

XV. PRIESTS' PASTORAL REVIEW

Diocese of Crookston

POLICY

All priests serving the Diocese of Crookston are expected to review their ministry on a regular basis. This review process will consist of two parts: (a) self-evaluation and a scheduled meeting with the Bishop, and (b) a formal ministerial review which will include input from the priest's staff, peers, and parishioners. The purpose of this review process is twofold: (1) to afford each priest of the Diocese the opportunity to meet on a regular basis with the Bishop as a means of affirmation, and (2) to afford each priest the opportunity to discern direction for personal and ministerial growth.

Affirmation

- A. The Bishop will meet informally with every diocesan and religious priest every three years.
 - 1. It will be the responsibility of the Bishop to arrange for these meetings.
 - 2. The meetings are to take place at a mutually agreeable location conducive to informal, private discussion.
 - 3. The primary aim of these meetings will be to help the priest and the Bishop to know each other better and to establish a relationship of trust.
 - 4. A meeting will not be required of a priest who, for good reasons, does not wish to meet with the Bishop.
 - 5. These meetings will begin after July 1993.
- B. A list of issues and questions has been developed to serve as a preparation for the meetings.
 - 1. Priests will be given this list in advance and may use it as an open-ended foundation for self-evaluation.
 - 2. This list of issues and questions is not intended to limit items which may be brought to the meeting between the Bishop and the individual priest.

Review

- C. The process of ministerial review using an evaluation questionnaire (form) will be as follows.
 - 1. The form will allow for both self-evaluation and processes for review by others known and trusted by the priest.
 - 2. The priest may bring the results of the evaluation to his meeting with the Bishop if he wishes, or send them ahead of time.
 - 3. The use of the review form will be considered optional and experimental for the first three years.
- D. During the fourth year of the experiment, an evaluation of the above-mentioned form will take place. Then a formal process of evaluation will be developed which is to be utilized by every priest working in the Diocese.
 - 1. This formal process will begin by July 1998.
 - 2. The formal process will involve both self-evaluation and evaluation by others.
 - 3. Participation in the process will be expected of every priest.
 - 4. The formal process will be repeated every 4-6 years.
 - 5. The exact involvement of the Bishop in this process will be determined as the process is finalized.
 - 6. The results of this process for each priest will ultimately be presented to the Bishop.

The Office of Continuing Education of Priests will be responsible for overseeing the implementation of this process in consultation with the Bishop.

PROPOSAL

Resource Questions for the Bishop's Interviews With Priests

1. What are some things you find most satisfying in your ministry today?
2. What are some things you find most discouraging in your ministry today?
3. What one thing do you believe would help you most to minister more happily and effectively, and why?
4. What do you believe are the strongest personal gifts you bring to ministry?
5. What do you believe are the areas of ministry in which you are least qualified and least comfortable working?
6. What health concerns, if any, do you have?
Have you had any recent health problems, surgeries, accidents, etc.?
7. Do you have a will?
Have you signed a power of attorney document and/or living will?
Are there copies at the Chancery in your personnel file?
8. How do you feel supported by:
 other priests?
 others with whom you work (staff)?
 your family?
 Diocesan personnel?
9. How do you feel you are meeting the expectations of:
 those you serve?
 those with whom you serve?
 the Church and the Bishop?
 your own expectations?
10. What financial concerns do you have, either long-range or immediate?
11. Do you feel you have adequate time for privacy and relaxation?
12. Do you feel you have adequate time and resources for growth in prayer and in your spiritual life?
13. As you look to the future, how do you see the Church, the priesthood, and your own ministry changing?
14. What do you think the Diocese could do to better support your ministry and the ministry of priests in general?