

Welcoming the
**INTERNATIONAL
PRIEST**

Guidance for Diocesan
Pastors and Priests



DIOCESE *of*
COLUMBUS

INTERNATIONAL PRIESTS ORIENTATION PROGRAM

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Catholic Diocese of Columbus

Office of the Bishop
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September 2025

Reverend Fathers:

The Diocese of Columbus is becoming increasingly diverse, reflecting more daily the face of the universal Church. While continuing to build a culture of priestly vocations within the Diocese, the Diocese of Columbus has been richly blessed with missionary and international priests, both diocesan and religious. We are grateful for their service, and we offer them a warm welcome.

Beginning a new assignment is a challenge for every priest. Beginning a new mission in a new country, in a new diocese, without the support of family and friends can be challenging and difficult. To help new international and missionary priests have a smooth transition, a handbook has been prepared. This handbook contains necessary and vital information for the success of the transition, including information about what should be done prior to the priest's arrival and immediately upon his arrival; information about R-1 Visas; basic expectations, best practices, and ongoing formation during the priest's sojourn in the Diocese; the need for support and priestly fraternity during the time of ministry; and, two appendices that can help pastors and parochial have conversations about expectations and performance.

The handbook, intended for priests of the Diocese, as well as international and missionary priests, is intended to be not only informational but also a helpful instrument that will lead to a successful mission and integration into the life and fabric of the Diocese of Columbus. All of share in the collective mission to proclaim the joy of the Gospel. Careful attention to the contents of this handbook will help our mission of evangelization to be effective and transformative.

Grateful for your spirit of service and generosity of heart, I am

Sincerely yours in Christ,

Most Reverend Earl K. Fernandes
Bishop of Columbus

August 22nd 2025

Memorial of the Queenship of the Blessed Virgin Mary

Dear Brothers

Over the last year the diocese has welcomed many international priests to minister alongside us in the presbyterate. Their presence is a great gift to our local Church – they help to round out many priestly ministries that we might otherwise struggle to fill at this time, and, as the Diocese of Columbus grows, help us to minister to the increasingly diverse community of the faithful that we see around us.

This large group of priests from Africa, Europe and Asia have now had a year to settle in and become acclimated to living here, but as I am sure you can imagine, there are still challenges for them as American culture must seem very different to their experience. I can attest to this myself because in the early years of my own ministry in the diocese there was a significant adjustment for me too, even though I came from the U.K. and a culture that was much closer to the American one.

Thank you for the welcome that you have given to these our brothers. Please continue to support them and get to know them. They each have a rich background in ministry and expertise that can enrich all of our lives.

This manual explains the orientation program we have been creating over the last year as priests arrived and settled in. I share it with you so that you have an idea of the steps that the diocese has taken to welcome and support our international priests. This work is ongoing, including a regular evaluation process and support for accent reduction and engagement. We want these, our brothers, to know that they are welcomed, valued and above all included fully as members of our presbyterate and diocesan family. Your help in this process is invaluable as you, more than anyone else in the diocese, can make these men feel at home while they are with us. Please pray for them and for all of us as we minister together.



Very Rev. Bob Penhallurick

Director of the International Priest Program

INTERNATIONAL PRIESTS ORIENTATION PROGRAM

This guide is offered as a resource to assist all of us in welcoming priests arriving from abroad and to help them adjust in the U.S. and the diocese of Columbus. It is not meant to be a comprehensive blueprint as time, and experience, will lead to other action items being added.

Pre-arrival:

The priest will have gone through several steps before he arrives in the U.S.

1. Application form to minister in the Diocese
2. The Vicar General or Director will conduct a zoom interview with the priest.
3. The priest will have obtained an R1 Visa at the embassy or consulate in their home country.
 - a. The cost of the R1 visa may be borne by the diocese OR by the religious order or diocese from which the priest is being sent. This is decided on a case-by-case basis.
 - b. The Chancellor will have drawn up an MOU (memorandum of understanding) between the diocese and the priest's diocese or religious order. This lays out the terms of employment in the diocese. *Once the priest arrives these terms must be adhered too, including residence and occupation. Any changes must be submitted by the diocese to the INS for approval before they can take place and there is a cost involved to the diocese.*

During this period the Director maintains contact with the priest. The priest is emailed instructions on how to study for the Ohio Driving Test and may begin an accent reduction class through Sacred Heart Seminary in Franklin, WI.

Welcome:

The diocese is grateful for the gifts that our International brethren bring and look forward to supporting them in their here.

When the priest arrives at Columbus airport (CMH) they are met by the Director who takes them back to his own parish, St. Catharine of Siena, in Columbus, OH. The parish is close to the airport and to the Chancery and diocesan offices. The priest will be able to recover from his journey and concelebrate Mass there, and be introduced to American rectory living.

Most parishes have someone to clean the rectory. *Some* also provide laundry or food service – but these are *not* standard and vary from place to place. It will be important for someone to assist the priest in learning to do these things if he is not used to doing them himself.

The Director will take the priest downtown each day to go through the onboarding process. This takes 2-4 days and includes applying for a social security number, signing up for the diocesan health insurance, and introductions to key diocesan staff including the two Vicars General.

The priest will have been studying online for the Ohio Driving Test, and should be ready to take the online written part. Obtaining an Ohio license is important as most parishes require priests to drive every day.

Interviews with Diocesan Offices

During this time the following interviews take place at the Diocesan Offices:

- Opportunity to meet with the Bishop, Vicars General, Chancery and senior diocesan staff
- Explanation of the diocese, its history, demographics, and current issues they need to be aware of.
- Review the MOU that establishes the work the priest will be doing in the diocese.
- Human Resources will talk to the priest about our health care benefits and fill out an I9 for him.

- The Legal team will meet with him to discuss the importance of maintaining the conditions of his visa status, will take down the details of his passport and will print off the I94 port of entry document that shows he is in the U.S. legally.
- The Safe Environment office will go through PGC with the priest, including a section specifically geared to international priests. *N.B. The priest may begin working immediately as an international version of FBI/BCI has already been obtained.*
- The priest will be taken to the Social Security Office to register for his Social Security Number. This will be mailed to him at his new address @ 14 days after the application.

The priest will also receive his faculties and assignment letter during this time.

Once onboarding is complete, he will move to his new address. If he has not already started the accent reduction course, he will begin it soon after he arrives.

Welcome to the Parish and Rectory

The experience that foreign born priests have of rectory life is often very different to that experienced by priests and seminarians in the U.S. Eating times, office staff, schedules, parish bulletins, keys, intercoms, internet etc., vary from place to place, and country to country. The priest's experience of living with the Director is only the beginning of a big adjustment that these men will experience.

Diocesan priests living in the rectory will need to make an accommodation for this and work with the priest so that living in an American rectory is a positive experience that does not embarrass or confuse the new priest. This can sometimes be frustrating for us who are used to American life and ministry and fraternal charity can be tested especially when we are already carrying a heavy load. Diocesan priests should be prepared for this.

Not everything here needs to be done by the Pastor. It will be helpful if the Pastor can assign some of the learning experience to parishioners or a parish deacon. Things like how

to cook for oneself, use a washing machine and dryer, visiting important places in the parish like nursing homes, the hospital etc., can all be delegated to others and may help the priest feel that he is being welcomed into the community.

The priest will need to be shown his rooms. The Pastor will need to meet with him to explain any rectory rules and expectations. The standard diocesan questionnaire use by pastors and new parochial vicars is very helpful in guiding this conversation. (see Appendix A).

This is an important meeting. International priests may have different dietary needs that need to be accommodated, ministry expectations need to be established regarding daily mass, praying part of the Office together, rectory guests etc. All of this will need to be carefully explained. Please remember that the priest's experience of prayer may have been in a different language, and he may prefer to pray in this way privately, but some common prayer time is a valuable way to build community and for him to practice praying the Office in English.

Some priests may say they understand because they are nervous or afraid of being embarrassed so always follow up. Be prepared to encourage and reinforce. Be patient and don't expect them to always get something right the first time.

A priest may arrive with medical conditions that need regular medication and support. He will need help establishing a Primary Care Physician, and the difference between going to one's doctor, Urgent Care or the Emergency Room will have to be explained to him.

Certain financial things are best done locally after the priest has received his Social Security number. Although not always needed it is often asked for and can simplify the process. He will need someone to go with him to do the following:

Opening a bank account:

- The priest will need help to open a bank account into which his salary can be paid (unless he is a religious order priest where arrangements are done differently).
- The priest will need help obtaining a new cell phone and calling plan.

The priest will then need to purchase a car.

- Parishioners or ethnic community members can be very helpful with this. There are two reputable car dealers who can be of assistance as well:
- Miracle Motor Mart www.miraclemotormart.com
- Express Auto Sales www.expressauto3.com

The priest will need to take a driving test. The expectation is that the priest takes the written test a month after arrival, if not sooner. He will have been sent details of how to study for the driving test online before he comes to the U.S. along with free online practice sites for him to start practicing. Once he arrives, he can complete the *written test* part of this online, but he will also need someone to sit with him while he drives for the 50 hours driving practice he needs to take before he takes the *practical driving test*. A helpful link with all the details of what is needed can be found at [How to Get a Driver's License in Ohio \[2024\]](#). He should aim to take his practical test within 12 weeks of his arrival.

St. Charles Prep School has several driving simulators that we can request be made available to the priest if this is helpful.

When he goes to the BMV he will need to take his passport, his social security card, his I94 immigration document and a letter that I will provide him confirming his assignment and street address.

Respecting boundaries:

Different cultures have their own rules regarding personal boundaries. It is important to discuss this with the priest so that they express themselves in an appropriate way.

Invitations to parishioners' homes

Being invited into parishioners' home for a meal is an important step in helping the to feel welcome – it also establishes real relationships in the community. A parishioner at St Brendan told me that he felt more comfortable with Fr. Weldit Abay once they had him over to dinner with the other priests. This has developed into a beautiful friendship. These friendships are important. Please encourage your parishioners to invite the new priest into their homes for meals, and encourage the priest to accept these invitations.

Ongoing formation

In addition to their pastoral responsibilities all international priests are expected to attend quarterly meetings with the Director. These meetings act as an opportunity for discussion around important topics, such as Catholic Education, the American liturgical experience, The Appeal, etc. They also provide fraternity for the international priests on a regular basis.

The Director will meet with them individually on an annual basis to assess how things are going. Before this happens, the priest will be asked to complete a self-assessment and the pastor, a member of the staff, and a parishioner will do the same (see Appendix B). It is important that this is done with charity and understanding of the hurdles an international priest may face especially in the first year.

R1 Visa

Most priests will come into the U.S. on an R1 (religious worker) visa. Initially, the visa is granted for 2 years but may be renewed for up to five years. The Director, Chancellor, Vicar General and Legal Counsel monitor the status of all the international priests to make sure that valid status is maintained. If the priest wants to go home for a vacation, then he needs to inform the Vicar General, the Director and Diocesan Counsel of his intentions. The legal department will help him assemble the documents he should carry to show that he has a valid visa. Each priest's needs may be different because of the changing relationship between other countries and the United States, but each case is different so legal advice is essential.

Many International priests will want to go home each year to visit their family and/or religious community. While he is abroad the priest will need to send his passport to the local American Consulate or Embassy to have his visa stamped. **This has to happen before he can return to the U.S.** The priest should submit his passport to the embassy as soon as possible after arriving as this process can take several weeks. Pastors and priests in the U.S. need to be aware that this can take longer and are advised to be prepared for this eventuality. Unless the priest has an immigration complication that causes his renewal to be rejected there is nothing that the diocese or our immigration attorneys can do to expedite the matter. Even contacting a local congressman or woman can do little more than raise a flag. If the issue is simply that the request is held up in line it is simply a frustrating waiting game.

If the priest is renewing his R1 while still in the U.S. this can still take up to 4 months to process. The priest needs to be aware that, if this happens, his driver's license will expire on the same day as his existing R1, and that he will need documentation from the diocese to renew the license. This comes in the form of a receipt, issued by USCIS, confirming that the application has been made and that the priest remains in the country legally.

Professional allowance

International priests receive the same \$1500 Education and Retreat Allowance as other priests. This is paid by the parish if they have a parish assignment, split between diocese and parish if it is a split assignment, and by the diocese if they are fully employed downtown or in hospital ministry. This allowance can be used for their personal retreat, purchase of an Alb, or educational materials such as books.

Annual Insurance Enrollment

All international priests are enrolled in the diocesan insurance plan. This is set up as part of their onboarding process to ensure they have coverage immediately. At re-enrollment the priest is responsible for any elections he may make, and it is important to provide guidance for him in this. Some years are "passive" years where the insurance renews automatically unless the priest requests a change, but some are active years where the priest must

choose his elections again. The diocese monitors this to be sure that the priest has made his choice in these years, but pastors are requested to assist the priest in getting this done during the enrollment period.

\$250 Advance/Gift

When a priest arrives from abroad, he will have little cash and will still be awaiting his first paycheck. Pastors are encouraged to provide the priest with an advance on his first paycheck to help him with initial expenses. This is best given to him using a \$\$ gift card that has already been loaded for him. At his discretion a pastor might also consider giving the priest this money as a gift rather than expecting reimbursement through payroll.

Importance of fraternity by local priests

Many of us rely on close priestly friendships for support – it may be priests we have worked with, our ordination group etc. It is important to remember that the new international priest does not have this priestly support or natural fraternity. International priests can easily become isolated and lonely.

Part of the responsibility of a pastor is to encourage fraternity in the house and among the priests ministering in the parish. International priests will need this from you too. Make time to socialize with the new priest, to get to know him. Introduce him to other priests you may know and make him feel comfortable and welcome into our presbyterate. At diocesan events consider sitting with him and make introductions. As brothers in Christ, we owe each other this service.

It is important to help the priest understand boundaries in the rectory. Share with the priest your own expectations regarding time spent with each other in the Rectory. Make clear what you are comfortable with and ask him what he is comfortable with. One approach might be to say that you are available to socialize when you are in the public spaces of the rectory – for example watching the television – but that if you are in your rooms, you are only available in an emergency.

Attendance at Diocesan Events

International priests know that they are expected to attend diocesan events.

The priest will also have quarterly events with the Director that are mandatory for him to attend. Please make him available for them as they are part of their continuing education and will help them minister more effectively to the people of your parish and the diocese. The priests are also told that other diocesan meetings, especially where the Bishop will be present, are also mandatory for them.

Parishioner complaints

We already know that it is important for pastors to listen to the concerns and complaints of their people. Most complaints about international priests are likely to come from misunderstanding them or finding their accent too thick to fully understand what they are saying.

At the beginning it will be helpful to ask priests to print a copy of their homily that can be added to the bulletin or website or made available at the back of church. This can be a useful bridge while the new priest is working on his English accent.

Some priests will rely on homilies they find on the internet because they struggle forming complete sentences in a second language. This is understandable and the online resource can be very useful but we must always guard against plagiarism. **It is best not to allow the international priest to rely on internet homilies for more than six months while they settle in the parish and when using them, they should never claim the text as their own.**

If this reliance goes longer (than six months) people in the pews will start working out what is happening and will be offended that a priest has plagiarized their homily from the internet. Make time each week to review their homily and encourage them to write their own.

Welcoming a new priest to a parish is always challenging, even when their vocation was nurtured locally. We all have different personalities and approaches to ministry. Welcoming an International Priest who is acclimating to a new culture, a new diet and a new expression of what it means to be the Church is also challenging but offers us so much. Their gifts and experiences enrich us as a Diocese and help us to understand better the international dimension of the Church. This is becoming more and more important as the Diocese grows in size and diversity.

Thank you for your willingness to support our international brothers in ministry and willingness to accept and walk alongside them. If you have any suggestions, concerns or need assistance please get in touch, I am always available to help.

Fr. Bob Penhallurick
Director

Appendix A

CONSULTATION BETWEEN PASTOR AND PAROCHIAL VICAR ON THE OCCASION OF A NEW ASSIGNMENT

The following are expectations that structure the Pastor/Parochial Vicar relationship:

1. The ideal is that rectories are to be smoke free. This is not a policy but if one of the priests is a smoker, arrangements for smoking should be clear.
2. Room and board are provided by the parish. Where two or more priests live in the rectory meals should be shared when reasonably possible.
3. Each priest is entitled to one day off per week.
4. Each priest is entitled to one month off per year.
5. Each priest is entitled and expected to make an annual retreat.
6. Each priest is entitled and expected to attend diocesan convocation and/or a week of conference.
7. Each priest is entitled to some private space within the rectory or living quarters.
8. Each priest is responsible for the cleanliness, well-being and security of the rectory or living quarters.

These are the areas that a Pastor and a Parochial Vicar should discuss soon after the Parochial Vicar is assigned to the parish. It is presumed that this discussion will be carried on with both priests expressing the greatest fraternal charity.

General Working Relationship

1. Expectations of a Parochial Vicar
 - a. The Pastor and Parochial Vicar should discuss the general responsibilities of the Parochial Vicar and how that helps to meet the needs of the parish.
 - b. What does the Pastor expect of the Parochial Vicar and vice versa? Is there a hospital or retirement home that the priests are expected to serve?
 - c. The Parochial Vicar should be welcomed and encouraged to attend meetings of the Pastoral Council and the Finance Council.
 - d. What about the sick or shut-ins, how are they served?
 - e. How are night calls handled?
 - f. What is the Parochial Vicar's role with established parish organizations?
 - g. What is the Parochial Vicar's role with various forms of formation / catechesis (PSR, school, etc.)?
2. Pastor's Leadership Style
 - a. Another important area of discussion would be the style of leadership the Pastor exercises in the parish and how the Pastor sees the Parochial Vicar fitting into ministries in the parish in light of that style of leadership. In other words, what does it mean when the Pastor says that the Parochial Vicar is "in charge" of a given ministry?

Parish Ministry

1. Overall Parish Description
 - a. The Parochial Vicar needs to have some idea of the parish he is about to serve. It would be helpful if the Pastor would discuss or offer a description of the parish that he thinks could be helpful to the Parochial Vicar. This description could include: number of families, different nationalities, language needs, practices, or devotions unique to the parish, the attitude of the people concerning liturgy and social ministry, etc.
2. Collaboration with Parish Staff
 - a. What are the responsibilities of the members of the parish staff?
 - b. How does the Pastor see the Parochial Vicar working with the other member of the staff?
 - c. Are there specific channels the Parochial Vicar should use in making suggestions to members of the parish staff?
3. Parish Liturgical Celebrations
 - a. Who or what group is responsible for preparing the liturgical celebrations?
 - b. What is the role of the celebrant in that preparation?
 - c. What kind of preaching schedule is followed in the parish?
 - d. Are there deacons assigned to the parish and what are their ministries in the parish, i.e., liturgical, marriage preparations, etc.?
 - e. How does the parish deal with funerals, weddings, and baptisms? If the people do not ask for a certain priest, who takes the ceremony?
4. Sacramental Preparation
 - a. What forms of sacramental preparation are being practiced in the parish?
 - b. What is the role of the Parochial Vicar in them, i.e., Baptismal preparation, Marriage preparation, RCIA, etc.?
5. Supporting Staff

- a. Lines of communication, authority, competency
- b. Confidentiality of information with whom?
- c. Who are the employees and who are the volunteers?
- 6. Communication
 - a. Staff meetings; time and place?
 - b. Leaving and giving messages; place for messages
 - c. Use of telephone, long distance charges, cell phone usage and billing
 - d. Computer use/own/parish
 - e. Use of postage, stationery, office equipment
 - f. Notification of absence from parish
- 7. Parish Structures & Vicar Participation
 - a. Pastoral Council
 - b. Finance Council
 - c. Commissions, Committees & Organizations
- 8. Security
 - a. Keys for buildings
 - b. Security system, fire system
 - c. Passwords and Codes
 - d. Locking buildings
- 9. Finances and Gifts
 - a. Salary paid when and how?
 - b. Gifts – offerings (weddings, Baptisms, etc.)
 - c. Petty cash, parish finances, checkbook
 - d. Credit card usage
 - e. Store accounts (groceries, etc....)
 - f. Gifts from parishioners. Custom regarding gifts to staff...
- 10. Social Services
 - a. How are the needy assisted?
 - b. What are the social action programs in the parish and what part do the priests have in them?
- 11. Other Commitments
 - a. Weddings, funerals, baptisms outside parish
 - b. Helping neighboring parishes
 - c. Membership on diocesan committees, organizations

Residence/Rectory

- 1. Residence Issues
 - a. Private and “off limit rooms” and common places
 - b. Common time for relaxation
 - c. Need for privacy
 - d. Animals in the rectory – what are the limitations and responsibilities?
- 2. Care of Room(s)
 - a. Cleaning schedule; particular day or time
 - b. Laundry schedule; particular day or time
 - c. Upkeep of room(s)

- d. How to handle maintenance issues (who to contact, etc.)
- e. Moving things into the rectory; how and when
- f. Need to bring any furniture
- g. Insurance for personal possessions
- 3. Visitors in Residence
 - a. Boundaries for family, priest friends, other friends, parishioners, adolescents, and children
 - b. Suitable areas for group gatherings and individual visiting.
 - c. Entertaining people at the rectory
- 4. Days off/Time Away
 - a. Day off, from when to when?
 - b. Time away from parish?
 - c. Vacation time?
 - d. "Traditional vacation time" for staff, i.e., Pastor goes day after Christmas...Secretary leaves Monday after Easter, etc.
- 5. "Duty" Times
 - a. How often/when?
 - b. Responsible for what?
 - c. Answering phone, door, calls to health care facility
- 6. Common Responsibilities
 - a. Rectory security/locking doors/lights
 - b. Maintenance of common rooms
 - c. Ordinary routines: answering telephone, banking, shopping, etc.

Fraternity

- 1. Meal Schedule
 - a. Time for meals
 - b. Sign out or in for meals
 - c. House policy concerning guests for meals
 - d. Dietary needs if any, food allergies
 - e. Responsibility for cleaning kitchen after snacks, meals, etc.
- 2. Particular Health Needs
 - a. Special diet
 - b. Health concerns/issues of other priest/staff persons
- 3. Alcohol Use
 - a. Rectory policy
 - b. Parish functions or socializing with parishioners
- 4. Socializing with Parishioners
 - a. Dinner invitations to private homes
 - b. Recreational type of invitations, i.e., sporting events, theater, etc.
- 5. Customs in rectory
 - a. Examples: gather for prayer every Tuesday; everyone decorates the Christmas tree,
- 6. Common Payer
 - a. Communal prayer in rectory
 - b. Daily Eucharist; expectation

c. Sunday Eucharist; expectation

Appendix B

FEEDBACK FOR INTERNATIONAL PRIESTS

The purpose of this survey is to provide opportunity for you to reflect on your adjustment to life and ministry in the United States.

GENERAL INFORMATION

Name _____.

First arrival in the United States _____.

Arrival at my current assignment _____.

PERSONAL

I am friendly and approachable.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

I am comfortable with casual conversation.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

I express an interest in learning more about the culture and customs of the parish and its people.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

I share information and/or stories about my home culture.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

I always try to give good example to the parish and the broader community by my general conduct and behavior.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

I have a spiritual director and try to meet regularly.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

Additional comments:

LITURGICAL MINISTRY

I enjoy preaching.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

I give sufficient time to preparing my homilies.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

I give sufficient time to preparing to celebrate the Mass and other Sacraments.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

Additional comments:

CONCERNING THE PARISH STAFF

I am open to suggestions about how to approach things.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I am growing in understanding of American culture and customs.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

When I don't understand something, I ask appropriate questions.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I am responsive in communication via different media (phone, email, text, etc.).

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I am generally self-sufficient.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I am careful to use appropriate language with women and people of different ages.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

Additional comments:

RECTORY LIFE

I contribute to the good order of the house (care of common spaces, etc.).

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I take good care of my personal space.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I have good personal hygiene.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I contribute to and support priestly fraternity in the house.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I attend and participate in gatherings (liturgical/business/social) of the local Presbyterate.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

Additional comments:

Signature _____.

FEEDBACK FOR INTERNATIONAL PRIESTS

This survey invites you to reflect on your experience of Father _____ an international priest serving in your Parish. The purpose of this survey is to provide him with helpful feedback on his adjustment to life and ministry in the United States.

Please respond to the prompts in whichever section(s) you have personal experience of Father by circling the appropriate number. Thank you.

PARISH PRESENCE AND INTERACTION

He is friendly and approachable.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I can understand him in one-on-one conversation.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I see him at parish functions and events other than Sunday Mass.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

He is interested in learning more about the culture and customs of the parish and its people.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

He appropriately shares information and/or stories about his home culture.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

Additional comments or suggestions:

LITURGICAL MINISTRY

I can understand his homilies.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I appreciate the CONTENT of his homilies.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

He uses language appropriate for the assembly.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I can understand the basic prayers of the Mass when he presides.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

I appreciate his pace and rhythm for the liturgy.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor disagree		DISAGREE

Additional comments or suggestions:

FROM THE PARISH STAFF

He is open to suggestions about how to approach things.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor disagree		DISAGREE

He seems to be growing in understanding of American culture and customs.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor disagree		DISAGREE

When he doesn't understand something, he asks appropriate questions.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor disagree		DISAGREE

He is responsive in communication via different media (phone, email, text, etc.).

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor disagree		DISAGREE

He is generally self-sufficient.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

He uses appropriate language with women and people of different ages.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

Additional comments or suggestions:

FROM THE PASTOR AND OTHER PRIESTS IN RESIDENCE

He contributes to the good order of the house (care of common spaces, etc.).

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

He takes good care of his personal space.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

He has good personal hygiene.

1	2	3	4	5
Strongly	AGREE	Neither	DISAGREE	Strongly
AGREE		agree nor		DISAGREE
		disagree		

He contributes to and supports priestly fraternity in the house.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

His teaching/preaching is theologically sound.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

He attends and participates in gatherings (liturgical/business/social) of the local Presbyterate.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

He gives good example to the parish and the broader community by his general conduct and behavior.

1	2	3	4	5
Strongly AGREE	AGREE	Neither agree nor disagree	DISAGREE	Strongly DISAGREE

Additional comments or suggestions:

OPTIONAL: Signature of person completing the survey
