Franciscan University's
Catechetical Institute

www.FranciscanAtHome.com

A new and rapidly growing collection of excellent Catholic ministry workshops that offers unrivaled formation to those engaged in forming others...

Generously Affordable

A parish or school's annual subscription gives unlimited access to all the individuals who sign up under their parish or school at no additional cost to them.

Completely Accessible

Any and all teachers, catechists, RCIA teams, parish leaders, and parents will have unlimited access to these unique online workshops in the comfort of their own homes or in a group setting.

Deeply Diverse

Hundreds of workshops in all ministry fields are being developed for this platform, to allow a diocese to thoroughly train and spiritually nurture any person involved in passing on the faith.

Highly Flexible

Dioceses, parishes, and schools can use this vast collection of formation workshops in many ways:

- ✓ As part of a ministry certification process
- ✓ As ongoing formation or continuing education
- ✓ As enrichment for any role of passing on the faith to others, especially volunteers
- ✓ As a substantive and engaging means to help parents grow in their vocation
- ✓ As in-depth content for group discussions
- ✓ As a means to develop parish evangelization, social outreach, and RCIA teams

By the numbers . . .

Over **90** dioceses are partnered with us, growing by **2** new partners per month.

The Institute is just 4 years old and already **170+** dioceses from **35** nations have reached out to us for help, including **70%** of U.S. dioceses, over **3000** parishes and schools, and over **16,000** people in ministry learning from our workshops and being mentored by **1700+** mentors.

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Forming those who form others

Franciscan at Home
Online learning at your convenience

What people are saying…

Franciscan University has been on the vanguard of forming generations of priests, religious and lay faithful in service to the Church and world. It has provided passionate and robust intellectual formation for the People of God for many decades now. Franciscan University has, and continues to be, a gift to the Church. Thus, I wish to affirm my support of the Catechetical Institute and assure those who are interested in taking advantages of this online resource that I fully endorse this catechetical effort.

– Bishop Thomas J. Olmsted, Diocese of Phoenix, AZ

This was my first time entering an online course/workshop and it surpassed my expectations. I expected it to be a lot more demanding and over the top too difficult for me to understand but it wasn't so. Thank you for making it accessible to me.

– Virginia R., Holy Spirit Parish, Diocese of Oakland, CA

I love taking online courses because I can do it at my own pace, in a quiet room and at my convenient time. Also, for us parents that work, go to school and have children, workshops online is what I can handle at this time. Thank you!

– Hilda B., Saint Isidore Parish, Diocese of Sacramento, CA

I am not only working through the workshops I am loving the workshops! I have learned so much and been so inspired by what I have learned so far. I'm looking forward to the elective courses that are possible. Thank you for finding this program and making it possible at such a small charge for the parishes. I am most grateful.

– Gwen C., Sacred Heart Parish, Diocese of Venice, FL

I came home and started a workshop that I couldn't fault! Part of my job is to pick out the problems in software (bugs, bad user experience, etc.) and I can be very critical! But there was nothing I could honestly fault. It is a brilliant online learning environment. The one thing I did believe I would disagree with is "a personal encounter" with the mentors and presenters. I have never seen that implemented successfully in my seven years in software. However, I feel it has been done very successfully here. I've gotten to know you more through your sharing of experiences, struggles and your testimony. You shared in an honest, humble and trusting way in the workshops.

– Julianne C., Youth 2000 Leader, Ireland

How Can We Serve You?

We are very hopeful of such a collaboration in light of the excellent online support a formation for leaders engaged in a variety of ministries currently provided by the Catechetical Institute. Our diocesan formation staff and I envision this partnership as having great potential to supplement and enhance the ongoing leadership formation efforts in our geographically large diocese. We especially appreciate your emphasis on building in a mentoring process for catechists and other parish leaders who seek to grow in their faith and serve their communities.

– Bishop Edward J. Weisenburger, Diocese of Tucson, AZ

Actually, the overall experience EXCEEDED my expectations. I can't wait for the next workshop!

– Susan J., St. Joseph Parish, Diocese of Venice, FL

Our growth to serve you…

We currently offer over **150** ministry formation workshops, adding new ones every month, in both Spanish and English. Over **90** dioceses have partnered with us in the last four years since we opened our doors. Over **16,000** people in ministry in **35** countries currently use our tracks and workshops.

Tracks available now…

1. Catechist Track
2. Four Pillars of the Catechism Track
3. Youth Ministry Track
4. RCIA Track
5. Parish Catechetical Leader Track
6. Catholic Schools Track
7. Hispanic Faith & Family Track
8. Ministry of Parenting Track
9. Pastoral Accompaniment Track
10. Proclamation & Evangelization Track

Tracks in development…

1. Eucharistic Renewal Track
2. Young Adults Track
3. Marriage Renewal Track
4. Diaconal Formation Track
5. Special Needs Track
6. Culture of Life Track
7. Diocesan Officials Track
8. Priestly Renewal Track
9. Music Ministry Track

A guide for using our online workshops with a group . . .

Being effective

Launched three years ago, our online platform, www.FranciscanAtHome.com has drawn the interest of over 170 dioceses!

In seeing the many creative ways our workshops are being used by parishes and schools, we have noted that group settings are often as much or more effective than solely individual use of this formation.

So, to encourage this way of using our workshops, we've provided here a set of best practices for how to do so . . .

A great variety of formation

We currently we have many ministry tracks being designed, with over 140 formation workshops thus far, and many more to come.

Our online platform is four years old, and the post-production on our workshops involves much time and care to make them beautifully *engaging* and *effective* formation tools. We appreciate your patience as we build this wonderful work to form those who form others.

"Where
two or more
are gathered..."
~ Matthew 18:20

Step One: Join us!

✓ Registration with the Catechetical Institute takes place through www.FranciscanAtHome.com either with an institution subscription (parish or school) or as individual subscriptions.

✓ The Catechetical Institute has a user-friendly PDF designed to help people easily get into the site for free, once their parish or school has a subscription. If you do not have this PDF, feel free to request it via email: ci@franciscan.edu.

Tracks available now…

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Quick start group guide

✠ Discuss which adult groups could best benefit from the workshops led in collaborative learning sessions, such as: parish or school staff, catechists across all age levels, godparents/sponsors, parents, liturgical ministries, youth leaders, RCIA teams, young adult groups, etc.

✠ Choose a track (collection of workshops) or just a specific workshop.

✠ Determine a time frame (monthly, bi-weekly, weekly, etc.), session length, and what goal is to be accomplished at each gathering, such as the number of segments that can reasonably be discussed in the time available.

✠ Advertise to your target group, introducing CI, the relevant workshop topics, and the structure. Invite participants to bring their device (laptop or tablet, etc.), including a digital photo, to the first meeting, especially if you'll have them register online at that point.

✠ Ensure that the meeting location has WIFI or a cable connection to the internet, and that the room can project the workshops clearly enough for everyone.

✠ Assign a facilitator for the workshop. The facilitator does not teach. The CI workshop presenters teach. The facilitator keeps the discussion from being dominated by a single person, while guiding the discussion to be collaborative.

✠ The facilitator should be conversant with the videos and tasks in order to plan which texts can be simply read out-loud from the screen and which may need to be printed, such as the key instructions for the tasks. Consider which tasks are best explained, begun, and perhaps encouraged to be continued at home.

✠ Facilitators could be trained CI mentors, diocesan officials, or parish/school leaders.

"Catechesis is closely linked with the responsible activity of the Church and of Christians in the world. A person who has given adherence to Jesus Christ by faith and is endeavoring to consolidate that faith by catechesis needs to live in communion with those who have taken the same step."

~ Adult Catechesis in the Christian Community, 69

Tips for successful gatherings

✓ Introduce a specific track to the group and explore the different workshops in that track.

✓ Introduce the online presenters using the biographical videos found in each workshop.

✓ Begin a specific workshop and go through the segments according to the time available.

✓ Segments and tasks can be viewed and discussed as a group or participants may use their devices to type and save, or simply complete tasks on paper.

✓ Have Bibles and Catechisms available for those less familiar with using such texts electronically.

✓ Consider printing sheets of key texts as well as the handout available for downloading at the beginning of each workshop. Prior to watching the video, it may be helpful to ask participants to mark the pages in the Catechism or Bible that will be referenced.

✓ A large group could be divided into smaller groups for the tasks with a "reporter" for each group.

✓ Workshop segments and tasks not completed could be resumed and completed by participants on their own at their convenience, perhaps within a specific time frame. However, it's important to emphasize that the community aspect of the group is essential: "where two or more are gathered…" (Mt 18:20).

✓ Set aside time for group prayer and/or silent reflection at the conclusion of the session (a simple prayer, a sharing of intercessory intentions, or perhaps adoration, rosary, chaplet, a litany, etc.).

✓ It may be helpful to create a calendar for the parish, showing when certain workshops will be offered.

Considerations for hospitality

✦ Assign or invite participants to set up and serve appropriate snacks and beverages, and set up tables and chairs for each workshop.

✦ Low volume Catholic meditative music could be played in the background as people enter in order to set the mood and complement the beauty that is the cornerstone of the workshops.

✦ Have Bibles and Catechisms to purchase or borrow.

✦ Any Church documents referred to in the workshops could be displayed at the gathering (*Catechesi Tradendae, Directory for Catechesis*, etc.).

✦ Have extra pens, pencils, and paper available.

✦ Consider using name tags, and taking the time for introductions of the facilitator and participants.

How to successfully, fruitfully mentor others

Your role is critical…

Front lines. Mentoring will enable you to much more effectively serve souls and focus your ministry more on *building people* rather than just running programs. How to get started?

Warmly Introduce Yourself
In your first email to a learner introduce yourself directly, warmly and simply, avoiding stiffness or over-formality. Ask yourself: What can I do to be genuinely approachable to this person?

Ask Good Questions
Open-ended questions are best for getting to know others because they enable creative, self-revealing responses. What do you hope to gain from the Catechetical Institute workshops? Ask yourself: What can I do to discover what this person most needs and what I can do to help?

Respond with Empathy
Being empathic does not signal agreement (that is being sympathetic) but that you closely consider where the learner is coming from, what their perspective is. Ask yourself: How can I aim to create a warm relational space and trust with this person?

Manage Yourself
Any encounter with another person is an opportunity to help them achieve their ultimate end in Christ or instead to somehow impede them from reaching this destiny. Ask yourself: Am I aware of my own need to grow in how I communicate and listen? Do I have a tendency to be curt? Do I tend to gloss over problems? Am I responding to the person, or to a problem?

Half of holiness is choosing the right companions.
~ St. John Bosco

All conversion is local…

Formation in the faith is always first and foremost God's attentive presence to the *individual*. From this principle arises the vital importance of mentorship, and for that guidance to be proximal and personal: a mentoring accompaniment.

The overarching priority of the Catechetical Institute is to commit the effort necessary to form those who form others, rather than replace them with distant experts or high production value video and audio resources. Evangelization and catechesis can thus remain appropriately situated with those who can be in authentic ministerial relationships in the field. To accomplish this, all the online workshops designed by CI critically rely upon mentorship. By doing this, we seek to encourage dioceses in the direction of mentored formation and person-to-person engagement.

While this means greater time committed by both learners and mentors, there are clear advantages: for learners, that they become better ministers, with better results than less-attentive formation methods could ever achieve, and that they are enabled to take more creative ownership of their call to serve and form souls. For mentors and diocesan officials, these workshops help them to grow substantially in their own formation skills and ministerial competence, to discover an effective mechanism for accountability and excellence, and to find themselves ever more deeply in relationships with those they are called to lead and form.

Here are some workshops on FranciscanAtHome.com that will greatly help you...

We encourage you to take these great workshops to grow in your pastoral accompaniment skills:

♦ The Vocation of the Catechist
♦ Catechetical Mentorship
♦ Being Guided & Guiding Souls
♦ Personal Vocation and the Mentoring Relationship
♦ Building the Mentoring Relationship: Asking Good Questions
♦ Building the Mentoring Relationship: Empathic Listening
♦ Mentoring in Ministry

Got questions?

Here's some of the most common questions we're asked by mentors:

♦ What is the difference between teaching and mentoring?
♦ How often should I reach out to a learner?
♦ How should I handle tough ministry questions?
♦ What if a question seems more appropriate for spiritual director?
♦ How many people is good to mentor at a time?
♦ What is the normal time commitment for a mentor?

Answers to these and many other questions can be found at:
FranciscanAtHome.com/faq
We've also included video tutorials and other resources on this page to better help you serve your mentees!

Got a tech problem? Contact us at:
ci@franciscan.edu

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As yourself: What does it mean to live sacrificially to build up those we lead?

We are all aware of the loneliness of *many* people in ministry – the isolation of the catechist in a classroom, or parents in a culture of indifference, or of priests working on their own. The mentoring role is to support, reinforce, refer back, and refer on to other workshops. Don't become second teacher. Help them to use the teacher well, to trust the teacher, use the sources, not to see you so much as an expert on all things, but instead more of a sounding-board and friend. Mentors seek to listen, to take a sincere interest in another soul, enjoy achievements, believe in what they do, support their mission, and help them through difficult patches. We find good points to affirm in their work, countering the tendency to make our points refer only to problems and shortcomings! We can always find some genuine good points in a workshop. By identifying and noting genuine strengths, we affirm people in things they may not otherwise recognize or repeat. This consolidates the good and cultivates virtues. If we did just this, we would be doing something very worthwhile. Don't waste the power of acknowledging the good!

Trust the workshop tasks and help learners to trust them as useful and helpful for formation. Remember you are there for personal long-term support. This "slow evangelization" avoids giving in to the illusion of rapid formation. Progress will be over a period, a sequence of workshops. Hopefully you will have the person for at least a dozen workshops. Mentoring needs to focus especially on building confidence by encouragement not so much correction. Always think, where can I be of most assistance in supporting this person? Above all, we pray, asking the Holy Spirit to show you how to assist well.

LEADER FAQ: FranciscanAtHome.com

Thank you for choosing to be a part of the Catechetical Institute at Franciscan University of Steubenville through FranciscanAtHome.com. We are both honored and blessed by your subscription.

In this document, you will find common questions or issues other Catechetical Leaders have encountered when maneuvering our platform, as well as the necessary instructions to overcome them.

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ABOUT FRANCISCANATHOME.COM

FraniciscanAtHome.com is an online learning platform that is specifically designed to help form those who are working in the ministry of the Catholic Church – clergy, catechists, school teachers, youth ministers, adult group leaders, volunteers, even (and especially) parents*. The $300 annual subscription allows anyone within your institution (to whom you provide access) to create an account on our platform and to access all of the workshop content we have available. It also allows for Catechetical Leaders to monitor their catechists' progress through the workshops, with the added ability to mentor them as they grow in their formation. We currently have over 130 workshops available on our platform, with new releases each month.*

CONTACT US

Should you ever need help with anything regarding our platform, please do not hesitate to reach out: (740) 283-6754 or ci@franciscan.edu.

LEADER FAQ: FranciscanAtHome.com

TERMS TO KNOW

- **Dashboard:** Upon logging into the platform, every learner will arrive at their personalized dashboard, which details their institution, tracks, and personal preferences.
- **Leaders:** Anyone who is given administrative access for your institution's subscription.
- **Learner:** Everyone who has registered under your institution's subscription.
- **Track:** A collection of workshops specifically designed to serve a particular area of ministry.
- **Course of Study:** A subset of workshops within a track (for example, in our Catechist Track, there are three Courses of Study: Foundations, Advanced Part I, and Advanced Part II).
- **Workshop:** The content itself. All the workshops have the same structure – Objectives, Introduction, Pre-Task (periodically), and Segments (made up of videos, tasks and automated responses).
- **Segment:** Workshops are divided into what we call segments. Each workshop is made up of 6-10 segments and each segment includes a 10-12 minute video, followed by a task.
- **Task:** The tasks are designed to engage the learner in the content that they received from the video, with both a practical and spiritual focus. These are not merely multiple-choice questions to see if they were listening, but reflective questions that encourage each learner to take the content of the workshop and apply it to their everyday lives.
- **Automated Response:** This is the additional guidance and help we provide for learners after every task, often including other resources and clarification of points within the workshop.
- **Bookmark this Workshop:** This feature is available in the top-right corner of every workshop and allows learners to pin the workshop to their dashboard for quick and easy access.

HELPING LEARNERS TO SIGN UP/REGISTER

BULLETIN/EMAIL ANNOUNCEMENT

The below text can be added to your bulletin as an announcement or sent out via email for learners who need help to register:

Our parish/school has just subscribed to a massively helpful new outreach by the Catechetical Institute at Franciscan University of Steubenville. We are now able to offer mentor-based online formation **for every person in ministry** – clergy, catechists, school teachers, youth ministers, adult group leaders, volunteers, even (and especially) parents. **It is free to all, with unlimited access.** This program provides the most in-depth and faithful array of formative workshops ever created. With 130+ workshops available, we are now able to thoroughly train and spiritually nurture you in passing on the faith. **Come grow, come explore this bright sign of hope from www.FranciscanAtHome.com.**

Better yet, it's free for you to use! Here's how to get registered:

LEADER FAQ: FranciscanAtHome.com

1. Visit https://franciscanathome.com/free-institution-signup by clicking on the link, copying and pasting, or typing it into your web browser.
2. Click "create a new account".
3. Enter your information into the required fields and select the green "Create new account" button at the bottom of the page (all fields with an * are required).
4. Next, select your diocese and your parish or school from the available drop-down list.
5. Click select the "Sign up." This will take you to your dashboard, where you can begin exploring all that FranciscanAtHome.com has to offer.
6. We recommend:
   a. That you locate the track(s) your diocese has created for you (located as institutional tracks on the left side of the "Start Learning" section on your dashboard), if any.
   b. Explore the other workshops that are available to you.

TECHNICAL DIFFICULTIES

My learners are having a hard time navigating the platform and registering under our institution's subscription.

To help your learners get started on the platform, share with them the above steps, as well as the resources below. In addition, they can always call our team for further support. We can be reached at (740) 283-6754.

Additional Resources
To further train your learners on the platform, here are some helpful articles you can share with them.
- How To: Video Tutorials and PDFs
- How to Use CI Workshops in a Group
- How to Successfully, Fruitfully Mentor Others

LEARNER ENGAGEMENT

I am struggling with getting my learners to engage on the platform, they just are not using it and don't seem interested in doing so.

Helping learners get started is one of the most common challenges that institutional leaders face, and it can sometimes be difficult to overcome.

We suggest that you begin by doing a workshop together as a group. You may find it beneficial to set aside some time each week (or biweekly) to watch one of the 10-minute segments together and then use the task as the discussion starter. Here is a helpful article on How to Use CI Workshops in a Group.

LEADER FAQ: FranciscanAtHome.com

MENTORSHIP

With FranciscanAtHome.com, institutional leaders have the ability to act as mentors, or designate others to do so, as their learners progress through the tracks and workshops. You have two options:

1. You and other institutional leaders can mentor learners.
2. Learners can mentor other learners.

ALLOWING MENTORSHIP

As an institutional leader, you have the ability to decide who can be a mentor and who can request a mentor. This is done on an individual basis for each learner, so that you can offer our workshops to everyone in your parish, but still have the choice of whether any given learner can be mentored.

1. From your dashboard, under the header "You are an Institutional Leader," select the drop-down arrow next to the name of your institution.
2. On the resulting list, you will see the names of the leaners who have registered under your subscription (see image 1 below).
3. To the right of the names, you'll see two columns: "Institutional Mentor?" and "Can Request a Mentor?"
4. To give a learner permission to *request* a mentor, click on "No" under "Can Request a Mentor?" to toggle it to "Yes."
5. To allow a learner to *be* a mentor, click "No" under "Institutional Mentor?" to toggle it to "Yes."
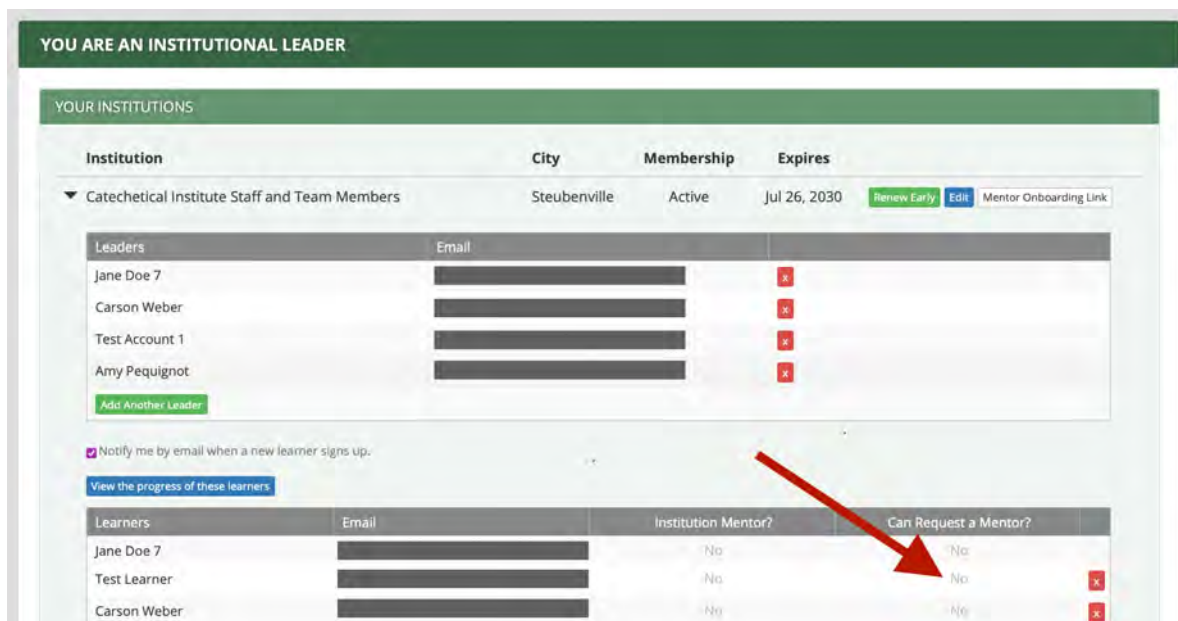6. You can change each of the above at any time by clicking "Yes" to toggle it to "No."

Image 1: Mentorship

LEADER FAQ: FranciscanAtHome.com

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REQUESTING A MENTOR

At the start of a track, learners with the ability to request a mentor will have the option to select "Start this track and request a mentor from . . . [your institution]."

If they have already started the track and would like to request a mentor at a later date, they can simply click "Request a Mentor" button located at the top right corner of the track page.

Note: In order to request a mentor, in addition to having the permission from the institutional leader, the workshops must be taken in the context of a track. Mentoring is not available for workshops that are accessed from the general workshops listing on the right of their dashboard.

ASSIGNING A MENTOR

Once someone has requested a mentor, you, as the institutional leader, will receive an email notification informing you of the request and asking you to assign a mentor.

1. From your dashboard, under the header "You are an Institutional Leader," scroll down to the section "Learners Needing a Mentor".
2. Under the column "Mentor," click the dropdown menu and select a mentor from the list.
3. Click "Assign" (see image 2 below).
4. The assigned mentor and the mentee will both receive email notifications of this assignment.
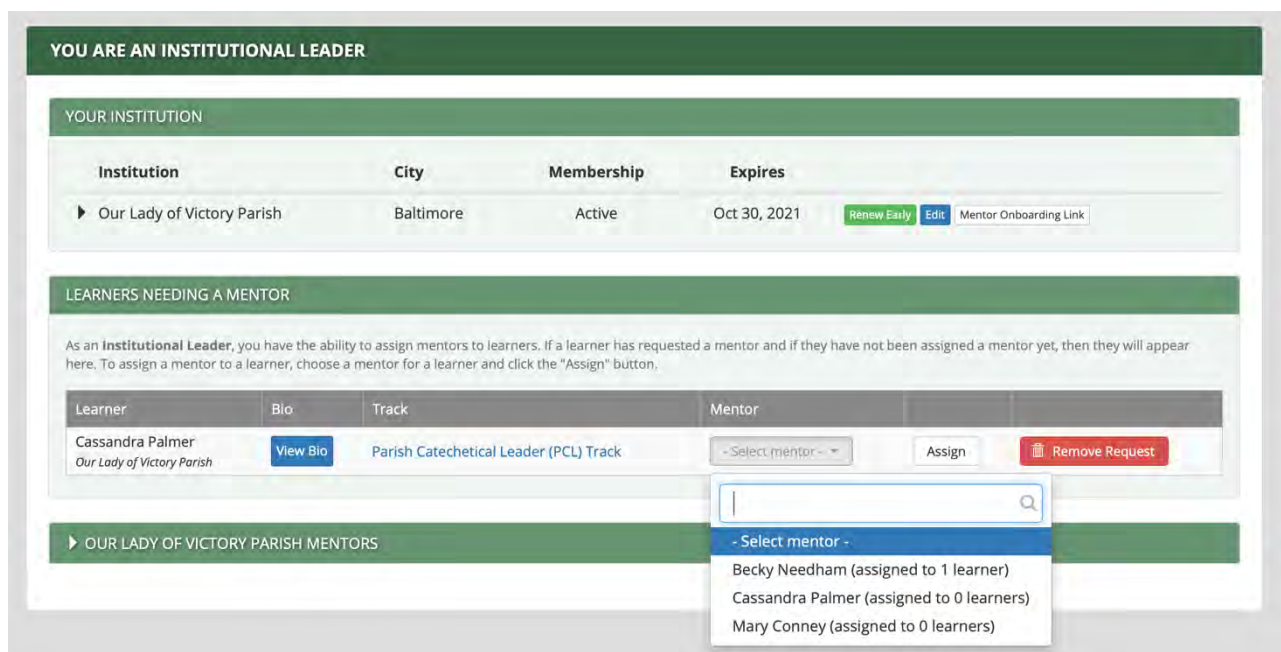

Image 2: Assigning a Mentor

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SUBMITTING TASKS FOR REVIEW

The learners who have a mentor have the ability to send their mentor their responses to the tasks they have completed for review (see image 3 below).
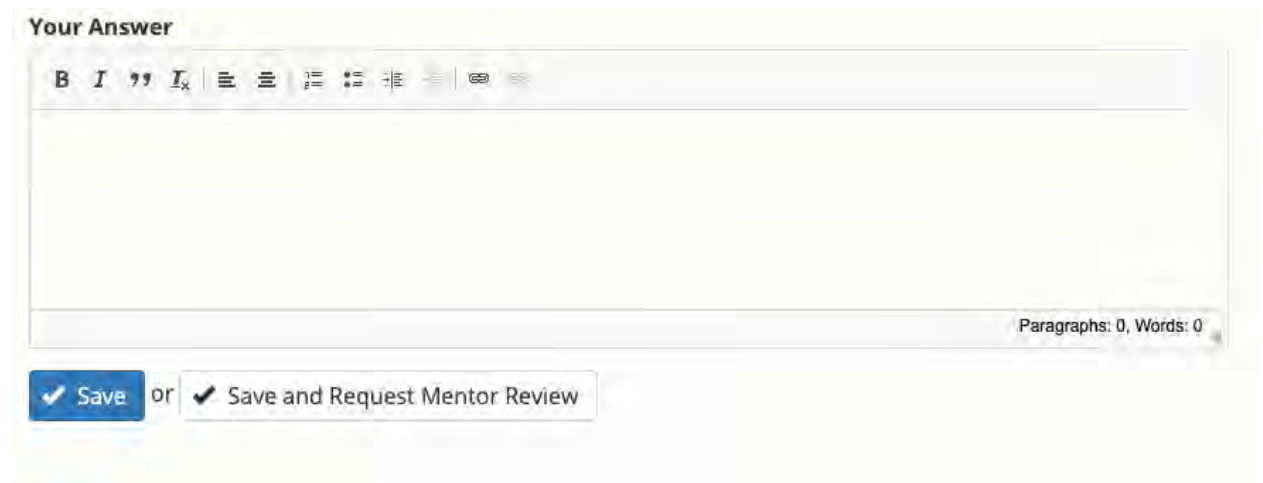

Image 3: *Task Review*

SUBMITTING A WORKSHOP FOR REVIEW

Once a workshop is completed, learners who have a mentor have the ability to send their mentor all their responses to the entire workshop together, for their review (see image 4 below), by clicking the green button located at the bottom of the workshop.
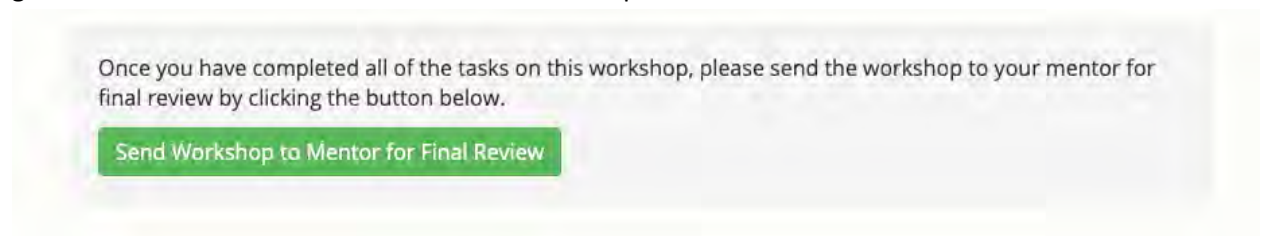

Image 4: *Workshop Review*

TROUBLE SUBMITTING RESPONSES FOR REVIEW

A learner does not have the option to submit his/her responses for the review of their assigned mentor.

This can happen if the learner is taking a workshop outside the context of a track. When a learner is assigned to a mentor, it is always within the context of a track, so in order to submit the workshop to their mentor, they need to enter the workshop by clicking into the track through which they are being mentored, rather than opening the workshop through another route.

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TRACKING LEARNER PROGRESS

As an institutional leader, you have the ability to review the progress of all your learners through individual workshops and tracks as a whole.

1. From your dashboard, under the header "You are an Institutional Leader," select the dropdown arrow next to the name of your institution.
2. Above the list of learners, you will see a blue button that says, "View the progress of these learners" (see image 5 below).
3. This option will take you to a page that lists all your learners. To the right of each learner, reference their "Track Progress" (see image 6 below).
4. By clicking on the track title, you can review the learner's progress through the individual workshops within that track.
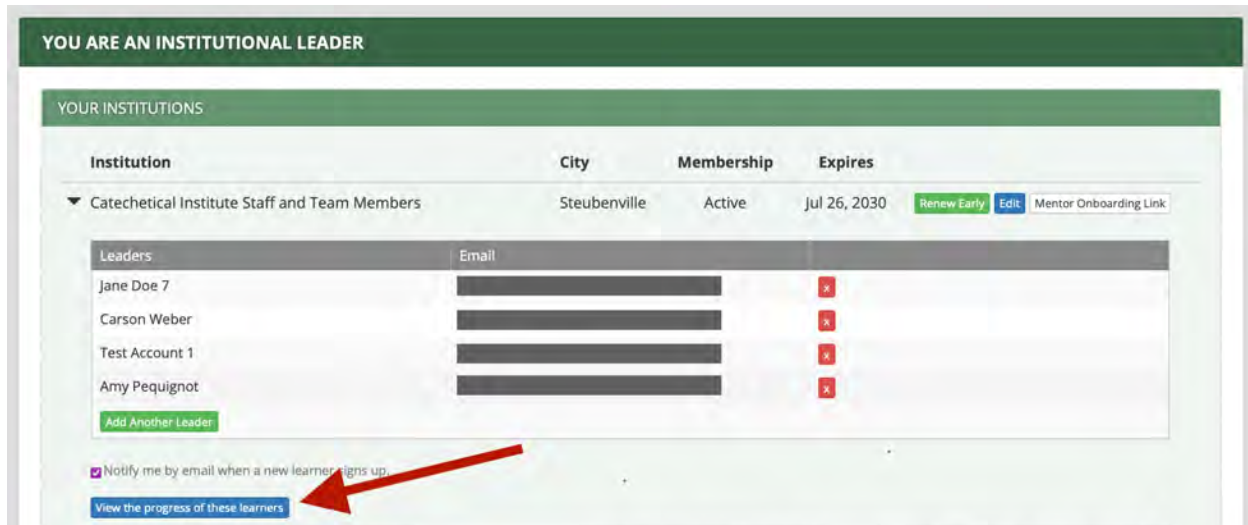

Image 5: *View Progress of Learners*

Image 6: *Track Progress*

WORKSHOP TIME COMMITMENT

The process of completing a workshop involves more than just watching a video; the workshops are designed for deep and strong engagement which makes significant progress possible in skills, understanding, and personal spiritual growth. The video content itself is roughly an hour in length, but the workshop as a whole – watching the videos and doing the tasks – is designed to take between 3-5 hours total.

We have the workshops broken up into segments so that learners don't have to complete an entire workshop in one sitting. We strongly recommend that learners don't try to do it all in one sitting. Of course, if the workshop is being done in a group setting, the time it takes will differ according to the length of discussion.

For individual learners, we suggest a timeline of completing one workshop a month so that learners can spread out the segments. Of course, learners have the freedom to complete a workshop at whatever pace is best for them. Some of our learners have commented that they enjoy working at the pace of one segment each week.

SUBSCRIPTION RENEWAL

The institutional subscriptions on FranciscanAtHome.com are the $300 year-long subscriptions for the parishes, schools and other institutions such as religious orders. A subscription provides free access to anyone who is part of (or given access to) that institution.

STEPS TO RENEW YOUR SUBSCRIPTION

1. Log into your account on https://FranciscanAtHome.com/
2. At the top of your dashboard, next to the name of your institution, there will be a green button that says: "Purchase Membership"
   - *If you are renewing your subscription before the expiration date, the green button will say "Renew Early"*
3. Once you select this option, you'll be asked if you'd like to automatically renew each year.
4. Select your preference and continue to payment options.
5. You'll be able to pay by credit card or you have the option to pay by check.
   - *If you select the option to pay by check, you'll be emailed an invoice; this invoice will have the address to which you will mail the check and all other necessary information.*

It is our joy and privilege to serve you! Feel free to reach out to us with any questions that you or your learners may have by emailing the Catechetical Institute at ci@franciscan.edu or call (740) 283-6754.

What are the top ten things that other parishes and schools doing to implement Catechetical Institute tracks and workshops successfully?

1) Focus on discovering people's *real* needs / urgencies / focus on them as people with *spiritual* needs, not just functions

2) Aim for attentive mentoring / focus on the need to live an *accompanying* ministry life, without shying away from or downplaying its demands of greater sacrificial presence to individuals

3) Move towards a strong intentionality of doing the workshops in *groups* / assume a *need* for dialogue and accountability in learning / avoid isolated learning as the norm

4) Present tracks, sets of workshops in more doable bites, listing *fewer* initially to avoid intimidating people / attend *very carefully* to what a person's first experience feels like with a workshop, and encourage it to happen preferably in a group setting if possible

5) Encourage people to explore the *free choice* of all the workshops, not just required tracks, to meet their *own* needs, perceived gaps and areas of interest / walk through with them what's there, rather than hope they'll discover things beyond required tracks

6) Pace the learning, providing *clear* expectations / define how much to do by when, rather than leaving people's movement forward to chance

7) Provide more *incremental* rewards / make a shorter runway to success and acknowledgement / divide tracks into increments of certification

8) Come up with *incentives* other than certification alone / how can you encourage the best in your people?

9) Speak often of a culture of *ownership* of a ministry role / use language of building a positive culture of *diligence* in serving God's own

10) Hold open discussions about *barriers and issues* / aim to more intentionally listen to people in their struggles, concerns, and hopes

What other helpful resources does Franciscan have to offer to help our parish or school succeed in our mission?

- Our Resources section on the site: **www.FranciscanAtHome.com/resources**
- Our annual **St. John Bosco Conference** and all Franciscan University's **other** summer conferences
- Our ministry formation magazine – *The Catechetical Review*
- Our **events** held for dioceses, local and on-line, and our **tutorials and webinar series**
- Our University's online and on-ground **degrees** and **School of Spiritual Direction**
- Our intentional priority on formation for pastoral accompaniment, with workshops on our platform that help build you in that specific skill set

It is more blessed to give than to receive. ~ Acts 20:35

The Few

✦ The impact of a **very few** – God can do much with little; God can pour great grace through <u>weak</u> vessels.

✦ The paradigm of **spiritual combat** and **worldly conflict** – just like the <u>Master</u>.

✦ In Acts we are invited to place the early work against today's work, and thereby discern the essentials . . .

- ✓ **Did the Early Church have** – Emails / blogs / tweets / social websites / billboards / publishing powerhouses providing pamphlets, holy cards, books, CDs, DVDs / EWTN / even <u>Bibles</u>.
- ✓ **Did the Early Church have** – Parish bulletins / flyers / posters / handouts / parishioner mailings / media racks / certified catechists / great speakers from afar / even <u>DREs</u>.
- ✓ **Did the Early Church have** – Lovely vestments / soaring art / beautiful baptismal fonts / gilded altars / glowing monstrances / well-designed hymnals / even <u>church buildings</u>.
- ✓ **Did the Early Church have** – Holy Names societies / knights / sodalities / bazaars / spaghetti dinners / golf tournaments / VBS / parish elementary schools with professionally printed textbooks / expensive high schools with better education than the government can provide / private colleges filled with faithful professors / even <u>bingo</u>.
- ✓ **Did the Early Church have** – Highly developed devotional traditions / a calendar full of feast days / a liturgy that organizes Christ's life for us / even <u>offertory envelopes</u>.

✦ The point is not that any of this isn't good. The point is that the Church grew by leaps and bounds without any of it. All of that good stuff can be a **huge** help, but **none** of it can make up for the lack of souls that seek to pick up <u>just one</u>. And not count the cost.

- ✓ **What did the Early Church have** – apostles / the first generation of bishops and priests and deacons / a laity made up of people who were discipled in such a way that following Jesus and sharing Jesus were indistinguishable / martyrs at all social levels and ages . . . all made possible by two factors – people who lived as other <u>Christs</u> and sacramental grace to lift that witness beyond human <u>weakness</u>.

✦ St. Paul is frequently invoked as a person who would use all the modern forms of reaching out if they were available to him, and that may be so, but this would never replace him being <u>sacrificially present</u> to souls – do you and I do that?

The One

"I never look at the masses as my responsibility;
   I look at the individual.
      I can only love one person at a time,
         just one, one, one.
           So you begin.
             I began – I picked up one person.
               Maybe if I didn't pick up that one person,
                 I wouldn't have picked up forty-two thousand...
                   The same thing goes for you,
                     the same thing in your family,
                       the same thing in your church, your community.
                         Just begin – one, one, one." ~ St. Mother Teresa

"Do not wait for leaders;
do it alone, person to person"
~Mother Teresa