invite a Training Group of 10 parishioners who will meet for 12 weeks and be formed & trained in the heart and habits of being a disciple-maker. At the end of the Training Group the now formed leaders are sent & shepherded in beginning their own personal apostolate in the midst of the world to bring people into a relationship with the Lord and His Church. Two - three Training Groups can be launched by a parish each year. Three initial partnership levels are available. Reach More: Standard \$10,000 / Reach More: Plus \$15,000 / or Reach More: Premium \$25,000/ annually. Once a



parish has implemented the Reach More method consistently (usually 2-3 years), they are eligible for ongoing Reach More: Support at \$2400/year.

<https://www.ecreachmore.com>

Men's Disciple Small Groups/Community Models

While demographic specific disciple small groups can use general ongoing scripture study or ongoing catechesis content during their meetings, there are demographic specific programming content that might be preferred.

Paradisus Dei: TMIY! That Man is You!

For men, it includes spiritual formation, leadership formation, and ongoing catechesis. It is developed by Steve Bollman.

<https://paradisusdei.org>

Women's Disciple Small Groups/Community Models

Walking with Purpose

Developed by Lisa Brenninkmeyer, Walking with Purpose provides ongoing spiritual, scriptural, and catechetical formation for disciple small groups of women. Bible study programs are available for women, young adults, and teens.

<http://walkingwithpurpose.com>

Endow

Endow is an international women's ministry seeking to build encouraging community through education and allowing each woman to encounter her infinite value and dignity. Through their small groups, women are learning how to be the best version of themselves—made in the image and likeness of God—and reaching out to those around them.

<https://catholicwomensforum.org/organization/endow>

Blessed is She

Blessed is She uses beautiful resources to create community and prayer opportunities both online and in person. Daily devotions, blogs, small group opportunities.

<https://blessedisshe.net>

WINE – Women in the New Evangelization

WINE: Women In the New Evangelization is about empowering women to work within their God-given gifts as women to nurture, heal and build up the body of Christ. This program uses book studies for small group programs.

<https://catholicvineyard.com>



Married Couples Small Groups/Community Models

Beloved

Beloved is a resource developed by the Augustine Institute that can be used by couples' disciple small groups. It focuses on spiritual formation of marriages and families. Formed is a digital content platform connected to the Augustine Institute. The parish pays for a subscription to Formed and publicizes the parish's subscription password. The annual Formed subscription is approximately \$2,000/year/parish.

<https://formed.org>

<https://www.augustineinstitute.org>

Paradisus Dei: Choice Wine

Choice Wine is a resource developed by Paradisus Dei and Steve Bollman that can be used by couples' in discipleship small groups. It focuses on spiritual formation of marriages and families.

<http://www.paradisusdei.org>

Be Light: 5 Year Marriage Enrichment Movement

Offered by *Witness to Love*, this movement draws couples closer together in Christ while being transformed into family missionary disciples within their own communities. The five-year sequence builds upon the opportunities for growth and fulfillment that takes place over and over again in the intimate and personal way Christ encounters Catholic married couples in their interactions together. Each month for five years, *Witness to Love* will release new testimonies, podcasts, and music videos that can be by a married couple, with small groups in home or at a parish. *Be Light Marriage Enrichment Small Groups* provide an intentional pathway to continue the journey as a newly married couple with your chosen mentors and invite other couples to be part of the experience. Join today and let your marriage *Be Light!*

<https://witnessstolove.org/belight>

Together In Holiness

A marriage enrichment initiative offered by the JPPII Foundation that inspires couples to grow together in holiness and empower and equips parents to form their children in the Catholic faith. The formation series includes short, compelling video presentations, formation and support for host couples by the St. John Paul II Foundation, a guidebook that enhances and deepens formation, and a website that serves as a portal.

<https://forlifeandfamily.org/together-in-holiness>

The Marriage Course

The Marriage Course is a series of 7 sessions helping couples invest in their relationship and build a strong marriage. The series can be an at home self study for couples or done in large group settings.

<https://alphausa.org/the-marriage-courses>



Youth Disciple Small Groups/Community Models

The traditional model for youth ministry is proving to be ineffective. At this time, there are no specific models recommended. However, best practice indicates a hybrid of yearly or twice yearly kerygmatic encounter retreats, regular larger events of the parish youth for prayer and formation, weekly disciple small formation groups led by adults with scripture study or ongoing catechesis, and peer disciple small groups.

- **What is our current plan for youth small groups/community models?**

- **What new options can we consider?**

Anticipated Launch Date for Element 4

Element 5: Ongoing Catechesis

Catechesis is the echoing or handing on of the Truths of the Faith. Thorough catechesis is necessary for complete and mature disciple formation. It includes adult ongoing catechesis, which is ideally done in the small group setting. A thorough catechesis is essential to a parish's strategy for the formation of candidates and catechumens. Parish Youth Catechesis is also an essential component of any parish strategy. PYC includes the catechesis of children from preschool to high school.

Catechetical Training

Catechesis is a specific science and art and catechists need ongoing formation in catechesis. The Diocese of Columbus has exclusively partnered with the Catechetical Institute of the Franciscan University of Steubenville for the ongoing training of parish catechists, parish catechetical leaders, staff, and parishioners. **To register visit <https://franciscanathome.com/diocese-columbus>** click the blue button that says my parish or school is already registered and I would like to set up my individual free account under that institution. This should be shared widely with parish staff, catechists and all parishioners. The models work the best when used in small group learning formats.

The Augustine Institute and Formed

Formed is a digital content platform connected to the Augustine Institute. Catechetical content is available both at the Augustine Institute site and on Formed. The parish pays for a subscription to Formed and publicizes the parish’s subscription password. There is copious material on Formed, which at times can be overwhelming. A strategy for curating content is a necessary part of using Formed. Content on the sacraments and on prayer should be identified and recommended. The annual Formed subscription is approximately \$2,000/year/parish. “Presence: The Mystery of the Eucharist” is recommended.

<https://formed.org> and <https://www.augustineinstitute.org>

Ascension Press

Ascension Press is a faith formation content producer with many programs for ongoing catechesis. <https://ascensionpress.com>

The Catechism in a Year with Fr. Mike Schmitz stands out in particular due to the accessibility and daily content. This is a free program available online through every online media channel. Participants are guided through reading the entire Catechism in 365 days. Each day includes several passages from the Catechism and a short reflection. This can be quickly and easily implemented in any parish or school simply by encouraging people to sign up and running repeating advertisements in bulletins and social media.

<https://ascensionpress.com/pages/catechisminayear>

Word on Fire

Word on Fire is a Catholic media production led by Bishop Barron. It includes an array of ongoing catechesis material and scripture study. The Word on Fire Digital (all access to Bishop Barron Programs) is \$1,970/year/parish

<https://www.wordonfire.org>

- **The Augustine Institute/Formed**

- **Ascension Press**

- **Word on Fire**

- Other
-
-

Parish Youth Catechesis Models

PYC is the favored term rather than PSR to avoid an overly educational or intellectualization of the work of catechesis. It is recognized that the traditional, one to two hours a week in class format has been highly ineffective. One important goal of the renewal of parishes in the culture of missionary discipleship is to equip parents and families to their form children as missionary disciples with the parish equipping them with the formation to do so. A fuller understanding of catechesis incorporates all six elements of missionary disciple formation. A hybrid model is recommended that includes monthly or weekly sessions with parents and children in which the content to be reinforced at home throughout the week are explained to both parents and children, monthly opportunities for adoration and prayer for parents and children together at the parish, the use of an orthodox and substantive catechetical text for at home and at parish sessions, yearly kerygmatic encounter retreats for parents and children, and the use of orthodox and substantive digital media for at home and at parish sessions.

Pathways Faith and Family Catholic Ministries

Pathways is an integrated and family centered formation suite based on the catechumenal model, designed to facilitate a personal encounter with the Trinity and sustain a lifelong development of faith within the family. We are all at different points on the journey and a one size faith formation program does not fit all. This is a shift to a greater focus on parents as the primary educators of the faith. Create a path forward that is best for your families with our resources which include home and church experiences.

<https://www.fflcm.org/>

- Individual Family Interview/Assessment Prior to Beginning Pathways
- Kerygmatic Encounter: for parents
- Creedal Catechesis: for parents
- Experiential: hand-on activities
- Conversational: tools to facilitate intentional sharing
- Process Driven: follows the catechumenal method
- Leader Guides: to help you lead each resource
- Family Centric: move from classrooms to living rooms
- Modular: use one resource or the entire suite
- Hybrid: at-home and at-church components
- At-Church Support Materials: with sessions and mini-retreats

Note: Pathways Faith and Family Catholic Ministries is unique from other formation programs because it begins with a parent interview or visit to assess each families individual needs and fully invite them into the life of the parish. The visit is followed by a Kerygmatic Encounter for the parents and finally a study of Creedal Catechesis. Parishes are asked to



begin with the visit, run the Kerygmatic Encounter and Study of the Creed prior to child sacrament preparation formation. This foundation is critical to long term success of parent involvement and helping them become connected to the parish community. The Pathway program can be used in the parish, at home, or a hybrid of both depending on the readiness of parents.

Here is a testimony from some of our local parishes currently using the Pathway model. <https://vimeo.com/773101744>

A Family of Faith: Sophia Institute

A Family of Faith was created to help develop strong Catholic families in which children learn the joys of following Jesus Christ and the truths of our Faith through the witness of Christian life given by their parents. Although individual families can easily use *A Family of Faith* independent of the parish, we designed this program to be used by parishes as an alternative to faith formation classes.

<https://sophiainstituteforteachers.org/shop/family-of-faith>

Catechesis of the Good Shepherd

Catechesis of the Good Shepherd is an approach to Catholic spiritual formation for children ages 3-12. It is used throughout the world and in many types of settings. Inspired by Montessori understandings of the development of the human person, it involves a specially prepared space filled with hands-on catechetical materials. Well-trained adults work with the children's natural interests and guide them to discover deep truths about our faith. Children encounter Christ in Scripture and liturgy, build a relationship with Him, all while building Christian community in an atmosphere of contemplation and celebration. CGS is used in PYC programs and in Catholic schools. More information is available at [Homepage - CGSUSA](#) Training for Catechesis of the Good Shepherd is available in this diocese. Contact Cathy Johanni cmjohanni@gmail.com for more information or to set up a time to visit a local atrium.

- **What are we currently doing for parish youth catechesis?**

- **What new options can we consider?**



- Pathways Faith & Family
-

- A Family of Faith Sophia Institute
-

- Catechesis of the Good Shepherd
-

- Other
-

Anticipated Launch Date for Element 5

Element 6: Ongoing Scriptural Study

In addition to ongoing catechesis, missionary disciples need to continue to grow in their love and understanding of Sacred Scripture, within the context of small disciple groups.

Ascension Press

Ascension Press is a faith formation content producer. It is a national leader of producing Catholic bible study content. Among their best bible studies are

- **The Bible in a Year with Fr. Mike Schmitz**
- **No Greater Love: A Biblical Walk Through Christ's Passion**
- **The Great Adventure Bible Series/Bible Timeline**

The Bible in a Year with Fr. Mike Schmitz stands out in particular due to the accessibility and daily content. This is a free program available online through every online media channel. Participants are guided through reading the entire Bible in 365 days. Each day includes several passages from scripture and a short reflection. TBIY great way to help your parish develop a biblical worldview and learn to read the Bible. It's easy, accessible, fosters a love of scripture, and prayer. This can be quickly and easily implemented in any parish or school simply by encouraging people to sign up and running repeating advertisements in bulletins and social media.

<https://ascensionpress.com/pages/biy-registration>



The Augustine Institute and Formed

Formed is a digital content platform connected to the Augustine Institute. Content for scripture studies is available both at the Augustine Institute site and on Formed. The parish pays for a subscription to Formed and publicizes the parish's subscription password. There is copious material on Formed, which at times can be overwhelming. A strategy for curating content is a necessary part of using Formed. Content on bible studies should be identified and recommended. The annual Formed subscription is approximately \$2,000/year/parish.

<https://formed.org>

<https://www.augustineinstitute.org>

Word on Fire

Word on Fire is a Catholic media production led by Bishop Barron. It includes an array of material for scripture study. The Word on Fire Digital (all access to Bishop Barron Programs) is \$1,970/year/parish

<https://www.wordonfire.org>

- **Ascension Press (list programs)**

- **The Augustine Institute and Formed (list programs)**

- **Word on Fire (list programs)**

The Process for Initiation of Candidates and Catechumens (OCIA) and the Missionary Disciple Formation Elements

Currently, no models for the process of the initiation of candidates and catechumens are recommended. The Order of Christian Initiation of Adults describes the liturgical rites for this process. The six elements of missionary disciple formation should all be part of a parish's strategy for initiation into the Church. Potential candidates and catechumens should be taken through the kerygmatic encounter, spiritual and sacramental formation, missional training, receive solid catechetical and scriptural formation, and be drawn into disciple small groups through the parish's process before they are initiated into the Church. *Models will be identified in a later version.*



- **What are we currently doing for OCIA?**

- **What new options can we consider?**

Anticipated Launch Date for Element 6

***If you do not have a school, skip ahead to Section VI. Lay Missionaries in Parishes and Schools**

V. Parish Schools

The first step in renewing our Catholic schools in the missionary disciple culture and harnessing them for evangelization is the disciple formation of our Catholic schools' staff and faculty. A Kerygmic Encounter Retreat day will be offered for all of our Catholic School staff during the summer of 2023. This type of large group retreat experience will need to be repeated approximately every 3 years as new staff is hired and to reignite the faith of the schools' staff and faculty. Smaller school or regional initiatives can be offered between large events. The first four elements of missionary disciple formation need to be accounted for in developing a parish and school strategy for missionary disciple formation. Ongoing catechesis (element 5) and ongoing scripture formation (element 6) of staff and faculty is provided through the Diocesan partnership with the Catechetical Institute at Franciscan University of Steubenville.

Element 1: The Kerygmic Encounter Retreat

It is recommended that a retreat, based on the kerygma, be built into the yearly calendar for all Catholic schools' staff and faculty. The retreat could be multiple days, on or off-site, before the school year begins. Appropriate hospitality, food, prayers, and sacramental opportunities should be a part of the annual retreat. The first retreat of this kind will be offered during the summer of 2023. The Kerygmic Encounter programs listed on pages 15 - 17 of this document could be used in the school setting for staff development opportunities. Consideration should be given to the Eucharistic Revival Small groups and how those can be used among faculty and staff.

Anticipated Launch Date Element 1

Element 2: Ongoing Spiritual Formation in the Sacraments and Prayer (Mystagogy)

It is recommended that days (or half days) of prayer and reflection be built into the annual schedule throughout the school year. These times give faculty and staff the opportunity to pray and to be formed in prayer. Time for Mass, prayer, and a model specifically directed on prayer, or the Eucharist should be incorporated. Pages 17 - 19 of this document have suggestions for element 2.

Anticipated Launch Date Element 2

Element 3: Missional Training

Having encountered Christ and responded, a disciple's life is moved into a new direction. Pope Francis points out that the encounter leads to mission or to sharing in the work of evangelization. Formation, or training in how to evangelize, which includes a discernment in the method most suited to one, is essential immediately after the kerygmic encounter. The goal of missionary disciple formation in the general and the element of missional training is to equip every baptized person to begin their own missional work. They will be apostolates run outside of the parish and school, i.e., at homes, out in the community, etc. This is how the Diocese of Columbus will grow the presence of Christ and the Church. Finally, the sacrament of confirmation is the missional sacrament



and preparation for it centers on re-encountering Christ and missional training. Our school faculty and staff have a unique role to play in preparing young people for this sacrament. Pages 22 and 23 have models for missional training.

Anticipated Launch Date Element 3

Element 4: Disciple Small Group/Community

After having completed their kerygmatic encounter retreat, faculty and staff should be formed into disciple small groups for ongoing prayer and disciple support. Scripture studies or catechetical models could also be incorporated for content for these small groups of faculty and staff. Pages 24 - 27 give examples of small group models that could be used for faculty and staff.

Anticipated Launch Date Element 4



VI. Lay Missionaries in the Parish and School

Pastors and principals are not alone in the work of building a culture of missionary discipleship in our parishes and schools. Lay persons working as volunteers and/or as paid staff serve in a missionary capacity. A parish strategy should incorporate a strategy to support and form these co-workers. Lay apostolates of lay missionaries exist to serve pastors and principals in the work of evangelization within the parish and school. These types of lay missionaries often are responsible for finding the funding for part of their salary and the parish would cover a portion of their salary. A pastor and parish leadership may wish to incorporate lay missionaries from lay apostolates in their strategies.

Lay Missionary Apostolates in a Parish

Potential collaboration opportunities for parishes and missionaries, to be discussed with parish leadership may include:

1. Parishes invite missionaries to run kerygmatic encounter parish missions or retreats
 2. Missionaries can lead missional training of parishioners.
 3. Missionaries can help in the formation of disciple small groups.
 4. Groups of missionaries help to form parish leaders in particular apostolates within the parish, including leaders for youth groups.
-
-

Missionaries in a School Setting

There is great missionary opportunity in schools, because this is where the youth spend most of their time. Missionary apostolates can successfully work in this mission territory by partnering with parents and teachers in forming students in the way of Christian life. Through retreat experiences, formation, and accompaniment, a missionary presence within the school can help bring the students into an encounter with the Lord and into a desire for discipleship. Potential collaborative opportunities between missionary organizations and schools may include:

1. Retreat Ministry of kerygmatic encounter retreats for the youth.
 2. Helping to lead and form disciple small groups among the students and lead ongoing scripture studies in these groups.
 3. Providing missional training for students, staff, and faculty.
 4. Discipling students, staff, and faculty.
-
-



Options for Lay Missionary Apostolates in Parishes and/or Schools

Adore Ministries

Works with parishes in ‘the gap’: parishes in rural or urban areas with limited resources. Missionaries work in parishes, primarily with youth, to offer quality catechesis and evangelization to those parishes who cannot afford these resources. Missionaries either fully support-raise their salary or raise a significant amount of their salary to alleviate the financial stress on the parish.

<https://www.adoremministries.com>

Culture Project

Work with teenagers and young adults. The Culture Project gives presentations to youth (7th-12th grade) about the dignity of the human person and about sexual integrity. These presentations are suitable for a variety of different settings: the classroom, auditorium, youth groups, rallies, etc. Contracted by a Diocese for a three-year contract and the cost is on a case-by-case basis.

<https://thecultureproject.org>

Damascus Catholic Mission Campus

Works with teenagers, families, and young adults. As a community of missionaries, Damascus exists to awaken, empower, and equip a generation to live the adventure of the Catholic faith. Throughout their time of formation and training, young adult missionaries serve to bring young people, and their families, into an authentic encounter with the person of Jesus Christ and His Church through retreats, camps, and conferences, and they assist at local parish youth groups and at local parochial schools to bring that encounter into everyday places. Missionaries fully support-raise their salary. Retreats, camps, and conferences are priced individually, and missionaries serve within the parishes and schools that partner with Damascus for retreat experiences, camp experiences, and/or conference experiences.

[Damascus Home - Damascus Campus](#)

FOCUS Parish Missionaries

Parish Outreach takes FOCUS’ model of spiritual multiplication from the campus to the parish. Experienced campus missionaries transition to the parish mission field and offer their evangelization skills and training to teach parishioners how to pray, evangelize and make disciples of others. Missionaries either fully support-raise their salary or raise a significant amount of their salary to alleviate the financial stress on the parish.

<https://www.focus.org/what-we-do/parish-outreach>

Missionary Servants of the Word

Missionaries work primarily with Spanish speaking adults, youth, and children. Missionaries are committed to evangelization, through the preparation and sending of lay and religious missionaries. Their charism is well expressed in the motto: “Evangelize the laity to evangelize with the laity.” Missionaries do not fundraise, but schools or parishes pay the cost for missionaries to be present. Male and female missionaries are formed locally in the Diocese of Columbus.

<https://misionerosmsp.com/mm-sp-en>



National Evangelization Teams (NET)

Work with middle school and high school youth. A retreat NET team is invited to the parish to put on a retreat for 6th-12th graders. Discipleship Teams offer a unique opportunity that combines the efforts of a parish or school and that of a NET team, to enrich Catholic culture and build a community of disciples that have a lasting relationship with Christ. Retreat teams are brought into schools or parishes for a specific fee. Discipleship teams work with NET on a contract.

<https://netusa.org/discipleshipteams>

Totus Tuus

Missionaries lead a weeklong youth program at parishes to provide solid catechesis to grade school children. The focus of Totus Tuus is to help children develop a devotion to Jesus through Mary. The week-long curriculum features daily Mass, confession, adoration, prayer and study of the rosary as well as fun, games, songs, and skits to engage the participants. Currently, we partner with the Archdiocese of Cincinnati for our missionary training and support. Fr. Brian O'Connor is the chaplain for the Diocese of Columbus. The Diocese of Columbus will begin formally using Totus Tuus during the summer of 2023.

<https://columbuscatholic.org/evangelization/youth/totus-tuus>

Vagabond Missions

Works with inner-city youth. Inner-City teens confront a cycle of neglect, violence, and broken family life. Vagabond Missions introduces them to Jesus and a loving community by mobilizing missionaries. Missionaries either fully support-raise their salary or raise a significant amount of their salary to alleviate the financial stress on the parish.

<https://www.vagabondmissions.com>

- Adore Ministries
- Culture Project
- Damascus Catholic Mission Campus
- FOCUS Parish Missionaries
- Missionary Servants of the Word
- National Evangelization Teams (NET)
- Totus Tuus
- Vagabond Missions

Note: College age students from your parishes and schools can be encouraged to serve in one of these missionary opportunities. All of the ministries listed are happy to come out to the parish or school and provide additional information.



VII. Parish Media Best Practices

Part of a parish strategy involves using digital and social media. This strategy includes a well-designed and user-friendly website, new forms of mass communication, and a presence on all the social media platforms. For each of the elements, digital content sources have been included in the recommended models. Digital content is easily accessible for those in formation regardless of whether formation is taking place on parish grounds, at private homes, or in public spaces.

Recommended Resources for Website and Content Platform

Tilma Parish

The Diocese of Columbus has partnered with Tilma to help expand our evangelization efforts in the digital space. Tilma was created out of the desire to help the Church go from maintenance to mission. Tilma is an integrated digital media platform that brings email, people, website, giving, and events together for an easier and more unified ministry experience.

As a website tool Tilma helps parishes develop a beautiful online presence. It is customizable and integrates with giving, bulletins, and e-mails. This integration helps make online registrations and giving less complicated. For events, you can create an event page and registration form and send it out to your parishioners with less clicking around and less data entry. Tilma helps create a great giving experience and drive more recurring donations with simple tools and a smooth user experience.

Tilma has a ministry philosophy which means more support for your parish staff and ministry leaders, deeper insight to care for parishioners, and more. Tilma has a full-time team dedicated to keeping the tool improving and updating which means you won't have to worry about replacing this down the road.

Tilma also has an extensive content library that allows parishioners access to great articles, videos, and podcasts from trusted Catholic sources like the Diocese of Columbus, Ascension Presents, Abiding Together, Busted Halo, and Tilma's original content. Tilma has the ability to connect the Columbus Catholic Diocesan website, which features The Catholic Times, Vocations page, Giving, the Diocesan Evangelization websites (Behold and Proclaim), and Our Catholic Schools all under one platform and connect to the parish level when Parishes use the Tilma platform for their parish websites.

<https://www.tilmaparish.com>

<https://columbuscatholic.org>

Behold Columbus

Behold is an online soft entry point for people looking to learn more about the Catholic faith. Content, events, workshops, and tools that are here to help you engage life to its fullest, no matter where you are in your faith. The hope with Behold content is to form



parishioners and provide them with an opportunity to encounter Jesus and discover more of the life that He has for you. <https://beholdcolumbus.org/home> Your public parish events (parish missions, speakers, retreats etc) can be added to the Behold site to encourage participation and reach out to evangelize the surrounding community members, submit your parish events here <https://beholdcolumbus.org/events>

Proclaim Columbus

Proclaim is an online site for evangelization leader training and support in the Diocese of Columbus. It features training and resources for running kerygmatic encounter programs such as The Rescue Project, Alpha and other resources. Proclaim is meant to give access to local leaders in evangelization at the parish level to support and training needed for successful evangelization efforts. <https://proclaimcolumbus.org/> Interviews with several of the resources in this parish toolkit meant to inspire and equip leaders in evangelization can be found on the Proclaim Columbus Podcast.

<https://proclaimcolumbus.org/podcast>

Hallow

Catholic app that helps facilitate prayer. Personalize your prayer experience. Choose your guide, length, background music like Gregorian chant, set your favorites, and create your own personal prayer plan.

<https://hallow.com>

Flocknote

Flocknote provides a modern text messaging, email, and people management tool for your parish community.

<https://flocknote.com>

Constant Contact

Constant Contact provides an easy-to-use platform to create compelling emails, and grow your community.

<https://www.constantcontact.com>

Mailchimp

Mailchimp is a platform that allows you to send the right messages on all the right channels. Build emails, social ads, landing pages, postcards, and more from one place.

<https://mailchimp.com>

Canva

Canva is an online design and content creation tool with a mission to empower everyone in the world to design anything and publish anywhere.

<https://www.canva.com>



VIII. Parish Missionary Discipleship Metrics

Parish missionary disciple formation should not be entirely guesswork but rather strategic. In a strategic approach, a parish uses both quantitative and qualitative data to evaluate the effectiveness of its strategy as a whole and the individual models used for elements of that strategy.

Step 1: Gathering the Baseline Metrics

To evaluate a parish strategy, one first needs to know where the parish was before an intentional and strategic approach to disciple formation. What is first necessary is a snapshot of the situation. The Diocese of Columbus took the Discipleship Maker Index during the Lent of 2021. While the DMI has limits to its data, it can serve as one source for qualitative data and can be repeated in three years as the disciple formation strategy is being reviewed. Some additional quantitative and qualitative data to collect and continue to collect throughout the years of a parish strategy include:

Note: When registering people for events and ministries at your parish there are some key questions to ask that will help you track your parish disciple formation over time. You can use a google form or another similar registration platform that links to a spreadsheet. Your event leaders will know and be able to better serve the group with an idea of who is participating. You can also make connections to OCIA and other parish ministries based on your findings. It helps answer the questions “Are we reaching people outside of the parish?” and “Are we seeing people progress in their faith journey?” You can compare answers over time when someone signs up for various ministries and events.

1. Name (first and last)
2. Contact (phone/email)
3. Age (give range options 18 - 29, 30 - 39 etc)
4. Parishioner (yes/no)
5. How did you learn about this ministry/event etc
6. Spiritually Speaking, How would you best describe yourself
 - Catholic Christian
 - Non-Catholic Christian
 - Searching
 - No Religious Affiliation
 - Other

Quantitative Data

(Use your most recent data, if no data has been collected in this area write n/a)

- Mass Attendance

- Ages of those attending Mass



- Infant Baptisms

- Adult Baptisms

- Professions of Faith

- First Communions

- Confirmations

- Weddings

- Funerals

- Registered Parishioners

- Demographics of Registered Parishioners

- Number of New Registered Parishioners

- Total percentage of parishioners who contribute weekly, their mean income, and total percentage who attend Mass weekly



- Average weekly contribution per family

- Number who attend Adoration of the Blessed Sacrament

- Number of parishioners who have participated in a kerygmic encounter model

- Number of parishioners in disciple small groups: bible studies, women's groups, men's groups. Include informal groups or home groups not run by the parish.

- Number of parishioners running their own apostolate/ministry of evangelization, i.e., bible studies, alpha groups, etc

- Number and percentages of parishioners using various parish media, modes of communication, and content platforms

- Number of school staff and faculty who have participated in a kerygmic encounter model

- Tracking the spiritual journey, age, gender, contact info of those involved in parish activities and programs

- Tracking how people hear about activities and programs (social media, webpage, bulletin, other) and are they parishioners or non-parishioners



Qualitative Data

- Number of parishioners who report having had a kerygmatic encounter

- Number of parishioners who would self report as a missionary disciple

- Number of missionary disciples at the parish

- Number of parishioners who engage in daily prayer

- Number of parishioners who are regularly sharing their testimony

Step 2: Keeping Track of Data and Trends

While building a missionary disciple culture in a parish, there are certain hypotheses that should be proven over time.

- First hypothesis: Generally, missionary disciples currently make up 5% to 7% of a parish. An effective strategy should see this number increase by 1% point per year. So, if one begins at 5%, after the three-year period it should be 8%. What does a missionary disciple look like: one who has had a kerygmatic encounter, who prays regularly and goes to Mass weekly, who is on mission, is in community, and who financially contributes weekly to the building up of the parish community. (This definition is merely a scientific and measurable one.)
- Second hypothesis: Each element of disciple formation that a person experiences increases their commitment to the parish and to their identity as a missionary disciple. The effectiveness of the model opted for in each element (both the model itself and the parish's implementation of it) should increase a person's commitment to moving forward. If people are not progressing, why? Is it the model itself or is it the implementation of the model? At every step of the process, qualitative surveys should be taken to see if the model and the implementation of the model was effective. Quantitative numbers of participation should also be kept for each event and session to provide further data.
- Third hypothesis: Parish best practices outside of the elements of disciple formation (including staffing, liturgy, spiritual opportunities, hospitality, etc.) contribute to a positive environment in the parish and increase in offertory and participation. Regular surveys seeking qualitative data on these other issues should also be offered. Quantitative data around attendance, sacraments, participation, and offertory will also prove the effectiveness of these best practices.



Step 3: Reevaluating a parish strategy after 3 years

After three years, having tracked data, a pastor and his staff are ready to evaluate the success of their strategy. The six elements, per se, are non-negotiable to a parish strategy. However, the reevaluation should review the models used for each element. It is highly suggested that regardless of the level of effectiveness, some changes should be made in the models used for the elements every three years. Digital content always needs to be refreshed and replaced on a regular schedule. Poor results suggest dropping the original model for a completely new one. High results suggest keeping the same model but updating its version. The reevaluation should look to the effectiveness of best practices in implementing the six elements. The reevaluation might require moving into a new direction, such as focusing on the individual rather than the family or incorporating demographic-specific disciple small groups rather than general ones. After three years, pastors and parish leadership start back at the beginning with building a strategy. This Parish Missionary Disciple Formation Toolkit will also be routinely updated to reflect best practices and available programs.



IX. Vocabulary and References

Missionary Discipleship Vocabulary

Accompaniment or Discipling: Spiritual accompaniment is the apostolate of intentional relationship oriented towards a definitive direction of growth in holiness and conversion in the person of Jesus Christ. In discipling/accompaniment, a mentor, through regular interactions and conversations, helps another grow in discipleship through ongoing formation in the element of missionary discipleship. It is an apostolate because all the faithful have the duty and ability to practice it by virtue of baptism.

Apostolate: The activity of the Church aimed at extending the Kingdom of God in the world. All Christians share in the apostolate of the Church in various ways; there is a diversity of expression, but a oneness of mission. The phrase “Lay Apostolates” refers to those works in the Church led and organized by the lay faithful.

Catechesis: The “echoing” or handing on of the Truths of the Faith. Catechesis is an ongoing formation of the whole person in discipleship and touches upon the other elements of missionary disciple formation.

Conversion: Accepting, by a personal decision and through the work of God’s grace, the saving sovereignty of Christ and becoming his disciple.

Encounter: A meeting of Jesus Christ in our life, which leads to a new or deeper personal conversion.

Evangelization: The Church’s central task, given in the Great Commission, of proclaiming the Gospel and forming missionary disciples. It is a mission of all the baptized.

The Gospel or Kerygma: The basic message of the Father’s love, the reality of sin, the salvation offered by Jesus Christ, and the call for our response in conversion and baptism.

Summary of the Kerygma: 1. God’s loving plan; 2. sin and its consequences; 3. Jesus Christ and His Salvation as the answer; 4. Call to respond in repentance, faith, baptism, and life in the Church.

The Great Commission: The commission given to all the disciples of Christ, the Church, at His Ascension. All the baptized are sent to proclaim the Gospel of Jesus Christ and to form disciples. “Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, until the end of the age.” (Matthew 28:19-20)
“Go into the whole world and proclaim the gospel to every creature. Whoever believes and is baptized will be saved; whoever does not believe will be condemned.” (Mark 16:15-16)

Kerygmatic Encounter: An important type of encounter experience with Jesus Christ in which we are presented with the Gospel and the invitation to respond.



Lay Missionary: Lay men and women who dedicate a period of their lives to serve the Church on mission.

Mentor: A mature disciple who carries out the apostolate of spiritual accompaniment or discipling on behalf of the whole church.

Missionary Disciple: Every baptized Christian who has encountered Jesus Christ, responded to the Gospel, and lives his or her life witnessing to His Love and forming other disciples.

Missional Training: Formation on how to share the Gospel and form other disciples. It includes discerning one's particular mode, method, or charism in evangelizing others.

Mystagogy: An important part of disciples' spiritual formation as they grow in their appreciation and dependence upon the sacraments. Mystagogy is the form of catechesis that helps us unpack and explore the spiritual treasures contained in the sacraments by continuously reflecting on their meaning and significance in our personal lives of faith.

New Evangelization: The renewed re-proclamation of the Gospel to every person in the 21st Century.

Send: Evangelization leads disciples to accept God's desire to send them on mission

Six Elements of Missionary Disciple Formation: A Kerygmatic Encounter with Christ and call to conversion, ongoing formation in prayer and sacramental life, ongoing formation in the Truths of the Faith, ongoing formation in Scripture, ongoing formation in how to personally witness to others, and membership in disciple small group.

Small Group Community or Disciple Groups: Evangelization invites people to the Body of Christ, which is the Catholic Church. Community is necessary for living missionary discipleship. Disciple groups are small communities within the Church where we can grow as disciples through support, sharing, and ongoing formation in Scripture and catechesis.

Testimony or Witness: A firsthand account of what God has done in one's life and the difference that has made. It is an authentic personal experience of Christ's work in oneself. It is not abstract nor tutorial. It communicates life is different and more meaningful with Jesus Christ. It provides evidence of why one is committed to Christ now. It is a means to help someone else see God's presence, active in a life. It clarifies God's call to relationship is real and makes an actual difference.

Important Quotes: Regarding the New Evangelization

“Christ is the light of the nations. Because this is so, this Sacred Synod gathered in the Holy Spirit eagerly desires, by proclaiming the Gospel to every creature, to bring the light of Christ to all men, a light brightly visible in the countenance of the Church.” (Lumen Gentium, 1)

“We wish to do so on this tenth anniversary of the closing of the Second Vatican Council, the objectives of which are definitively summed up in this single one: to make the Church of the twentieth century, ever better fitted for proclaiming the Gospel to the people of the twentieth century.” (Paul VI, Evangelii Nuntiandi, 2)



There is an intermediate situation, particularly in countries with ancient Christian roots...where entire groups of the baptized have lost a living sense of the faith, or even no longer consider themselves members of the Church, and live a life far removed from Christ and his Gospel. In this case what is needed is a 'new evangelization' or a 'reevangelization.'" (John Paul II, *Redemptoris Missio*, 33)

"I would like to emphasize the importance of that Assembly's [upcoming Synod of Bishops' meeting] theme: "The New Evangelization for the Transmission of the Christian Faith". There is a close connection between these two elements: the transmission of the Christian faith is the purpose of the new evangelization and of the entire evangelizing mission of the Church which exists for this very reason. Moreover, the expression "new evangelization" sheds light on the ever-clearer awareness that countries with an ancient Christian tradition also need a renewed proclamation of the Gospel to lead them back to an encounter with Christ which truly transforms life and is not superficial, marked by routine." (Pope Francis, June 13, 2013)

Regarding Missionary Disciples

In virtue of their baptism, all the members of the People of God have become missionary disciples (cf. *Mt* 28:19). All the baptized, whatever their position in the Church or their level of instruction in the faith, are agents of evangelization, and it would be insufficient to envisage a plan of evangelization to be carried out by professionals while the rest of the faithful would simply be passive recipients. The new evangelization calls for personal involvement on the part of each of the baptized. Every Christian is challenged, here and now, to be actively engaged in evangelization; indeed, anyone who has truly experienced God's saving love does not need much time or lengthy training to go out and proclaim that love. Every Christian is a missionary to the extent that he or she has encountered the love of God in Christ Jesus: we no longer say that we are "disciples" and "missionaries", but rather that we are always "missionary disciples". If we are not convinced, let us look at those first disciples, who, immediately after encountering the gaze of Jesus, went forth to proclaim him joyfully: "We have found the Messiah!" (*Jn* 1:41). The Samaritan woman became a missionary immediately after speaking with Jesus and many Samaritans come to believe in him "because of the woman's testimony" (*Jn* 4:39). So too, Saint Paul, after his encounter with Jesus Christ, "immediately proclaimed Jesus" (*Acts* 9:20; cf. 22:6-21). So, what are we waiting for? (Pope Francis, *The Joy of the Gospel*, 120)

Regarding an Encounter

"We have come to believe in God's love: in these words, the Christian can express the fundamental decision of his life. Being Christian is not the result of an ethical choice or a lofty idea, but the encounter with an event, a person, which gives life a new horizon and a decisive choice." (Benedict XVI, *Deus Caritas Est*, 2)

"Concerning the baptized whose lives do not reflect the demands of baptism: The Church is particularly concerned that they should encounter Jesus Christ anew, rediscover the joy of faith and return to religious practice in the community of the faithful." (Benedict XVI, Homily for the 2012 Synod on the New Evangelization)

Regarding Conversion

"From the outset, conversion is expressed in faith which is total and radical, and which neither limits nor hinders God's gift. At the same time, it gives rise to a dynamic and lifelong process, which demands a continual turning away from 'life according to the flesh' to life according to the Spirit."



Conversion means accepting, by a personal decision, the saving sovereignty of Christ and becoming his disciple.” (John Paul II, *Redemptoris Missio*, 46)

