

Pastor Evaluation Process – Report to Parish

In January, I entered a priest evaluation process that is required of all Archdiocesan priests on a periodic basis. 43 of those who completed the Catholic Leadership 360 survey were part of a group of parishioners, parish leaders, and staff that I chose, as well as Bishop Manz and our former dean, Fr. Bob Clark. An additional 85 parishioners chose to complete a briefer parish-wide survey. I received a summary report of the responses from each group (participants remained anonymous). Since I do not know the names of the parishioner respondents, I thank all who took the time to complete the survey and offer your honest feedback.

From the **Catholic Leadership 360 survey** that was sent to the individuals from whom I requested feedback; I gained the following key insights.

- I am viewed as a valued and strong parish leader who respects diversity.
- Parish staff feel empowered and supported to lead and direct their area of ministry.
- I tend to become defensive when under stress. This stifles my ability to listen to what is being said and remains an area for growth.

From the **parish-wide survey**, I gained the following key insights.

- I am perceived as a leader who articulates vision, is a good manager, and follows through on commitments and responsibilities.
- There is a significant divergence between those who describe me as caring, inclusive, and pastoral and those who perceive me as lacking empathy and respect for divergent perspectives.
- I am being invited to sharpen the focus and shorten the length of my homilies.

In reviewing the two summaries, I feel affirmed and humbled by an overall positive evaluation. I consider it a blessing to serve this faith community as pastor. In a faith community of diverse perspectives and many talents, we will have moments of disagreement. I cannot and should not attempt to be all things for all people; but I can and must be accepting of various perspectives and kind to all.

Some ratings and comments focused on issues of personal development that were difficult to receive but not unexpected. When under stress, I can react inappropriately. I recommit to focusing what I need to do to remain pastoral, respectful, and effective during periods of increased stress, which are part of each of our lives in some way or other.

I was asked to create **three development goals**.

1. I will strengthen my relationships with staff and parish leadership by spending more interpersonal time with each, beginning with the members of the parish staff.
2. I will strengthen my active listening skills and develop self-accountability tools to monitor how well I use these skills in staff and parish council and board meetings.
3. I will refine my Sunday homilies to be more precise and more effective within a broader range of ages and perspectives.

I will be focused on these over the next five months, and I welcome your ongoing feedback. This will be my last formal evaluation before I reach retirement age in 2025. Therefore, I rely even more on your perspectives, encouragement, and challenges.

Peace,

Fr. Bill