

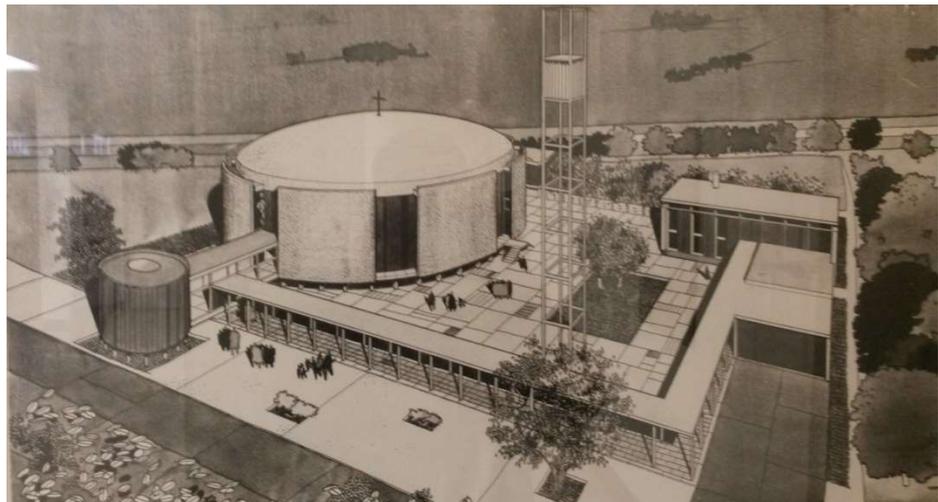
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“Imagine St. Basil’s ...

Appreciating the best of what is St. Basil’s!
Charting the best of what St. Basil’s will be!

60th Anniversary



ST.
BASIL’S
PARISH
OTTAWA
CANADA
2017

ST. BASIL’S IMAGINED!
REPORT OF THE APPRECIATIVE INQUIRY
TO CHART THE PATH OF ST. BASIL’S
PARISH INTO THE FUTURE



2017

Report of the Appreciative Inquiry to Chart the Path of St. Basil's Parish into the Future

Introduction

The recommendations in this report are the result of an Appreciative Inquiry conducted between November 2015 and January 2017. The purpose of this inquiry was to “Chart a Path for St. Basil’s into the Future”. The report is presented by the Imagine St. Basil’s Design Team, a group of 15 parishioners who facilitated the Appreciative Inquiry Process. Design Team members are listed at the back of this report. Over an 18 month period an average of 75 parishioners engaged directly in 4 phases of an Appreciative Inquiry process. Parishioners experienced positive, personal and profound dialogues with one another along the journey.

In Phase I, we affirmed instances of St. Basil’s at its Best ([see Appendix A](#)) and generated the “Positive Core of St. Basil’s” statement ([See Page 9](#)). In Phase II, parishioners shared their dreams for St. Basil’s and identified the underlying conditions required to turn dreams into reality. Articulated as a “Provocative Possibility Statement” ([see Page 11](#)), these underlying conditions speak to St. Basil’s approach to governance as the parish moves forward in this era of its nearly 60 year history. In Phase III, members of the parish examined the dreams grouped into themes ([see Appendix B](#)) and the underlying conditions through the lenses of the mandates of the various ministries and commissions. Finally in Phase IV, parish leaders met in an all-day summit where collaboration, intentional communication, and relationships among the ministries were the focus.

The Design Team reviewed all the material gathered during the Inquiry. The recommendations presented in this report are based on all that was heard and are intended to guide parish leaders as we move into the future. For a more detailed description of the process followed, see [Appendix C](#). The Implementation Plan is found in [Appendix D](#).

We sincerely thank all those parishioners who generously devoted many hours to participating in this process.

Recommendations

The recommendations for the future of St. Basil's acknowledge and reinforce its strengths and assets. They have less to do with the dreams we hope to realize and more to do with how to achieve the conditions for realizing them.

Ministries & Committees

The term Commission as used at St. Basil's was poorly understood. We recommend:

- That the 4 central bodies (commissions) be called "Ministries" and that the component groups be called "Committees".

These terms are more conventional.

To reflect more clearly the function of the four Ministries we recommend the following changes:

- Education becomes Faith Formation Ministry including the Education Committees as well as ad hoc initiatives that seek to expand or deepen our understanding of our faith or our role in society.
- Worship becomes Liturgy Ministry.
- Committees of the Christian Services Commission become the Outreach. The mandate to reach out to the less fortunate, within our Parish community and far beyond remains unchanged. The Caring Ministries are transferred to the Parish Vitality Ministry.
- Community Services Commission becomes Parish Vitality Ministry with the addition of the Caring Ministries committee.

The focus of the Parish Vitality Ministry is to respond to the social and temporal needs of parishioners of all ages. In addition to the current mandates of the committees, future activities would include:

- Ongoing events and special fundraising activities to grow the parishes programs;

- R** A committee responsible for on-going communications with parishioners through print and electronic means, including social media such as website and emailing to parishioners;
- R** Initiatives to maintain a life-long connection with those parishioners who are unable to physically participate in church based liturgies and activities as well as to reach out into the larger community; and
- R** Responsibility accepted to produce an annual calendar of secular events and activities.

These programs will raise awareness of St. Basil's as a vital community hub among all residents from surrounding neighbourhoods and beyond.

In an effort to promote collaboration and intentional communication within and among the Ministries and to improve scheduling we recommend:

- R** Ministries meet as a body two or three times a year. They define their mandate, their plans for recruitment of new members, their plans to implement themes and priorities set by Pastoral Council as well as other activities they plan to undertake.
- R** Committees and Ministries report to Pastoral Council as a whole; their reports go to all members of Pastoral Council, rather than to a specific member of Pastoral Council.
- R** Committees that require funding from the Parish prepare budgets with goals and objectives.

Pastoral Council

Pastoral Council has a central leadership role. It is much more than a clearinghouse or information exchange centre. Pastoral Council gets its leadership mandate from the Archdiocese whose guidelines include:

- ~ As a consultative body, share with the pastor and his staff, the planning and coordination of the overall policies and goals of the Parish;
- ~ Concerned with all aspects of parish life;
- ~ Co-ordinate, monitor and evaluate the work of the various ministries and committees of the parish;

~ Convene an annual meeting of all parishioners.

Specifically for St. Basil's Pastoral Council, we recommend that it:

- R** Foster participation and engagement of all parishioners in parish life; look for ways to link parishioners who attend the different Masses;
- R** Listen and respond to the concerns of parishioners;
- R** Set themes and priorities for each year;
- R** Call for each Ministry to define its mandate, its plan for renewal of members and its plan to implement the theme and priorities set out by Pastoral Council and their other activities;
- R** Actively foster intentional communication and collaboration;
- R** Ensure that each Ministry communicates its programs and activities to parishioners;
- R** Consult on an annual basis with the four ministries regarding their plans;
- R** Compile a budget and maintain oversight of expenditures;
- R** Assume as a spring 2017 priority, to establish and oversee a small group to develop an integration plan for the new pastor; and finally, that
- R** The number of members of Pastoral Council increase to eight plus the pastor.

We recommend that the terms of Pastoral Council members continue to be three years and staggered so that each year, as some members retire new members are added.

- R** Once fully functional however, we propose that each Parish Ministry will name a person from within its ministry members to serve on Pastoral Council. Each year, a different Ministry would take its turn naming a person.
- R** We also propose that there be three members-at-large, individuals not necessarily active in a Ministry, and ideally a member from among those who attend each of the three masses.
- R** We recommend that the Chair of Finance Council serve on Pastoral Council as the 8th member. It is vital that Pastoral Council be aware of the financial

situation of the Parish; that Finance Council understands the plans and priorities of the Pastoral Council; and they work collaboratively.

R Finally, we propose that the Chair of Pastoral Council is elected by the members, subject to approval of the Pastor.

Finance Council

Our recommendations do not deal with Finance Council; however we stress the importance of each Council understanding the situation of the other and have proposed cross-membership as indicated above. A collaborative partnership is an essential underlying condition for the charted course of St. Basil's to be achievable. The budget must be balanced so planned expenditures must not exceed planned revenues; yet, when money is required for new initiatives the Councils should work together to plan how to generate the revenue required.

Parish Office

During our consultations, the Parish Office was a major topic of discussion. Thanks to the efforts of our interim Parochial Administrator in the spring of 2017, the role of the Parish Office has been clarified.

- ~ The Parish Office is the responsibility of the Pastor;
- ~ Pastoral and Finance Councils support the Pastor on matters pertaining to the parish office;
- ~ Pastoral Council will be apprised of the clarified roles and responsibilities of office staff;
- ~ The parish office supports the parish priorities of enhanced communication, collaboration and accessibility.

Priorities and Annual Inspiring Theme

We feel that it is important to identify priorities that all ministries and committees can adopt and work to achieve. The priorities serve as a rallying point of which all parishioners are aware. Advances towards these priorities will engender a sense of success in the parish. From our consultations, the priority areas of intentional communication, collaboration and accessibility emerged.

R We recommend that Intentional Communication, Collaboration and Accessibility be adopted as priorities by Pastoral Council and all the Ministries and Committees.

Priority - Intentional Communication:

- ~ Sharing important information effectively, exchanging ideas and discussing things intentionally;
- ~ Communicating not just up and down but across the system;
- ~ Key components are meaningful participation, attentive listening, respect for differences, honesty and flexibility, and going outside the box at times.

Priority - Collaboration:

- ~ A mutually beneficial and well-defined relationship entered into by two or more entities to achieve results they are more likely to achieve together than alone; share control; getting value from differences. Various forms:
- ~ Among PC and FC and the Pastor;
- ~ Among Ministries: and,
- ~ Among Committees within and across Ministries.

Priority - Accessibility in Many Forms:

- ~ Physical Accessibility – working lift, ramps;
- ~ Internet Accessibility in the Hall and Church;
- ~ Email accessibility- communication with parishioners through email;
- ~ Improved sound in the church;
- ~ Accessibility to parish calendar via the website;
- ~ Transportation for those who have mobility issues.

Annual Designation of an Inspiring Theme

R Each year the Parish will embrace a central inspiring theme launched in June.

In June 2017, after the presentation of the Imagine St. Basil's... Report, Pastoral Council approved a theme proposed by Mission& Social Justice that St.

Basil's become a member of the Green Church network. This has become the inspirational theme for 2017-2018.

Implementation Plan for 2017-2018

The Design team proposed a plan for implementing the recommendations.

R The operational objective 2017-2018 is *“Laying the Path - Moving Forward Together”*.

R The theme is *“The Green Church”*.

R The priorities are: *“Intentional Communication, Collaboration and Accessibility”*.

The Implementation Plan is included as [Appendix D](#).

Conclusion

The Imagine St. Basil's appreciative inquiry did not result in recommendations for radical changes. The need for improved collaboration and intentional communication was highlighted. The recommendations contained in this report are intended to address those issues. The small disruptions that are proposed (name changes, some regrouping of committees, the setting of priorities and themes) should cause people to take a fresh look at what they are doing.

For Pastoral Council, the challenge is to recognize its leadership role and embrace it. Fortunately the Council has the wisdom of parishioners to rely upon; for it was the parishioners themselves who provided the guidance to move forward.

Their words are found in the Positive Core and the Provocative Possibility statements that follow. Trust in them.

Positive Core of St. Basil's Parish

We give of ourselves to one another.

We live our faith in each other.

We consecrate our skills, time, and talents to one another.

We open ourselves to suggestions.

We move words to actions.

We forge strong human connections.

We are inclusive. We care.

We testify to our faith: in life, in
sickness and in death.

From architecture to liturgy to
community, we are a hub.

We welcome. We worship.

We form our community.

We are both teachers and learners and encourage each other to shine.

We are a resilient, creative community where our faith is strengthened, and
expressed in many different ways.

The embracing effects of the round
church builds a sense of belonging and
focus on the altar.

There is a spiritual peacefulness here
and a commitment to foster it.

Our joyful faith community accepts and welcomes people in their diversity, life
conditions, ages, situations, and backgrounds.

Our social action initiatives include the managing of our community food bank,
collecting seeds and stamps and providing refugee support.

Our commitment to Social Justice leads to awareness and involvement in a wide
range of social justice issues.

Our welcoming and embracing initiatives include coffee Sundays, parish dinners,
senior's card afternoons, community brunches, our prayer shawl ministry,
baptisms, weddings, funerals and providing support to those recovering from
illness.

Our spiritual growth is fostered through evening prayer and reflection,
meaningful homilies, beautiful music that enriches our Masses and liturgies,
Lenten missions, and interfaith prayer services.

Our faith development initiatives include retreats and workshops, children's
liturgies and family Masses that involve the children in various parts of the Mass,
the Rite of Christian Initiation of Adults as well as sacramental preparation for
children and youth.

Provocative Possibility of St. Basil's

Inspired by Pope Francis¹

We of St. Basil's are the hands and feet of Christ

We foster a personal sense of belonging, engagement and ownership.

Our leadership is flexible, open and facilitates dialogue through intentional communication and collaboration among ministries.

We are committed to the formation of servant-leaders who will work together to build our faith community.

Our Pastoral Council will invite all parishioners and constituents to engage in on-going dialogues and emerging possibility themes as they manifest themselves in the changing environment of St. Basil's.

The **Positive Core** statement reminds us that to chart a path to the future we must begin by building on what we have already proven to ourselves that we are capable of doing well. The statement describes a life-giving and energizing parish whose strength is found in the people of the organization, their respect for the dignity of the human person, collaboration, participation, and a sense of community and mutual encouragement and support.

The **Provocative Possibility of St. Basil's** statement succinctly expresses how Pastoral Council and the parish community must perform to move the parish forward as a unified community.

¹ See page 1: "Lay People Who Dare To Dream" - excerpt from the address of His Holiness Pope Francis to participants in the plenary assembly of the Pontifical Council for the Laity, Friday, 17 June 2016.