

*Were not our hearts
burning within us?*

(Luke 24:32)

LIGHT FROM LIGHT

SETTING HEARTS ON FIRE
WITH GOD'S LOVE

A Pastoral Plan
for the Diocese of St. Catharines



DIOCESE
OF ST. CATHARINES

My dear brothers and sisters in Christ,

For the past three years our diocese has been on a journey of renewal that has focused **on setting hearts on fire with God's love**. This process has primarily been parish focused with an emphasis on supporting pastors in their leadership role.

Through these positive experiences and with the contribution of experts in parish renewal, we have been able to create this pastoral plan for the entire diocese. It captures what we have already been doing and sets forth a vision for the future.

It is a hope-filled document that emphasizes that Jesus is 'light from light' and this is seen in the fire of His love that dispels all darkness. With all the issues that we face today, the world needs to be 'enlightened' once again with the Good News of Jesus Christ. We need His teachings that celebrate life and family, promote peace and justice, and that uphold the dignity of each person. We need Jesus who is the Way, the Truth and the Life (JOHN 14:6).

This pastoral plan challenges us to be Christ bearers by witnessing to His message of salvation. It also calls us to proclaim the transformative power of His love that invites us into a personal relationship with Him. This is the heart of evangelization.



I sincerely thank you for all that you do as fervent followers of Jesus Christ. I am so blessed to be the bishop of such a wonderful diocese that is filled with so many faith-filled laity, consecrated women and men, and clergy. Thank you for all that you do to make Christ present in our world.

Despite all this good work, there is still much more to be done.

St. John tells us, "My beloved people, who is it that conquers the world but the one who believes that Jesus Christ is the Son of God?" (JOHN 5:5). Darkness can only be conquered by 'light from light'. Our faith in Jesus Christ, the Son of God, gives us the means to reflect His light and to kindle the fire of His love in this world. This is the foundation of our Diocesan Pastoral Plan.

I invite you to read this document prayerfully and thoughtfully and to reflect upon its call to action. What is being presented is not something new or revolutionary. It is a simple appeal to live out our baptismal call to proclaim the Good News of Jesus Christ, who is the Son of God and Saviour of the world.

May God bless you and the Diocese of St. Catharines.



Yours sincerely in Christ,

Most Reverend Gerard Bergie, D.D.
Bishop of St. Catharines

Our call. Our hope.

Pope Benedict XVI summed up the mind and heart of the Church when he said: "At the dawn of the third millennium not only are there still many peoples who have not come to know the Good News, but also a great many Christians who need to have the Word of God once more persuasively proclaimed to them, so that they can concretely experience the power of the Gospel. **Many of our brothers and sisters are "baptized, but insufficiently evangelized."**

—VERBUM DOMINI 96

"Baptized but insufficiently evangelized" – is a reality present across the Church, yet even this points us toward a tremendous opportunity. Many families receive the sacraments of initiation and then drift from parish life,

reminding us how much potential there is for renewed encounter and belonging.

Across our diocese, some of our parish communities are experiencing real pressures: Mass attendance is not what we would hope for, there are fewer younger families than we would like to see, and volunteers often carry more than their share of ministry workload. Many of our pastors are serving generously in demanding contexts, sometimes across multiple communities, and our financial and parish building needs continue to stretch us.

These challenges are not the end of the story. They simply highlight where God is inviting us to grow.

Jesus is calling the Diocese of St. Catharines, our parishes, our leaders, and every one of us, into a deeper hope.



+
A hope for a Spirit-led Church, alive with missionary purpose.

+
A hope for communities filled with people whose hearts are set ablaze with the love of Jesus.

+
A hope that seeds already planted will bear fruit in ways we cannot yet imagine.

Jesus said, "I have come to bring fire on the earth, and how I wish it were already kindled!"

(LUKE 12:49)

Our call. Our hope.

This is for everyone: Lifelong Catholics, those separated from the Church or faith, and those who have never belonged. It invites us into an encounter with Jesus in Scripture, the sacraments and prayer, and in the everyday presence of Christ among us—when we share our stories, live our faith together, serve one another, and extend ourselves beyond our parish doors.



It is a call to personal conversion and transformation. A call to a change of heart for every one of us.

Pope Francis invited “all Christians, everywhere, at this very moment, to a renewed personal encounter with Jesus Christ, or at least an openness to letting him encounter them; I ask all of you to do this unfailingly each day. No one should think that this invitation is not meant for him or her, since ‘no one is excluded from the joy brought by the Lord’. The Lord does not disappoint those who take this risk; whenever we take a step towards Jesus, we come to realize that he is already there, waiting for us with open arms.”

—EVANGELII GAUDIUM 3

This is our call.
This is our hope.

As a diocese, let us all take the risk that Pope Francis invited us to. Let us commit to setting hearts on fire with the love of Jesus. Let us commit to working towards welcoming 2,000 new Catholics into our diocese at Easter 2033, the 2,000th anniversary of the resurrection of Jesus.

What might our diocese look like if this were to be achieved?

Imagine...

- I. **Imagine parishes alive and growing**, pulsating with life and joy, centred around vibrant Eucharistic liturgies where God is honoured with awe and hearts are moved to deep worship.
- II. **Imagine communities where families gather**, where people feel proud to invite their neighbours and friends and where newcomers are welcomed and embraced.
- III. **Imagine parishes where people come together in small groups** to learn and grow and where holiness is nurtured and lives are transformed.
- IV. **Imagine parishes that prioritize the sick, the hungry, the hurting and the excluded**, that are beacons of hope for those who are wounded and suffering, where people are invited to meet Jesus in the care we have for them.
- V. **Imagine parishes where every person hears God’s summons** to live their baptismal call to ordained, vowed, married or single life. Where people are equipped to bring Jesus to a lost and hurting world.
- VI. **Imagine clergy sustained and supported** by capable lay leaders who share leadership and responsibility for the community.
- VII. **Imagine Jesus at the centre of everything we do**, and parishes so fruitful that our walls are too small for what God is doing.
- VIII. **Imagine our diocese at Easter in 2033**, with parishes filled with people whose hearts are on fire and who have collectively ignited the hearts of 2,000 new people to seek baptism and full communion with the Catholic Church.

Imagine... We can make this vision a reality!

The vision we imagine above is God's vision for the Church. It is what our parishes can be if we are fully alive with God's love; if our hearts are on fire.

Before Jesus ascended into heaven, he commissioned the apostles with these words:

“Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.”

(MATTHEW 28:19-20)

In the early church they began to intentionally live this “Great Commission”. The writer of Acts of the Apostles described the Christian community like this:

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favour of all the people. And the Lord added to their number daily those who were being saved.”

(ACTS 2:42-47)

How?

Synodality and Mission

In recent times, the Church has begun to talk more about synodality.

Synodality must not be reduced to yet another chance to speak at consultations; rather, it is the freedom to live our baptismal vocation, collaborating with one another for the sake of the Gospel of Jesus Christ.

The early Church saw that to be fully alive as a community the contribution of each person must be sought, used and celebrated.

“There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. To each one the manifestation of the Spirit is given for the common good.”

(1 CORINTHIANS 12:4-7)

“[Synodality] refers to the involvement and participation of the whole People of God in the life and mission of the Church.”

—INTERNATIONAL THEOLOGICAL COMMISSION (2018).
SYNODALITY IN THE LIFE AND MISSION OF THE CHURCH. §7

We must do this together

Mission-driven clergy aligned and working with passionate lay disciples. Not just across ministries within a parish, but together as parishes, across deaneries, and when appropriate, in a diocesan way at times, so that we can tailor our efforts to be most effective, so that we can reach our vision.

What might it take for the Diocese of St. Catharines to live this vision?



Living into this vision, in the words of St. John Paul II,

"... is not therefore a matter of inventing a "new programme". The programme already exists: it is the plan found in the Gospel and in the living Tradition, it is the same as ever. Ultimately, it has its centre in Christ himself, who is to be known, loved and imitated, so that in him we may live the life of the Trinity, and with him transform history until its fulfilment... "

–JOHN PAUL II, NOVO MILLENNIO INEUNTE, N29 (2001)

A roadmap for parishes:

This Diocesan Pastoral Plan is therefore offered as a roadmap for parishes. It highlights the key elements of our vision and the principles required to get there.

It acknowledges that every parish is different, so this plan is descriptive rather than prescriptive – designed to inspire parish flourishing and greater missionary effectiveness.

We need Dynamic Parishes

What does a thriving, disciple-making parish look like?

We need to consider how to renew our parishes so that they become more dynamic. We provide a framework of principles to support parish growth and vitality:



Finally, in the Appendix, we have compiled a list of resources and links that can support our parishes in this process. [\(See appendix→\)](#)

Dynamic Parishes

Dynamic parishes are vibrant communities with a courageous and hope-filled vision for renewal.

Dynamic parishes:



Are rooted in encounter with Jesus, united in friendship, centred on the sacraments and prayer, and committed to formation and outward-facing service.

[\(See the Five Systems in the appendix→\)](#)



Have a healthy culture that supports evangelization and a community of grace, growth and mutual care



Measure success by lives changed, not by programs offered or completed



Are welcoming, hospitable and vibrant



Move beyond preferences and opinions to accountability and outcomes



Intentionally send people into neighbourhoods, workplaces, and schools, to alleviate suffering and to be a blessing to others, supporting those sent with formation and accompaniment

When pastors and parish leaders articulate a clear vision of hope they engage their communities in the journey towards becoming dynamic parishes.

Scriptural Foundation: [\(ACTS 2:42–47\)](#)

“They devoted themselves to the teaching of the apostles and to the communal life, to the breaking of the bread and to the prayers. Awe came upon everyone, and many wonders and signs were done through the apostles. All who believed were together and had all things in common; they would sell their property and possessions and divide them among all according to

each one’s need. Every day they devoted themselves to meeting together in the temple area and to breaking bread in their homes. They ate their meals with exultation and sincerity of heart, praising God and enjoying favour with all the people. And every day the Lord added to their number those who were being saved.”

Getting started

Change does not happen overnight! This entire process needs to be wrapped in fervent prayer throughout. It will require persistence and deep truth-telling – celebrating what we do well and acknowledging the gaps and areas for improvement. We begin the journey with a simple articulation of where we want to go (vision) and an assessment of where we are now.

The principles outlined in the following sections will provide a roadmap for your renewal journey.

1. **Create a simple vision** (not a vision ‘statement’) for your parish and communicate it regularly through preaching, newsletters, formation opportunities and agenda items in parish meetings. Ensure everyone knows the ‘where’ and the ‘why’ of your vision. (‘Setting Hearts on Fire’ is a great vision your parish can use)
2. **Parish Missional Health Survey** [\(See appendix→\)](#)
 - Gain a clear picture of the missional health of your parish.
 - Where are your strengths?
 - What needs further work?

Prioritize three areas for improvement in the next 12 months
3. **Assess your parish culture** – what do you celebrate and what do you tolerate? Are your parish and your groups healthy and positive places to be? Use the Healthy/Toxic Culture exercise in the Appendix. What needs to change?
 - To reach our vision to become more dynamic parishes requires cultural change:

From		To
Maintenance and worry	→	Mission and enthusiasm
Passive and beleaguered	→	Active and empowered
Expecting worshippers	→	Inviting worshippers
Disconnected and alone	→	Connected and supported
Self-reliant and reactive	→	Collaborative and proactive
Anxious and complacent	→	Expectant and persevering
Aimless and haphazard	→	Focused and intentional
4. **Measure “lives changed”** in your parish by creating a system to regularly record and celebrate the stories of those whose lives have been changed by an encounter with Jesus in your community

Available Supports

- Diocesan Director of Evangelization
- Clergy Study Days and Parish Leadership Days
- Parish Pastoral Council Course [\(See appendix→\)](#)
- Podcasts, books and conferences
- Healthy/Toxic Culture exercise [\(See appendix→\)](#)
- For reference: The 5 Systems of a Healthy Parish [\(See appendix→\)](#)
- Deep Dive: Article from Missional Disciples on parish culture [\(See appendix→\)](#)

Missionally Oriented



Scriptural Foundation: (MATTHEW 28:18-20)

"Then Jesus approached and said to them, 'All power in heaven and on earth has been given to me. 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.'"

Missionally oriented parishes:

- **Evangelize and mobilize disciples** for our God-given mission to reach the lost and serve the least
- **Focus on engaging the un-Churched and the de-Churched** – making NEW, first-time disciples and reconnecting with those separated from the Church
- **Call lifelong Catholics to ongoing conversion** and passionate, fruitful missionary discipleship
- **Create a discipleship pathway;** a clear journey that moves people from curiosity to committed faith, service, and leadership, intentionally sequencing experiences so growth is supported at every stage (See appendix→)
- **Recognize that evangelization and disciple formation require different skill sets and tools.** Both are needed, and they support and complement each other in the life of the parish
- **Create a 'culture of invitation'** that equips people with the confidence and skills to invite unchurched people to parish events and programs
- **Are aware of the specific hardships** being faced within their parish and collaborate and innovate to find ways to reduce suffering in the name of Jesus



We are called to live the Great Commission: to make disciples of all nations.

Roadmap

1. **Map out your current Discipleship Pathway** using the worksheet provided in the Appendix. Note any gaps.
 - Create a timeline (perhaps over several years) to establish, resource and promote a clear discipleship pathway that the entire parish is aware of and can be part of.
2. **Choose, pilot and launch a primary evangelization tool** (for example Alpha or Christ Life) and implement it at least twice a year.
 - Commit to using the same tool over an extended timeframe. (Use the same tool for several years before contemplating changing it.)
3. **Measure and celebrate progress in evangelization** – making NEW, first-time disciples.
 - Tell conversion stories to the parish community.
4. **Create a plan for developing a 'culture of invitation' in your parish.**

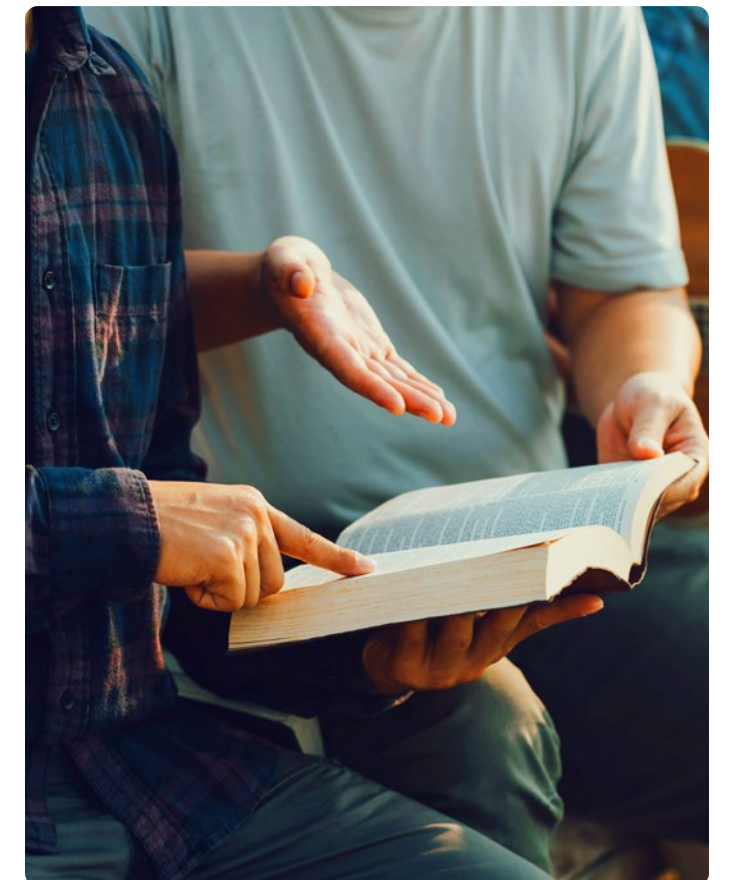
Available Supports

- Diocesan Director of Evangelization
- Alpha Canada for training, support and resources (Life Shared) (See appendix→)
- Parish Evangelization Course: Huntley Leadership (discounted access for St Catharines Diocese parishes) (See appendix→)
- Book: 'Forming Intentional Disciples: The Path to Knowing and Following Jesus', by Sherry A. Weddell (See appendix→)
- The Ananias Course – Catherine of Siena Institute (for missional disciples ready to go out and invite) (See appendix→)

With support, commitment and perseverance parishes can grow in their ability to reach the lost and transform lives.

"I hope that all communities will devote the necessary effort to advancing along the path of a pastoral and missionary conversion which cannot leave things as they presently are. 'Mere administration' can no longer be enough. Throughout the world, let us be permanently in a state of mission."

–POPE FRANCIS, EVANGELII GAUDIUM 25 (2013)



Skilled Leadership



Scriptural Foundation: (EPHESIANS 4:11-12)

“The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ.”

Skilled leadership:

- **Is rooted in a vibrant and consistent prayer life** and becomes the engine of parish renewal
- **Creates a healthy organizational structure and culture** where committed disciples can thrive, enabling long-term sustainable change
- **Turns vision into lived reality** by translating broad strategy into clear next steps, roles and measurable outcomes so that good intentions are prevented from stalling
- **Invests in a clear discipleship pathway** to grow passionate missionary disciples who can be equipped to take on ministries and outreach, ensuring that growth is sustainable, rather than episodic and personality-dependent
- **Creates leadership pipelines** that identify emerging leaders and intentionally grows them
- **Multiplies the parish’s capacity to reach its neighbourhood**
- **Runs toward issues before they become problems**

Dynamic, mission-oriented parishes emerge from effective leadership that equips parishioners for the work of evangelization, ministry, and outreach.



Roadmap

- 1. Review leadership in your parish:**
 - Discuss your results for ‘leadership skill’ in the Parish Missional Health Survey.
 - **Create a ‘leadership flowchart’** of your parish.
 - Identify the formal leadership structures in your parish: Parish Leadership Team, Parish Pastoral Council, staff team.
 - Name the leaders of ministries and committees.
 - Who do they report to?
 - Who supports them?
 - How does the parish invite, equip and support leaders in their roles?
 - What changes are needed?
- 2. Develop personal and team growth plans,** ensuring leadership development is ongoing and intentional.
- 3. Develop a leadership pipeline** for forming and equipping new leaders in a particular parish ministry – for example for your evangelization tool.
 - **Identify aspiring leaders** who have the qualities and gifts needed for effective leadership.
 - **Provide formation** – including provision of books and resources, attendance at conferences, and/or apprenticing with a current ministry leader.

Available Supports

- Diocesan Clergy Study Days and retreats
- Parish Leadership Days
- Conferences and training days outside the diocese
- Book studies and programs tailored to parish renewal
- Parish Leadership Coaching



“Everything rises and falls on leadership.”

–JOHN C. MAXWELL

When leadership is done well, it enables all the other gifts and talents within the parish to flourish.

Collaborative Approach



Scriptural Foundation: (1 CORINTHIANS 12:12–14)

“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit. Indeed, the body does not consist of one member but of many.”

A collaborative approach:

- **Equips leaders** to identify, recruit, empower, support and multiply lay collaborators
- **Prioritizes the creation of teams** that share leadership and responsibility
- **Identifies and mobilizes the gifts** of both clergy and lay people to lead fruitful mission
- **Includes agreed decision-making processes, delegated authority and mechanisms for review** to ensure transparent, accountable and sustainable leadership
- **Motivates those who lead** to invest time, skills, and creativity into the parish
- **Requires clear role descriptions** so people can take responsibility for outcomes not just tasks



Collaboration ensures the right people are in the right roles, serving together as the Body of Christ.

Roadmap

1. **Revisit the ‘Leadership Flowchart’** completed in the previous section and assess the functioning of your structure from a ‘collaborative’ lens.
 - Do any of your leaders stand out as skilled and effective collaborators?
 - What can you learn from them?
2. **Identify the charisms and gifts of your leadership teams** (Parish Leadership Team, Pastoral Council, Staff Team etc)
 - Use tools such as, Clifton Strengths Finder, APEST, Called and Gifted, or Working Genius. (See appendix->)
 - Use the information to understand each other and to ensure that people are in roles that call out their gifts.
3. **Foster clarity and efficiency in meetings**, ensuring they are well led, purposeful and mission-oriented.
4. **Support leaders** with strategies for identifying, inviting, equipping, apprenticing, and empowering new leaders.
5. **Explore and develop agreed ways to resolve team conflicts.**
6. **Implement a system of regularly supporting, thanking and celebrating parish volunteers .**

“...it is necessary to improve pastoral structures in such a way that the co-responsibility of all the members of the People of God in their entirety is gradually promoted this demands a change in mindset, particularly concerning lay people (They must be) “truly recognized as “co-responsible”, for the Church’s being and action, thereby fostering the consolidation of a mature and committed laity.”

—POPE BENEDICT XVI, 26 MAY 2009

Available Supports

- Team retreats and off-sites with external facilitators
- Books such as ‘Death by Meeting’ and ‘The Five Dysfunctions of a Team’ by Patrick Lencioni, and ‘Crucial Conversations’ by Switzler, Patterson et al. (See appendix->)
- Engage expert support to unpack your gifts assessment tool with your team
- Huntley Leadership podcasts and courses (See appendix->)



Collaborative parish leadership is both theological and practical: It honours the baptismal call of the whole people of God while creating the structures needed for sustained mission.

Financially Healthy



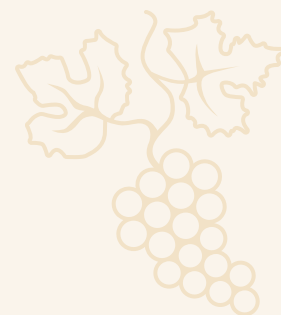
Scriptural Foundation: (PROVERBS 3:9)

"Honour the Lord with your wealth and with the first fruits of all your produce."

A financially healthy parish:

- Has a clear, well-communicated vision that parishioners are invited to invest in
- Has a bold plan for future hires and resources that align with the parish's vision
- Has shifted from fundraising to forming generous disciples – seeing financial offerings as worshipful obedience rather than a financial transaction
- Provides regular, transparent financial reporting that links parishioner giving to discipleship and mission outcomes
- Is aware of needed capital investment in properties and buildings and has a plan to fund it
- Is generous toward the bishop's initiatives

Financial generosity is a core expression of discipleship: giving deepens trust in God and provides resources for sustainable growth and mission



Roadmap

1. Ensure that members of the Parish Finance Council understand and support the parish missional vision.
2. Create a financial plan that prioritizes the resourcing of evangelization and mission goals, not only maintenance.
3. Embed generosity into formation and make it a regular part of discipleship rhythms.
 - Don't be afraid to talk about money.
 - Offer budgeting and stewardship workshops to support people's personal finances.
 - Link giving goals to spiritual practices like fasting and prayer.
4. Create an annual stewardship season and reporting cadence that invites parishioners into the parish vision and the generous discipleship needed to support it.
5. Understand that this is a significant shift in parish culture – you will receive push back and results may take some time.



"Money must serve, not rule"

–POPE FRANCIS, JUNE 3RD, 2024

Mission requires resources. Through generous hearts and good stewardship, parishes can ensure they are equipped for sustainable growth and mission and for supporting the vulnerable and needy in your community.

Available Supports

- Diocesan Manager of Stewardship & Engagement
- Diocesan Finance Office
- Stewardship Conferences
- Books: 'Church Money' by Michael White and Tom Corcoran, 'The Blessed Life' by Robert Morris (See appendix->)

We need to accept that:

The days when parishes grow without visionary leadership are over.

The days when parishes must intentionally renew their purpose to grow are here.

The days when parishes could rely on obligation and aim for involvement to thrive are over.

The days when parishes must understand true evangelization & discipleship are here.

The days when parishes could fill the pews by merely opening the doors are over.

The days when parishes must go out and proclaim the Gospel to a pagan world are here (again).

The days when parishes are the strongest influence in their local communities are over (for now).

The days when we have to change our internal culture before we can impact the world are here.

A last thought...

Foundational to this Pastoral Plan is a spirit of collaboration that exists between all Catholic partners across our diocese. Many of these Catholic institutions, movements and associations are parish-centred and help parishioners to grow in faith, hope and charity. Of special note are our Catholic schools who focus on educating our youth from a faith-based perspective.

One of the greatest collaborators that we have in living out this Pastoral Plan is Mary, the Mother of God. In his Apostolic Exhortation *Evangelii Gaudium*, Pope Francis stated the following: "There is a Marian 'Style' to the Church's work of evangelization. Whenever we look to Mary, we come to believe once again in the revolutionary nature of love and tenderness" (p. 288).

We entrust this Pastoral Plan to the intercession of Our Lady of Guadalupe, who is the Patroness of the New Evangelization. May she help us to set hearts on fire with God's love across our diocese!

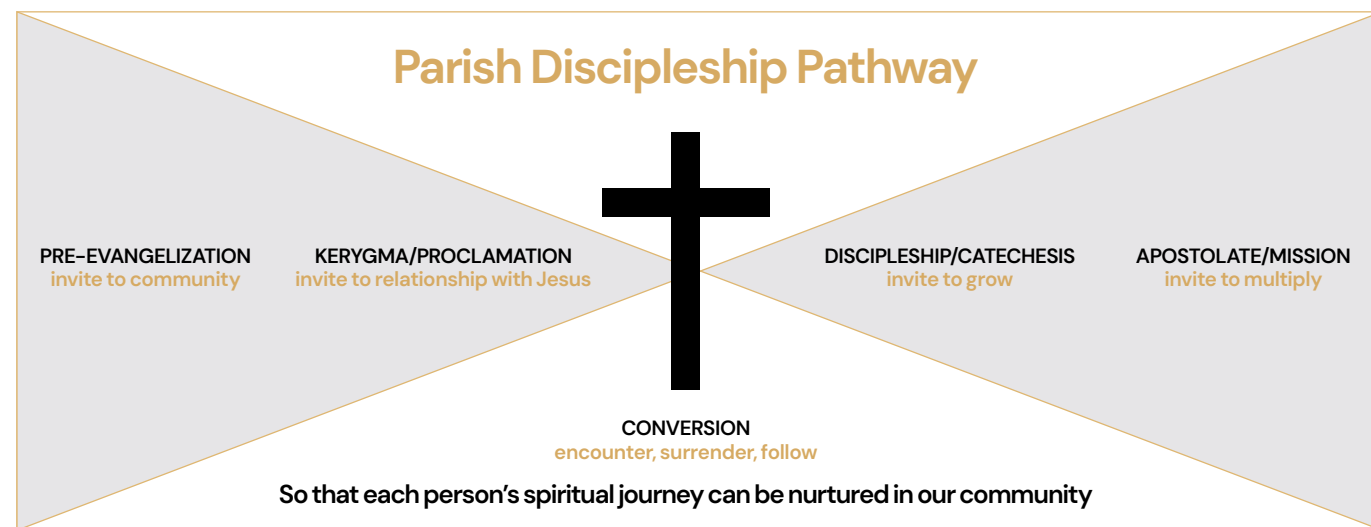
Appendix: Toolkit

Dynamic Parishes

- Link to Five Systems of a Healthy Parish framework
<https://huntleyleadership.com/resources/five-systems-framework>
- Link to Parish Missional Health Survey, by Huntley Leadership
<https://huntleyleadership.com/resources/missional-health-assessment>
- Link to Healthy/Toxic Culture Exercise
<https://huntleyleadership.com/resources/health-vs-toxicity>
- Link to Parish Pastoral Council Course, by Huntley Leadership
<https://courses.huntleyleadership.com/courses/PPC>
(Please contact the Chancery for the coupon code for free access.)
- Article on Missional Disciples
<https://catholicmissionarydisciples.com/news/a-deep-dive-into-modern-catholic-parish-culture-where-renewal-starts>

1. Missionally Oriented

- Discipleship Pathway Diagram (below)



Adapted from: Tim Glemkowski: *Made for Mission*

- Discipleship Pathway Worksheet (below)

Pre-evangelization trust Building trust & relationship	Evangelize kerygma proclamation, encounter, surrender	Disciple catechesis follow, learn, grow, discern, equip	Mission send go out, invite, tell others

- Link to Alpha Canada – Life Shared Series
<https://alphacanada.org/preview/lifesharedseries/-download>
- Link to Parish Evangelization Course, by Huntley Leadership
<https://courses.huntleyleadership.com/bundles/parish-evangelization-course-for-leaders-bundle>
- Helpful book
 - *Forming Intentional Disciples: The Path to Knowing and Following Jesus*, by Sherry A. Weddell
- Link to Annanias Course from the Catharine of Siena Institute
https://siena.org/ananias-tabContent_7110484

3. Collaborative Approach

- Link to Clifton Strengths Finder Assessment
<https://store.gallup.com/p/10003>
- Link to APEST assessment
<https://5qcentral.com/product/apest-vocational-assessment/>
- Link to Working Genius assessment
<https://www.workinggenius.com/>
- Helpful books
 - *Death by Meeting*, by Patrick Lencioni
 - *The 5 Dysfunctions of a Team*, by Patrick Lencioni
 - *Crucial Conversations: Tools for Talking When Stakes Are High*, by Switzler, Patterson et al.
- Links to Huntley Leadership podcasts and courses
 - Podcasts
<https://www.huntleyleadership.com/podcast>
 - Courses
<https://courses.huntleyleadership.com/>

4. Financially Healthy

- Helpful books
 - *churchmoney – Rebuilding the Way We Fund Our Mission*, by Michael White and Tom Corcoran
 - *The Blessed Life: Unlocking the Rewards of Generous Giving*, by Robert Morris

Creative Direction and graphic design of the brochure by 62 Pick-up.

*“All the Church, to preach all the Gospel,
to all the world, all the time.”*

– EVANGELIZATION: ENCOUNTER, DISCIPLES, MISSION,
AUSTRALIAN CATHOLIC BISHOPS. 2023



**DIOCESE
OF ST. CATHARINES**

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