

DRAFT METRICS

Breakout Session #3 and #4

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Definitions:

Perception: parishioner indicates on a likert scale (e.g. 1-5, strongly agree – strongly disagree) the extent to which they agree with an attitude or belief stated in a survey

Practice: process, habit, or discipline that one can observe tangibly (e.g. documentation, calendar, agendas)

Quantitative: Numeric value that can be tracked over time

A. Education & Formation

1. Quantitative: Number of regularly scheduled faith formation opportunities.
2. Practice: The parish offers a variety (e.g. topics, format) of faith formation opportunities.
3. Practice: Faith formation opportunities are available to parishioners based on and at all points of the journey of discipleship.
4. Practice: The parish schedules faith formation opportunities at times and locations that make it easier for parishioners to attend.
5. Quantitative: What is the percentage of children who attend Sunday Mass who are enrolled in Catholic School?
6. Quantitative: Number of newly baptized children who either participate in Faith Formation or Catholic School over time.
7. Perception: The content of faith formation opportunities is high-quality.
8. Perception: Parents of children after baptism and before Kindergarten are connected with the parish.
9. Perception: Parents understand their role as primary catechist of their children.
10. Perception: There is an increase in parishioners seeking out and participating in more opportunities for education and formation on their own.
11. Perception: Parishioners feel as if they have a relationship with God.
12. Perception: Parishioner's relationship with God has increased over the past two years.
13. Perception: Participation in faith formation opportunities has inspired participation in other aspects of parish life.
14. Quantitative: Number of people entering the Church through RCIA.
15. Quantitative: Number of people participating in the sacramental life of the Church.
16. Perception: Parishioners feel empowered and equipped to talk about their faith with others.
17. Perception: Parishioners invite others to participate in faith formation opportunities.

B. Service & Outreach

1. Quantitative: Number of opportunities for service, outreach, and advocacy efforts.
2. Practice: Parishioners who are in need (e.g. post-funeral, homebound parishioners) are personally supported by the parish community.
3. Quantitative: Number of visible connections to the surrounding communities.
4. Quantitative: Number of opportunities for formation about Catholic Social Teaching and service.
5. Practice: The parish provides service and outreach to the neighbors and communities within their parish boundaries.
6. Quantitative: Percentage of parish budget set aside for service and outreach.
7. Perception: Parishioners understand the connection between their Catholic faith and the service & outreach ministry.
8. Perception: Adequate formation occurs before and after service opportunities.
9. Quantitative: Number of parishioner volunteer participants in service and outreach ministries.
10. Quantitative: Number of non-parishioner volunteer participants in service and outreach ministries.
11. Perception: The parish is known in the community for serving the community and consulted regarding community issues.

C. Governance and Finance

1. Practice: Role descriptions are clearly defined for every volunteer/staff member
2. Practice: Parish financial reporting happens on X basis in standard form
3. Practice: Council members participate in X(annual/quarterly) formation
4. Practice: Clergy and lay staff receive performance feedback on X basis (monthly/quarterly)
5. Practice: Prayer is a part of parish decision making
6. Practice: Parish has a clearly stated vision and plan with measurable goals updated every 1-3 years
7. Practice: Criteria is in place to guide what are significant decisions and how that process should work
8. Practice: Each ministry has a succession plan for leadership
9. Practice: Parishioners are surveyed and engaged in other feedback solicitation on a X basis
10. Practice: Stewardship is preached regularly
11. Quantitative: Parish budget expenditures reflect stated priorities
12. Quantitative: Percent of parishioners who tithe
13. Quantitative: Percent of households/parishioners that contribute
14. Quantitative: Number of unique volunteers
15. Perception: parishioners feel involved in decision making
16. Perception: parishioners believe the parish is transparent
17. Perception: parishioners feel ownership over parish
18. Perception: volunteers feel appreciated for service

D. Sacraments and Worship

1. Practice: Availability/frequency of Mass, Daily Mass, Confession, Adoration, other practices
2. Practice: Accessibility of “gateway moments” (Baptisms, Weddings, First Communions, Funerals)
3. Practice: Clear process for recruitment and formation of liturgical ministers
4. Practice: Training in place on a X basis (minimally annual) for any “first impression” individuals (ushers, office staff)
5. Practice: parishioners provide feedback on homilies on a X basis
6. Quantitative: Liturgical and worship (prayer, language, music) reflects the diversity of the parish’s geographical territory
7. Practice: Training and accommodations in place to welcome differently-abled parishioners
8. Practice: General intercessions reflect the needs of the parish community as well as the larger world
9. Quantitative: Sacramental preparation is provided by trained/formed fellow parishioners
10. Practice: Multiple formats are used to engage people in prayer and worship (e.g. livestream, zoom)
11. Quantitative: Number of parishioners who linger/stay for fellowship after prayer and worship experiences
12. Quantitative: Frequency with which parishioners invite others to participate in prayer and worship experiences
13. Perception: Parishioners indicate growth in spiritual maturity over time
14. Perception: Parishioners/families indicate growth in prayer life, faith practices
15. Quantitative: Frequency with which parishioners participate in formation opportunities
16. Quantitative: Number of hosts purchased
17. Quantitative: Number sacramental trends over time

E. Community

1. Quantitative: Number of opportunities annually offered to welcome and engage specific communities (families, singles, etc)
2. Practice: Process in place for relationship management and to reach out individually parishioners who have not been seen or heard
3. Practice: Various platforms and methods used for gathering people are offered (virtual, face-to-face)
4. Practice: Process in place for exhibiting care to members of the community that are in need
5. Quantitative: Number of parishioners participating in a small Christian community
6. Perception: Parishioners feel as they can engage in societal discussions with charity with each other
7. Perception: Parishioners feel as if they are welcome and accepted and that they belong
8. Perception: Parishioners feel as if they parish exhibits care for them in times of need



F. Evangelization

1. Perception: Parishioners are formed in the practice of discernment for all stages of the discipleship.
2. Quantitative: Number of small Christian communities present in the parish.
3. Perception: Parishioners feel comfortable sharing their witness of their relationship with Jesus.
4. Perception: Parishioners actively engage with others and invite them to a relationship with Jesus.
5. Practice: Evangelization efforts are tangible and visible as a priority within the parish.
6. Quantitative: Number of opportunities for evangelization to the wider community, not only Catholics.
7. Quantitative: Number of opportunities for “shallow” entry points for parishioners to invite seekers to learn about the parish and/or Jesus.
8. Practice: Parishioners regularly hear compelling stories of discipleship and faith sharing.
9. Practice: Parishioners are invited to identify and learn more about their God-given gifts.
10. Practice: Leaders of small Christian communities are formed and equipped with appropriate training to effectively lead.
11. Quantitative: Number of individuals invited to be Catholic.
12. Quantitative: Number of new Catholics received into the Church.
13. Quantitative: Number of lapsed Catholics who return to the Church.
14. Quantitative: Number of baptisms.
15. Quantitative: Number of newly married couples who are participating in parish life.



G. Vocations/Discernment/Call to Holiness

1. Practice: Opportunities for vocational discernment are available and accessible.
2. Perception: Parishioners understand the universal call to holiness.
3. Quantitative: Number of individuals who enter seminary formation or consecrated life.
4. Quantitative: Number of vocations to the priesthood and religious life.
5. Quantitative: Number of couples married in the parish.
6. Quantitative: Number of opportunities to experience life in a seminary, monastery, or convent.